

Questions to Ask Nanny During an Interview

These questions are merely helpful suggestions for a nanny/family interview. Please use them with your own judgement and risk.

Prior to a nanny interview you should have already completed an extensive background check, checked references (make sure you actually get these!! There may be a reason a family doesn't return a call) and spoken with the potential candidate on the phone. During the phone call, just double check their availability and get a brief summary of their experience.

1. Child care related experience, have them expand upon what they told you on the phone and give specific examples. Ask them how they handled stressful situations.
2. Ask them why they would like to be a nanny. I always find this answer very interesting.
3. Ask them about their future career goals, keep this to career only. It is nice to find out about personal lives, but many personal questions are illegal. Keep it to only what you need to know.
4. Explain your needs to them, make sure they are available for the days and time you need.
5. Ask their preferred compensation. If your numbers don't match, see if there is a compromise.
6. Explain any needs expected, outside of child care. One of the biggest complaints I hear from nannies is that they are expected to clean, without extra pay. Do not assume that just because someone is in your home all day that they will clean, cook or run your errands as well.
7. Ask about a long-term commitment, if this is something you are looking for, or discuss a trial period before hiring for long-term.