

## Interview Questions for Hiring a Caregiver

1. Please tell me a little about yourself and why you decided to be a caregiver.
2. Do you have 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 become a professional caregiver.)
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. How many years of experience do you have?
7. Have you received formal training? Do you have a certificate?
8. Based on your personal and professional experience, do you prefer to assist people who have specific health conditions (such as ALS, Alzheimer's or Parkinson's)?
9. 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 examples of 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 where 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?
10. What days are you available to work? If you are offered the job, when can you begin?
11. Do you have other work commitments or personal obligations?
12. Do you smoke? If yes, let them know where there is a designated place to 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 a 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.
5. Have you been fingerprinted? If so, can you provide a copy of the report?