

Nanny Reference Checking Questions

After you've narrowed down your search to your top candidates it is essential to verify the nanny's references and make sure that all information validates what was said during the interview with the nanny. It is also important to ask about the nanny's personality since you will be seeing a lot of this person and you will need to get along with her on a personal level as well.

Here is a guideline for what to ask while calling a potential nanny's references. You may want to ask the reference if it's a good time to talk in case it's a busy time for the other parent. You don't want to feel like you are in a race to get information about someone that will be caring for your little ones.

Employment History

- When did she start?
- How long did she work for you?
- Why did she leave?
- What was her compensation?
- Would you rehire her or recommend her to a friend?

Performance

- What are her strengths, weaknesses?
- Could she improve in any area?
- How well did she communicate with you? The children?
- Does she state the initiative to get things done? Or do you need to tell her when you need things done?
- Is she a very organized person?
- How does she handle stress?
- Is she a warm, loving person?
- Does she have a lot of energy ?
- Does she follow directions well?
- Do your children like her?
- How would you rate her as a nanny? Excellent, average or poor and why?

Duties and Fit

- What were her job duties? Did she go above and beyond or just do the minimum?
- Was she OK with doing housekeeping? What type of housekeeping duties did she perform for you?

Closing

- Is there anything else you'd like to tell me about her?
- Is there any part of this conversation that you'd like me to keep personal?