



## Questions For Checking Babysitter Or Nanny References

Now that you have found a potential nanny or babysitter that you're considering hiring, it's time to check references.

**Here is a list of selected questions you can ask during a reference check. You can ask them all, add to them, or use only some of them. These questions can be asked in a phone call, or by email.**

1. How long have you known this individual (use the person's name as much as possible)?

2. In what capacity do you know this individual?

3. What were some of the individual's responsibilities when they worked for you? (Assuming the reference is someone they worked for or with in the past.)

4. Please describe their overall job performance.

5. What are some of their strengths?

6. Where are some of their areas for growth?

7. In your experience, how do they respond to feedback?

8. Tell me about their reliability.

9. Tell me about their ability to take initiative.

10. Tell me about their ability to work with/interact with children and adults.

11. Tell the reference a little bit about the position and then ask the reference how they see this individual performing in this role.

12. Given the opportunity would you hire this individual again?

13. Is there anything else I should know about this individual?

Thank the reference for their time.

Note: Typically three references are preferred, but that can vary if you already have some knowledge about the nanny or babysitter (i.e. they were referred by a friend or family member who provided you with some information about them.) At least two references, with neither of them being a relative, and at least one being a former employer are desirable.