



*Inland Empire / Pasadena, California Area Cluster  
Updated March, 2018*

## **KATE'S INTERVIEWING IDEAS**

Some thoughts you should (discuss together first, then) share with candidates...

- What is your idea of the frequency with which she can drive your car for personal use? Distance? What are the other transportation options in the area (train, bus, etc)?
- Will you need her to drive the children to school and activities? Will you want her to drive the children other times (to the park, the library, out for ice cream, etc)?
- What do you expect her schedule to be, and will it flex or be relatively static?
- Do you typically eat family dinners together? How often? What time? What are some of the family's favorite meals?
- Does your family have any dietary issues that the Au Pair will need to either observe in the home (such as religious dietary needs or severe allergies) or be aware of (allergies, vegetarianism, etc)?
- Do you have any family rules about cell phone or electronic device use?
- Would you like to have an Au Pair who is the same religion as you? Do you plan to invite her to attend regular services with your family?

Some things to consider and discuss while interviewing Au Pairs...

- Is she a morning person or a night owl? How does that work with your family schedule?
- Does she prefer energetic activities (such as playing sports) or quiet activities (such as curling up and watching a movie)? Does that mesh with your family lifestyle?
- What types of activities does she enjoy doing with children? Are they the types of activities your children enjoy?
- To what degree does she value cleanliness? Is that similar to your family's ideas of its importance?
- Do the decisions she's made in the past (as described in the employment and education portions of her profile) indicate that she is mature and likely to follow through with projects she starts or commitments she makes?
- Does she seem secure in her decision to spend a year in another part of the world from her family?
- Is she excited to meet the children?

Some questions to consider asking...

- Tell me about the best teacher you've ever had.
  - (Her answer should give you some insight into her personal values within childcare.)
- Can you give me a specific example of how you've handled a difficult child in the past?
  - (Her answer should give you some insight into a. what she thinks makes a child "difficult," b. some of her childrearing skills, or c. if she can't think of any examples, she may be lacking depth of experience)
- Everyone has a bad day occasionally. When was the last time that you had a bad day, and how did you deal with it?
  - (Her answer should give you insight into her level of optimism and her coping skills)
- Tell me about an accomplishment that you are proud of.
  - (Her answer should give you some insight into her personal values.)
- Who is your favorite Superhero? ... Why?
  - (Her answer should give you some insight into what qualities she admires)
- How would your best friend describe your interpersonal / relationship / communication skills?
  - (Her answer should describe her skills with a detached view and probably greater honesty than if she were giving you're her own description of her skills)
- How would you describe your perfect Host Family?
  - (Her answer should give you insight into her values and expectations)
- Would your family describe your bedroom as neat or messy?
  - (Her answer should describe her value of neatness with a detached view and probably greater honesty than if she were giving you're her own description of herself)
- Can you tell me about an exciting experience you had when far away from home?
- Can you tell me about a scary experience you had when driving?
  - (Her answer should give a rough indication of her comfort level with driving and how much focus she places on safety. If she can't think of any examples, she may be lacking depth of experience)