



# Nanny Interview Questions

## About the job

- Why do you want this job and what are you hoping for?
- Do you have any questions about the job description?
- Will the commute work for you?
- Would you be interested in taking on extra hours occasionally? Are there additional caregiving responsibilities that you have outside this job that would be helpful for us to know about?
- What kind of housekeeping tasks would you consider part of childcare duties?
- Are you hoping for a long-term position?
- Are you willing to work with our family's specific medical needs, dietary restrictions, religious practices, etc.?
- What are you looking for in a family/employer?

## Training and background

- What has your past childcare experience been like?
- Why did you get involved in childcare?
- Do you have, or would you be willing to get, CPR or baby first-aid training?
- Do you have any additional childcare training or education?
- How long have you been a nanny? What do you love about it and what do you find challenging?
- What brings you joy when you are caring for children? Can you describe one of your favorite moments with a child?
- What languages do you speak? Would you be open to speaking with my children?

## Health

- What precautions do you take in regards to COVID, health, and safety?
- Will you need an accommodation to perform any specific job duty? What would the accommodation be? (See [U.S. Equal Employment Opportunity Commission](#) for additional information about accommodations for disabilities.)

## Philosophy and approach

- What kind of activities do you do with children that are my child's age?



- What is your discipline style? What do kids like best about you?
- What was the most challenging experience you had with a child you were taking care of and how did you handle it?
- What was the most challenging experience you had with a previous employer and how was it resolved?
- What do you consider your most important responsibility as a nanny?
- How would you handle an emergency?
- How do you deal with a baby crying, a toddler whining, an older child refusing to follow instructions, siblings fighting, hitting, yelling, or other difficult situations?
- How do you comfort children?
- What would you do if my child fell and bumped their head?
- What would you do if my child grabbed something from you or another child?
- What reasons might you reach out to us for assistance? Are there any activities or responsibilities that you aren't comfortable with?
- Do you need any more information or have any concerns about any aspects of this job?

### **Getting to know the candidate better**

- What other work or life experience has helped you as a nanny?
- What do you love to do in your free time?
- What do you see yourself doing in the future?