Nanny Interview Checklist

Before You Dive In

Hold a phone conference first

Make sure you and the potential nanny are on the same page regarding position basics

Proceed with a face to face interview with potential candidates

Background Based Questions

Why have you chosen to work in the field of childcare?

What are your future goals and aspirations?

What do you like to do in your free time?

Education and Experience Based Questions

What is your educational background?

Are you certified in CPR or first aid? If not, would you consider taking those courses?

In addition to childcare, did you perform any other duties in previous homes?
Housekeeping
Cooking
Chauffeur duties
School work

How many children have you watched at one time?

What is your preferred number of charges?

Are you comfortable leaving the home with children?

What is your comfort level and experience with babies, toddlers, school-aged or preteens? Tailor this question to your own family.

(If applicable) Are you comfortable working around dietary restrictions?

Do you drive/have a vehicle? (Also ask about insurance if your nanny will be required to drive your children places.)

Child-Centric Philosophy Questions

How would you describe your childcare philosophy? Structured? Free roaming? Explore-based?Authoritative? Best Buds Approach?

What levels and types of disciple are you comfortable with?

What kid centered activities do you value most?

Describe a perfect day with my children.
- What would you do?
- Where might you go (if anywhere?)
- How might you structure time?

Hypothetical Scenario Questions

My child goes into meltdown mode and all of the usual tricks don't seem to work. What is your next thought on how to handle this?

One child wants to go to the pool for the day while the other begs to stay home and do crafts and play. How do you navigate this?

My kid suddenly decides to boycott all of his favorite foods. How might you coax him into breakfast, lunch and dinner?

Homework time rolls around and Junior isn't having it. What tips tricks and ideas do you have for work time to be beneficial and pleasant?

My child suddenly falls ill. What steps do you take at the first sign of illness?

How would you handle physical accidents? Give a few scenarios here from a scraped knee to a head injury.

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