



## What Questions should I ask a potential employer?

- Is this a live in or live out position?
- How many children, and what ages?
- What are the hours?
- Are the hours flexible or does 8-6 mean 8-6?
- Are there other adults living in the home besides the parents?
- Will I be expected to work weekends?
- Do you travel?
- Will I be expected to travel with you?
- Will I be expected to stay with the children while you travel?
- What is your description of the “ideal nanny”?
- Define your idea of the nanny’s role in the family.
- What are the duties?
- Laundry ? (for children)
- Who plans the meals, cooks and shops for groceries?
- Who purchases the children’s clothes, toys, supplies?
- Do you work outside the home or out of your home?
- If the parents work at home, you need to set up some guidelines for how to handle things when you are there, and they are too.
- What religion are they and how do you expect your nanny to participate in the child’s Religious teaching?
- Is there other household help?
- Who supervises them?
- Will I be expected to take the children to doctor appointments, music lessons, classes, etc.?
- Will I be expected to use my own car?
- If yes, who will pay costs for Insurance, maintenance and gas?
- How will we handle vacation time?
- May I take it at my choice of times, or when you take yours?
- Make a point of finding out whether or not you will be paid for unexpected days off. (Example: Grandparents come to town and parents give you the week off)
- Explain that this is your profession and your livelihood and that you count on your paycheck to live. Paid Holidays?
- Work holidays?
- Weekly pay?
  
- Salary or hourly?

- Taxes?
- Health insurance?
- Retirement benefits? IRA?
- Childcare related classes and conferences?
- If I agree to work x number of hours a week for x amount of pay, do I get paid extra for any time over that amount?
- What about pay for 24 hour duty?
- What if I am sick?
- Do I get sick pay?
- What is your back up plan if I am sick?
- Do you see this as a long-term position?
- Do you anticipate moving in the near future?
- Do you have pets?
- What are your household rules?
- Do the children or the parents have allergies I should be aware of?
- Special dietary needs?
- What is your discipline philosophy?
- What values do you want taught and re-enforced in your children?
- I would like to have an opportunity to spend some time with your children before I make my final decision, is that ok with you?
- Are you willing to sign a work agreement with me that includes a 30/90-day trial period?
- Communication is very important for nannies and employers. Are you willing to meet with me on a regular basis so that we can discuss how things are going? Will I receive an evaluation from you and raises on a yearly or BI- yearly basis?
- This is my job, I am very serious about it, and I count on my paycheck to live. I need full-time work and full time pay.
- What is your position on videotaping?
- \* what are your views on termination & severance?
- \* How do you feel about us working with a written contract/ a working agreement?
- \* What is your profession?
- \* What are your views on:
  - Discipline
  - Nutrition
  - Growth & Development (potty training, bottle feedings,)
  - Play dates
  - City Outings (Bus,Subway,Taxi)
  - Sleep Patterns (Crib or stroller?)

## SITUATIONAL QUESTIONS

- \* I woke up through the night feeling really lousy waited for the most appropriate time to call in unexpectedly requesting a sick day. How would you respond to that?
- \* As your child become more verbal, chances are he or she may call me Mama. What are your thoughts or reactions on that?
- \* If there was an incident where i did or said anything you did not agree with. How would this matter be handled?
- \* Have you had a nanny before? If so, what worked well with this nanny and what did not work so well?
- \* why are you looking for a nanny now? (listen to the answer, if their nanny quit or was fired, ask WHY)
- \* Can you tell me specifically what you WANT IN A NANNY?
- \* Do you have any concerns about my fit for your family? If so, can you tell me about that so I may address them? (Esta es una excelente pregunta, algunas familias durante las entrevistas dudan de si eres la candidata ideal simplemente porque en alguna pregunta no pudimos expresarnos bien. Quizás mencionaste que ibas a la escuela y pensaron que tu tiempo es limitado sin embargo, tu asistes los weekends. esta pregunta te ayuda a aclarar sus dudas)