

Sample Interview Questions for a Care Provider

Employment questionnaire laws and regulations differ from state to state. The NFXF does not warrant that all of the following sample questions can be asked in your state/locality. If you have any questions about the employment interview process, please consult with your state's Department of Fair Employment or equivalent agency, or consult with an attorney familiar with employment law in your area. Note: We have used the term "child" below to include: daughter, son, young adult, adult, or any other person with FXS for whom you may be interviewing a care provider.

Potential Provider's Name _____

Tell me a little about yourself.

Where did you grow up? Do you have fond memories of your childhood? Tell me about one of them.

Where do your parents live? Can you tell me about your relationship with them? And with siblings?

Tell me about your schooling. What or who influenced you there? What were your favorite subjects? Favorite teachers? Extra-curricular activities in which you participated?

What's your work experience? What kind of jobs did you have as a teenager? What's been your favorite job so far? Were you ever fired? Do you have a supervisor I could call for a reference?

What's your experience with people who have developmental disabilities?

Have you ever spent time volunteering? What did you do? For how long?

What are your hobbies? Would you include our child in them or would you rather keep them as your own? What about if my child took up photography—would you feel like you had to do it too, or would you be willing and comfortable to let them do that with other people that you helped him find?

What kind of music do you listen to? Are you willing to listen to the type of music our child likes? What if they ask you to turn your music off? What if they don't want to ever listen to music?

Do you have an exercise routine? Are you willing to make sure that our child gets daily exercise—even if you don't feel like it yourself? Would you be willing to join in the type of exercise that our child likes even if you don't care for it? Would you be willing to teach our child a new sport or activity that you know about? If our child participated in a unified sport (one that includes people both with and without disabilities) that you love, would you insist on being a part of it or would you be content to be a spectator?

Do you like to cook? Will helping our child with their dietary needs be a problem for you?

What kind of books do you like to read? Will you read to my child, even if they're books that you don't personally enjoy? Do you get a newspaper? Will you work on reading with my child? Do you have any experience with that?

What are your sleep patterns? Morning/evening person? Will you have a problem with sticking to a routine for our child?

Do you watch TV? Would you sit with our child and watch what they want sometimes? And talk to them about it? What kind of movies do you watch? Do you have a favorite(s)? It's very important that you monitor the movies that our child sees for violence and inappropriate sexual content—how will you do that?

What do you like to do on the weekends? Are you active? Do you like to “veg”? How will you decide what to do with our child?

Do you consider yourself a people person? How much socialization do you typically do in a week? Will you have get-togethers with friends on the weekends? Would you help host get-togethers with our child's friends?

We respect your privacy rights, but how will my child be exposed to significant others in your life? If those relationships raise questions for my child, will you discuss it with them?

What types of places have you lived in before?

Are you neat or messy or something in between? Are you used to doing yard work?

How is your current health? Do you have any physical limitations that might impact your work with our child?

Do you own a car? Adequate insurance? What's your driving record?

Tell me about your sense of humor, or tell me about the last thing (or some thing) you laughed about today.

Tell me about your capacity for patience. Give an example.

What are your smoking and drinking habits? Obviously, any illegal drug use is out of the question, but do you take any prescribed medications that would impact your ability to concentrate or focus on tasks, or in caring for my child's needs? If so, what would be your action plan in caring for your own health while not compromising my child's care?

Do you have any pets? What kind(s)? Would you consider getting a pet? Would you consider getting rid of a pet if our child is allergic to it or doesn't like it?

How do you deal with disappointment? Give an example.

Tell me about your strengths.

Your weaknesses?

What qualities or habits of other people most bother you?

How do you handle daily stress? Stressful events?

Talk about your attitude toward life. Do you have a basic philosophy you try to go by?

What do you know about our child's disability? Are you willing to learn about it? How would you go about it?

What is your experience in teaching life skills? Are you willing to discuss our child's needs and set a plan?

How do you feel about dealing with toileting issues (day and night)? How do you feel about private sexual behavior that our child may engage in, such as masturbation, and will you be able to respect our wishes regarding the matter? *(Note: Parents should be clear, ahead of time, what their actual wishes are and what their instructions to the caregiver would be.)*

Do you know anything about IEPs? IPs?

If our child was having a hard time doing something, e.g., cutting up some meat, how would you approach it?

I assume you're aware that you would become partners with my spouse and I in the care of our child. Do you have any feelings, anxieties, or questions about that?

Tell me about how you resolve differences with others. Can you give an example? Do you have a plan for when you'll need a break? If you use other respite providers, will you allow me to meet them? What if I disapprove?

Where do you see yourself in five years? 10 years?

Will you ever consider having others besides our child live with you?

What's your current schedule?

Do you have any questions for me?

Last question: Why should we hire you?