

Interview Questions for Hiring Caregivers

1. Please tell me about yourself and why you decided to be a caregiver.
2. Please tell me about your personal and professional experience as a caregiver. It could be with a family member or a friend. (This gives the candidate a chance to speak about their experience caring for someone close to them and what motivated them to be a caregiver. If they don't have prior experience, the following question is important.)
3. What inspires you to help others?
4. What do you find gratifying as a caregiver?
5. What is difficult or challenging for you as a caregiver?
6. Based on your personal and professional experience, do you prefer to assist people who have certain health conditions (such as ALS, Alzheimer's or Parkinson's)?
7. Ask questions that relate to the care receiver. The answers will help you examine a candidate's thought process and ability to prioritize. Following are three scenarios:
 - a. How do you safely bathe someone who is weak and unsteady?
 - b. Hypothetical situation: You are caring for someone with dementia who is agitated and confused. They want you to take them to the place they used to live, but this is not possible. What will you do?
 - c. The person you are caring for is having a hard time breathing and is choking on accumulated fluids in their mouth and lungs. What can you do to improve their condition?
8. What is your availability to work? Do you have other work commitments or personal obligations?
9. Do you smoke? (If yes, let the applicant know that there is a designated place in, or outside, the home where they can smoke.)
10. Questions regarding driving
 - Do you drive and have a valid driver license in the state of _____?
 - Do you have a clean driving record? It is important to know if the applicant has a recent DUI (Drinking Under the Influence) charge on their record.
 - Do you own or have the use of a car?
 - Do you feel comfortable taking a client to appointments in your car, or do you prefer to drive your client's car? (Inform them that if they use their car, they will be reimbursed for work related activities at the IRS per-mile rate.)

Years of experience?

Formal training. Certifications?

Been fingerprinted

Days available? Times?