**Interviewing nannies – what should you ask?**

Finding the right childcare option can be a stressful process.

Knowing what to ask a potential nanny at the interview can make the process go much smoother.

Here is an example list of questions:

1. How long have you been working as a (full-time/part-time) nanny?
2. How did your previous employment end?
3. What is your favorite thing about being a nanny?
4. What is the toughest thing about being a nanny?
5. Are you CPR certified?
6. What are your main safety concerns when working with children?
7. What is your view/idea about boundaries and manners and how would you implement that?
8. Would you follow instructions even when you don’t agree with them?
9. What is your TV and gaming (older kids) policy?
10. Did you previously keep a daily baby-diary?
11. Do you like to cook and could you cook healthy meals for the child (children)? (Nanny’s relationship with food can tell you a lot about her lifestyle.)
12. How would you plan a day with a baby (child) on a sunny day and on a rainy day? (Another lifestyle question – active nannies prefer to stay outside and go to park or playground, arrange paly dates or attend various children’s activities in the neighborhood.)
13. Would you be ok with running the baby's laundry and keeping the child’s room and apartment tidy?

(It's ok to require leaving the space relatively tidy - put dishes in the dishwasher, put toys away, etc. It's never a good idea to require full house cleaning, as nanny's primary focus has to be on the child. )

1. Would you be able to tell parents if you felt that their child might need to see a doctor?
2. Would you be able to tell parents if you had a suspicion that their child might need help with behavioral issues?
3. Would you be ok taking a child to a doctor’s appointment?
4. Would you ever share child’s photos on social media?

Nanny should NEVER post any pictures of the child on social media platforms (unless with parents permission and knowledge).

1. What is your preferred way of communication – phone, text, e-mail?
2. How would you address any arising issues or disagreements?
3. Do you have any heath issues we should be aware of?

(This a question that can tell you a lot about possible sick days.)

Notes:

It's always a good idea to list all that would be expected from the nanny on daily basis. Even more important is setting boundaries when comes to decision-making about the child. Specify when is it ok for a nanny to make decisions on her own and when permission would be required.