

Sample Interview Questions

General
1. Why do you want to be a nanny vs. working at a preschool or day care?
2. What was your last childcare experience like, and why did it end?
3. What was your worst experience with a child and how did you solve it?
4. How did your parents discipline you? Do you agree or disagree with their beliefs? What would you do differently?
5. What do you like most about working with children?
6. Have you ever handled an emergency? If so, what was it and how did you handle the situation?
7. What is your current relationship like with your family? Can you describe your family growing up?
8. What are your hobbies and interests?
9. Do you like watching TV and what is your favorite TV program? Favorite book?
10. How do you feel about housekeeping? What housekeeping duties are you comfortable with? Which ones are you not comfortable with?
11. How do most people feel about you? Would they say that you are a good friend?
12. Are you in a relationship or married? How does your partner feel about your job? Do they mind if you have to work late or come in last minute?
13. Do you mind babysitting with advanced notice? How about staying overnight?
14. Are you available on short notice?
15. Have you ever been arrested or in trouble with the law?
16. How is your driving record? Do you have any tickets? Have you ever had a DUI or similar violation?

17. How long of a commitment can you give?
18. How do you feel about nanny cameras? Would you mind if we used them?
19. When would you be able to start?
20. Would you rate yourself between 1-10 for the following, 10 being the high number: reliable { }, prompt{ }, responsible{ }, loyal{ }, honest{ }, have common sense{ }, flexible{ }, disciplinarian{ }, picky{ }, problem solver{ }, motivated{ }, authoritative{ }, passive{ }, push over{ }, forward{ }.
Newborns through age 2, consider asking these questions:
1. What do you do when a baby doesn't stop crying?
2. What is your primary responsibility for a child this age?
3. What play activities would you do to entertain a child of this age?
4. What is the discipline method you would use for a child this age?
Ages 2 through 3:
1. How would you handle a temper tantrum? Would it matter if you were in your home or in public?
2. How should toilet training be approached?
3. What are the benefits of playtime with other children the same age?
Ages 3 through 5:
1. What method of discipline would you use on a child this age?
2. What television shows would you allow a child of this age to watch?
3. Are you willing to actively participate in a child's group activities, playgroups and/or play dates?

Ages 5 and Up:
1. Would you feel comfortable staying inside, while a child of this age played outside?
2. Are you able to tutor a child if needed? If so, what subjects?
3. Are you o.k. with watching our friend's children, in addition to ours, if we all want to go out?
4. How would you handle an abusive child?
5. How would you handle a child who does not want to do homework?
Additional Questions:
1. Can you tell me about your childhood?
2. How did your parents discipline you?
3. Why do you want to be a nanny?
4. What values are important to you?
5. How long would you like to be a nanny for?

It is also recommended to ask each nanny the same two questions to compare how each one responds.