

Creating a nanny interview process and running successful nanny background checks.

Some valuable and important questions when interviewing and hiring a nanny are "How do you know that you are leaving your kids with someone reliable and trustworthy? What questions should I ask when interviewing a nanny or babysitter? How do you do run a nanny background check and what should search for?"

Creating a nanny or babysitter interview process that covers behavioral and emotional segments while assessing the stability and overall experience is essential. Being consistent and using the same process for every interview will allow you to compare apples to apples. A major component of the qualification process is determining the nannies knowledge of developmental milestones. In addition, establishing a thorough, standardized reference check process and following through with a complete nanny background check is critical.

We live in a world of online portals built to connect people while opening up the doors of your home to the masses including felons, sexual predators, and sociopaths. There are a plethora of resources available like www.care.com and www.sittercity.com amongst many other similar sites and resources that promote scouring their databases for nannies and babysitters that can post, advertise, and connect with families looking for help.

Make no mistake about it, these sites can be a valuable resource to find well needed help at a reasonable fee, which can cost a fraction of standard nanny or caregiver agency fees. However, the average mom or dad does not have a lot of experience interviewing, referencing, and running nanny background checks.

Tips on finding and interviewing a great nanny, babysitter or caregiver are:

1. Create a questionnaire that covers the most important topics to your family and situational questions. Use the same form for every interview. Make sure you collect all basic information in application style at the beginning of the form including secondary contact information on your applicant. Some sample questions are:
 - a. If you were packing a bag to go to the park with a 5 year old, what are the items you would put in your bag?
 - b. If you were bit by a 10 month old out of frustration or anger, how would you manage the situation?
 - c. Provide a sample schedule for an 18 month old baby from 8am to 5pm. Include activities you would engage the toddler in throughout the day.
2. Create a reference sheet (or download one from the many resources online and customize it to include the following categories) that covers attendance, experience, current relationship with family, and accuracy in information discussed during your interview with the nanny or caregiver. Use the same reference sheet every time and ALWAYS check at least 3 professional nanny or babysitting references.
3. Find a well known company to run nanny background screening online or by phone. The following components of a babysitter or nanny background check are recommended: misdemeanor/felony statewide and nationwide, sexual offender search nationwide, bankruptcy check in the county lived in the longest, 7 year address history, dmv if driving, and social security verification. The average cost is about \$175 for this type of search.

Leaving your children with a new nanny, babysitter, or caregiver can be very stressful. Follow a structured nanny interview process, take your time, and be thorough and you will be successful.

About the Author

Crunch Care Inc. is the premier service for expert nanny interviews and [nanny background check](#) nationwide. To find out how Crunch Care can help you professionally qualify your potential nanny call 877-553-4231 or visit www.crunch-care.com.

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