



BABYNURSE INTERVIEW QUESTIONS

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SPECIAL NEEDS

Do you have experience with...

- Premie babies?
- Monitors?
- Colic?
- Sleep apnea?
- Reflux?
- Ear infections?
- Allergies?

BEFORE THE BABY COMES

- Do you have experience with baby-proofing?
- Do you have experience with nursery set-up?
- Do you have a list of items you recommend for first-time parents?

QUESTIONS TO AVOID

There are certain questions you cannot ask when interviewing. Including questions related to age, disability, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

GENERAL

- How long have you been working with children?
- Why do you like working with children?
- How many babynurse cases have you done?
- What were the lengths of time for most of your positions/cases?
- Do you have any multiple experience? (twins/triplets)
- Do you have much experience with first-time parents? If so, how did you help adjust the baby with its parents?
- Have you ever kept a journal for the baby? If not, will you keep a detailed journal if requested?
- How comfortable are you giving us detailed reports about the baby and his/her day?
- What did you find most challenging or difficult about working with first-time parents?

ENTERTAINING THE BABY

- Do you read to the baby?
- Do you talk to the baby?
- Do you sing to the baby?
- Did she hold the baby?
- Do you believe in letting the baby cry? If so, for how long?
- How old should the baby be before you start implementing a sleep schedule?

IF BREASTFEEDING

- Do you have any experience with new mothers breastfeeding?
- Do you have any experience with pumping and supplemental feedings?
- Have you worked on cases where the bassinet has been in the room with mom and dad?



NOTES

BABYNURSE

Suggested Reference Check

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THE BASICS

- *How did you meet this babynurse?*
- *Work location*
- *Dates of employment*
- *Live in or live out?*
- *Did you get the feeling that this person was enthusiastic and happy about doing this job?*
- *Was the babynurse easy to get along with?*
- *How did the babynurse interact with other staff members?*
- *Did the babynurse help nurture the relationship between your other children and the new baby?*
- *Is there anything we should know as a future potential employer of this person*
- *If there anything else you would like to add?*
- *Can i contact you again if i have more questions?*

PAST PERFORMANCE

- *Were you satisfied with the babynurse performance*
- *Why did the babynurse leave?*
- *Were they always reachable while they were working for you?*
- *Did this person show initiative?*
- *How many children did the babynurse care for?*
- *Was the babynurse informative and professional?*
- *Was the babynurse helpful with the adjustment for you and your newborn?*
- *Did the babynurse help with Breastfeeding?*
- *Did the babynurse keep the nursery clean?*
- *What were some areas in which they could improve?*
- *Would you hire the babynurse again?*