



Interviewing Childminders: Sample Questions

This is a set of questions that I put together when we were interviewing childminders ourselves – they are not all relevant or suitable for every candidate, but if you are looking for a childminder, some of them will be helpful.

These are best suited for a childminder who will mind in your home, but could be adapted for other childcare options.

Part 1: Questions/ topics to explore:

Experience:

Talk me through your experience to date

Do you have relevant experience, especially with three children and long days?

Talk through typical day in previous nannying role

About you:

What do you like to do in your spare time?

Describe your personality?

How would your friends describe you?

How would your previous employer describe you?

What do you think the children you minded would say was the best thing about you?

And if they were asked to say one thing they wished you did differently, what do you think that would be?

What qualities make you well suited to be a nanny?

What is your worst habit?

What is it about our particular nanny job that appeals to you?

Driving:

Driving – Do you have a driver's license? From what country? How long have you had it?

Are you comfortable and confident driving around this area – are you familiar with it?



Will you be OK with driving our children to and from school, to after-school activities and occasional playdates?

Have you driven a 7-seater car before?

Punctuality and organisation:

How will you travel to work from where you are living; will you drive your own car or will you be reliant on public transport?

Would you see any problems arriving here for 7.30am, so that we can leave for work on time?

The morning schedule is tight - how are you with organising children under pressure – are you confident that you can get them to school on time every day?

Did you do morning school drop-off in your previous role?

Are you generally a punctual person?

Activities:

What kind of activities would you do with our kids after school?

In your previous role, did you typically come up with ideas yourself or follow the lead of parents/kids?

Can you describe a typical day's activities when school is closed, e.g. during summer holidays?

Are you happy to do arts and crafts (really help kids to make things), baking, go out cycling and on scooters, go for walks, go to playgrounds, and generally spend time outdoors during dry weather?

Playdates - are you happy to occasionally have other children over?

Cooking:

Do you have much experience cooking dinners?

We need a childminder who can cook a family dinner every day - what kind of things have you typically cooked for other families?

What is your approach to nutrition and encouraging children to eat healthily?

Housekeeping:

As this is a full time childminder position for three small children, there will obviously be some housekeeping involved (children's laundry, keeping their toys tidy and organised, etc.) – is all of that OK with you?



What kind of housekeeping did you do for previous employers?

If it's not possible to fit everything in, what do you prioritise?

Care & discipline

We are looking for someone with an innate ability to look after children in a kind and caring way – someone who genuinely enjoys being around children.

Do you love minding children and spending time with them? Do you always enjoy it?

Challenges/ stress: what do you do if the kids are upset, crying, storming off – how do you stay calm and patient?

What kind of steps have you taken in the past when a child is frustrated or having a tantrum? (this may be a good opportunity to reassure the candidate that your child does not regularly have tantrums 😊)

How would you describe your approach to discipline? How do you encourage good behaviour?

Could you summarise your views on discipline, schedules, and routines for young children?

Practicalities:

Do you have childcare qualifications?

First aid – do you have a first aid qualification, do you have any examples of using first aid in previous jobs?

Do you have other interviews / job offers at the moment?

What is your salary expectation?

Are you in possession of a work visa? If so, what are the restrictions?

Are you working at present, and if so, how much notice do you need to give/ how soon can you start?

Are you a non-smoker?

Do you have any history of illness that could cause you to need time off work?

Are you available for babysitting and / or occasional overnight work?

Can you provide a reference from a previous au pair/nanny/nursery job?

Part 2: About this role and our requirements:

We are looking for: (these were my requirements – just replace with your own!)

Someone who is kind and gets genuine enjoyment looking after kids – helping them to develop and grow in a caring environment



A strong emphasis on safety

Relevant experience

Someone who is proactive re. activities

Organisation skills & punctuality

Health and nutrition, encouraging healthy eating

A typical day:

Describe a typical day to the candidate; she needs to feel that the job on offer is a match to her needs too – it's very much a two-way-relationship

Tell her about times, drop-offs, typical activities, mealtimes etc.

Part 3: Next steps

Thanks the candidate for coming, and let her know that you have other interviews ahead but will be in touch by x date

If you instinctively liked her, and think you might make an offer, it's a good idea to indicate that, rather than risk losing her to the next family she meets.

Good luck with your search!

Andrea

website: OfficeMum.ie

email: Andrea@OfficeMum.ie

twitter: [@Office_Mum](https://twitter.com/Office_Mum)

facebook: [Facebook/ Office Mum](https://www.facebook.com/OfficeMum)

OFFICE MUM
just trying to keep
my balance...

