

Interview Questions for Hiring a Caregiver

1. Please tell me a little 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 share 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 are applicable to the care receiver. A candidate's answers will help you examine their thought process and ability to prioritize. The following are three scenarios:
 - a. How do you safely bathe someone who is weak and unsteady?
 - b. 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 situation?
8. What is your availability to work?
9. Do you have other work commitments or personal obligations?
10. Do you smoke? If yes, let them know that there is a designated place in or outside the home where they can smoke

Questions regarding driving

1. Do you drive and have a valid driver license in the state of _____?
2. 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.
3. Do you own or have the use of a car?
4. 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.