



**REGENCY NANNIES**

Agence de PLACEMENT Agency

## QUESTIONS TO ASK BEFORE HIRING A CAREGIVER

Generally, you will interview a caregiver at your home. You can also determine with the caregiver to speak first with each other on the phone and for the interview to take place later. We recommend that both parents, or a parent and a member of the family, participate in the interview.

Firstly, you should inform the caregiver of your family situation (both parents working long hours, travelling, etc.) and your needs (taking care of a newborn, cooking the meals, etc.). Secondly, you should tell the caregiver that you have received some information by the agency and that you have a few questions to ask about her/his work experience, educational background, etc.

The following questions can help you know better the caregiver and determine if she/he can fulfill your family needs:

1. Tell us more about your studies (nursing, teaching, caregiver, etc.)? Why did you choose this field of study? What kind of student were you (quiet, studious, etc.)? Where did you learn English?
2. How many years of experience do you have with children of the same age group as our children? What age group do you prefer to take care of? In your opinion, which group is the most difficult, the easiest? Why?
3. Describe to us a typical day or week in your life right now (At what time do you wake up?, What are your duties in the morning?, When do you have lunch?, What are your duties in the afternoon?, Do you prepare the meals?, Do you help the children with their homeworks?, Do you accompany the children to school?, Do you have free time during your day?, At what time do you go to sleep?, etc.).
4. How would you describe the relationship with your current or past employer? Can you manage to work with a very strict employer? Do you usually receive instructions from your female or male employer?
5. According to your personality, what can you give our child to make him or her happy? What activities does a child like to do the most with you? Why?

6. Over the past two years, have you ever faced a stressful situation with a child (accident, major argument)? How did you react? Do you think we should treat a sick child differently?

SITUATION: You are giving food to a 9-month old baby and suddenly the baby is choking, what do you do?

7. How do you describe yourself with children (patient, serious, etc.)? Is your behaviour different toward a child in public areas?

SITUATION: You are at the park and another person wants to hold in her/his arms the baby you are taking care of, what do you say or do?

8. Can you prepare dinner for 10-20 people? What should be the behaviour of a caregiver during a party dinner?

9. Have you ever accompanied your employer and their family during vacations? Tell us about the trip and your functions during the holidays? What did you like the most about the vacations? What was the most difficult thing to manage (jet lag, food, hotel facilities, etc.)?

10. What do you know about the diet of a child? Have you taken a course or read books on the diet of children and adults?

11. Do you have hobbies? What do you do during your free time? Do you like outdoor activities?

Finally, you should ask the caregiver if you can call her/his references to obtain more information about her/him. You should also be prepared in case the caregiver has any questions to ask you regarding the job and your family. Inform the caregiver about the other interviews you are conducting and tell her/him that you will get back to her/him soon to let her/him know about your decision.

Please respect the time frame given to the potential caregiver, whether it is a negative or positive answer.