



# Nanny Candidate Interview Questions

## Candidate Information

NAME	DATE
PHONE	EMAIL

## Tell me a little about yourself...

Tell me about your childhood and your current relationship with your family.

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What do you like to do in your free time?

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What television shows do you like to watch?

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How do you think your closest friends would describe you and your personality?

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## Emergency Training

Are you CPR certified?  Yes  No

Are you first aid certified?  Yes  No

If not, would you be willing to get these certifications?  Yes  No

Do you have any other safety training?  Yes  No

If so, what?

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## Experience & Training

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How long have you been a nanny?

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How old were the other children you cared for?

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Do you have any formal early childhood development or childcare training?  Yes  No

If so, what?

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Would you be willing to take classes to further your education in childcare?  Yes  No

At what point would you call a pediatrician or 911? Have you ever had to handle an emergency?  
If so, how did you handle it?

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Please tell me about your safety measures on crib Safety? Diapering? Bottle feeding? Car seats?  
Helmet use for equipment (bikes, scooters, skates, etc.)?

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Would you sign an authorization form, so I can run a background check on you?  Yes  No

## You as a nanny...

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Why did you choose to become a nanny?

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Why are you looking for a new position?

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## You as a nanny...

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Describe your last childcare experience and why it ended.

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What did you like about the position?

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Describe your ideal family/employer.

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What did you enjoy most about your previous nanny jobs?

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What did you dislike about your previous nanny job? Do you have any pet peeves about parents/children/pets?

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What do you consider are the major challenges of a nanny job?

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What appeals to you about taking care of children in their own home as opposed to working at a day care or in your own home?

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Why do you think you are well suited to this nanny job?

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## Your approach to working with children...

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What are your personal child-rearing philosophies?

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What do children like best about you?

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What was your worst experience in childcare and how did you resolve it?

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How were you disciplined as a child? What would you do differently with your own children?

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How do you comfort children? How do you deal with separation anxiety?

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What would you say is your discipline style? Can you give me some examples of when you would need to use discipline with a (insert age) year old child?

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Can you give me some examples of problems you have had with kids and how you handled them?

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What if my child fails to obey you? What if he or she is doing something dangerous?

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## Your approach to working with children...

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How do you handle fighting among siblings?

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How do you handle tantrums?

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How would you react if a child bit or hit you?

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What do you do when you become angry with a child?

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If my child asked you to keep a secret, how would you respond?

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What would you do if my child revealed something to you that you knew I wouldn't approve of?

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What are some of the rules you've followed in other households that you think worked well?

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What are some rules haven't worked for you??

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Would you be willing to follow my rules and disciplining/comforting strategies even if they're different from yours?

Yes  No

## Daily Routines

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What routines did you have in your last position and what routines would you set up for our child?

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What will my child(ren) be doing on any given day?

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What are your favorite activities to do with children the age of mine?

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If I'm working in the house, will you be able to keep my child happily occupied without involving me?

Yes  No

Have you ever had to manage a morning routine during the school year, making sure all the children got off to school on time?

Yes  No

If no, do you think you could?

Yes  No

Can you tell me about your nutritional training specific to your child and age.

For example, no tree nut products or dairy products in the first year, formula or breast milk through age one, care with raisins, grapes, and cut food to avoid choking hazards.

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## Ages 0 - 2 Years

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Tell me about when you had to handle a crying baby? What did you do? How did you feel?

What do you think are your primary responsibilities are with a child this age?

What activities did you routinely engage in when you last cared for a baby or toddler?

## Ages 2- 3 Years

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How would you handle a temper tantrum in a grocery store? How would it be handled at home?

How have you approached toilet training in the past? Were you and the family in agreement with the approach?  
How did it work out?

What role should outdoor play and interaction with other toddlers have in a child's day?

What indoor activities would you engage a child this age in? Describe how you interact in these activities?

What types of educational activities did you routinely engage in with the last toddler you cared for?

## Ages 3 - 5 Years

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What methods of limit-setting or discipline do you find effective for this age? How did this work for you in the past.

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What TV shows do you feel are appropriate for this age? If my child was watching TV, what would you be doing?

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Are you willing to supervise play time with other children in our home and/or take our child to activities that may or may not require your active participation?  Yes  No

Describe ways you can turn everyday household activities (unloading the dishwasher, folding laundry, etc.) into learning opportunities for our child.

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## Ages 5+ Years

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What are your feelings about outdoor play without direct supervision (i.e., the child is outside and the caregiver is in the house with a younger child)?

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Are you comfortable reviewing and assisting with homework?  Yes  No

Tell me about how you have handled this before?

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Describe ways you can turn everyday household activities (unloading the dishwasher, folding laundry, etc.) into learning opportunities for our child.

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## The Details

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Do you have future plans (school, job, marriage, etc.) that would put a limit on how long you expect to be a nanny?

Yes  No

If yes, explain.

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Do you have a driver's license?

Yes  No

Do you have any driving violations?

Yes  No

If yes, explain.

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How long have you been driving?

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Do you have a reliable vehicle with functional safety belts and room for car seats?

Yes  No

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Do you smoke?

Yes  No

Do you want a live-in arrangement?

Yes  No

If it's not a live-in arrangement, where do you live and how would you get to work?

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If it's not a live-in arrangement, would you bring your own food or expect meals to be provided?

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How well do you know our local area?

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We have \_\_\_\_\_ (#) cats/dogs. (breed details: \_\_\_\_\_). How do you feel about pets, and would you be comfortable helping to care for them while watching our children?

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## The Details

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Would you be willing to do light housekeeping while children watching our child(ren)? What would you feel comfortable doing?

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Can you cook? What kind of food would you prepare for our children?

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Can you swim?  Yes  No

If yes, would you be willing to go to the pool with our child(ren)?  Yes  No

What, if any, responsibilities or health issues do you have that may interfere with your regular work schedule?

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When would you be available to start? \_\_\_\_\_

Would you be available to work nights or weekends if needed?  Yes  No

Would you be willing to adjust your schedule if we need to go out of town or stay late at work from time to time?  Yes  No

Would you be available to travel with our family for vacations or weekend getaways?  Yes  No

Do you have any personal vacations planned? When do you expect to take a vacation?

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What's your expected salary? \_\_\_\_\_

## Additional Considerations

If you like a candidate, give her a chance to **spend time with your child(ren)** in your home to make sure everyone involved is comfortable. Consider how she interacts with your kids, including attentiveness, communication the child's reaction to the nanny and whether or not you feel at ease leaving your child with this person.

Once an offer has been made, you should complete a **background check** on your nanny and check her references. Background Checks for Nannies can take care of this for you. Visit the "Getting Started" page on our website to sign up.