

## Sample questions for families to ask during interviews

If you are working with us or with another agency who has done their due diligence, you are starting the interview with a significant advantage: the candidate you are going to interview has already been through at least one interview with the agency, and her<sup>1</sup> credentials will have been thoroughly checked.

You can choose to ask a few basic questions anyway, as a way to get the conversation started. Questions like these, which are easily cross-checked with the candidate's CV, might be a good place to start:

- Where are you from?
- What is your native language?
- Do you speak any other languages?
- How long have you been learning Spanish? How would you describe your current level?

From here, you can guide the interview in several directions, to learn more about the candidate's experience working with children, her personality and interests, her motivations for wanting to come to Spain, and the potential fit with your family in particular. Here are some sample questions you could use to get started:

### Experience working with children:

- Tell me about your most recent experiences working with children. What were your specific responsibilities? What was the most challenging part of the job?
- What do you like most about working with children?
- What do you like least about working with children?
- What types of activities would you consider doing with an x-year old child?
- What do you think children need the most from their caregiver?
- Have you ever taught your native language to a child before?
- How would you help an x-year old child learn new words in your language?

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<sup>1</sup> The feminine pronoun is used for illustrative purposes, not intended to exclude male candidates

## Personality and interests

- What do you like to do in your free time/ what are your hobbies?
- What is your favorite TV show?
- Do you drink/ smoke? (How often?)
- Do you have any special dietary requirements?
- Thinking back to the best boss you've ever had, what was she/he like?
- How comfortable would you say you are with uncertainty, from 1 to 10?
- Where do you see yourself in five years?

## Motivation for wanting to come to Spain and fit with your family

- Have you ever been to Spain before?
- Why would you like to live in Spain?
- What does your family think about it, do they support you?
- Are you okay with our family's schedule, as we've described it to you?
- Do you see yourself taking care of # kids?
- What would you do if my child were rude to you?
- Besides childcare, what other household responsibilities, if any, are you willing to do? Are you familiar with these tasks already?

Remember, you are not only looking for factual information. It is just as important, if not more, to get a feel for how the candidate responds to the questions, what kind of language she uses to describe each experience, and how she approaches problem solving. How fluid is the communication? How easy is it to speak to her? Can you imagine doing so over breakfast in the morning, or when you come home from work in the evening?