

Babysitter Interview Questions

What to ask and what to listen for in their answers

Tell me about your own family.

Ask about their parents and siblings, and what kind of family life they had while growing up. Ask them to talk about themselves. It will give you a very good idea of their experiences with children and their attitudes to responsibility.

Write your notes here

Why do you want to be a babysitter or “at home camp counselor”?

It is fine that they are working for the money, but they should mention that they love children and enjoy being with them.

What do you like to do with kids?

This is an important question. They should know how to interact with children in your child’s age group. Of course, fun and creative ideas that you know will engage your child are a bonus. It is an added challenge entertaining kids during the pandemic as parks and community pools have not reopened (as of this writing). Can this candidate list at least a few ideas that would be something new for your kids?

Are you comfortable with infant duties?

Can they change diapers, prepare bottles, or feed an infant? How much experience do they have?

How do you discipline children?

You are trying to determine if their methods gel with your standards. They may mention time outs, taking away a special treat, or talking firmly with a child. You must tell them your rules. Now is the time to explain that you do not believe in spanking or any type of physical discipline. They must respect your views. Note their demeanor.

How do you get an infant or child down for a nap?

You want to see indicators of patience. Ask them to tell you about a time when they were in a difficult or frustrating situation with a child. Assess how well they dealt with it.

When is it proper to let a baby cry and for how long?

You should reach an agreement on this. It helps if you share the same philosophy.

If you were hiring a babysitter for your own children, what would you look for?

You will discover if your applicant values kindness and nurturing qualities or if they would simply want someone who is on time and tidy. See if your ideas match up.

What are your strengths and weaknesses?

Listen for key qualities like patience, kindness, creativity, or love of kids. You want to hear honesty when they describe the areas they are working on.

What work are you doing now? Why are you leaving?

Their answers will give you a sense of any difficulties in their past working relationships and an idea of their long-term plans.

What are your thoughts on child abuse?

Let them answer in general to see if they understand the concept. Ask if they have ever witnessed child abuse in any of the homes they have worked in. Have they ever been accused of hurting a child? You want them to know that you are very vigilant around this issue. You need to see if you can talk with them about preventing abuse in your home.



How long do you envision staying with this job? (For long-term positions)

You're looking for commitment. You do not want to disrupt your child's life and attachments every few months.

Finally, tell them clearly about your rules and boundaries.

For example: "My 4-year-old must be supervised in the bath but he can wash himself." "When with my kids you can have your phone with you in case of an emergency. But during time with the kids I do not want you using your phone."

Always ask for two or three non-related references.

Previous employers are best. Always follow up with all of them. You would be surprised by how many people ask for references but never get around to checking them.



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