

Sample Interview Questions

Sample Interview Questions for Child Care Positions



Introduction

Successful interviews are all about asking the right questions. As the interviewer your job is to take the lead. When interviewing for a child care position, the most suitable candidate will demonstrate strong planning and organizing skills, adaptability, good judgement and integrity, a high-level of energy, and excellent problem-solving and communication skills.

Beyond a few general questions at the start of the interview, most questions should be a combination of behavioral and situational questions. Behavioral questions are centered on conduct in past work situations while situational questions are hypothetical and focused on the future. In combination you should get a good sense of past and future performance.

Select a few general questions followed by several behavioral and situational interview questions from the lists provided that are most relevant to your position and modify the questions as appropriate

for your position. These questions will enable you to evaluate the candidate's compatibility with your organization's child care philosophy and ability to provide safe and supportive relationships, generate creative solutions, and ensure effective communication. They will also help you to assess a candidate's patience, motivation, and passion for helping children reach their potential. Be sure to ask all candidates the same questions to better evaluate who the best fit for your organization would be.

General Interview Questions

1. Tell me a little about yourself.
2. What experience do you have working with children?
3. What are the most important qualities of child care staff and why?
4. What drew you to a career in child care?
5. What is the most important thing a classroom needs to run smoothly?
6. Tell me about a typical day in your classroom.
7. Summarize your teaching philosophy.
8. Are you CPR-/first-aid-certified?
9. What cleaning duties do you expect to handle?
10. How do you feel about supervising over ____ # children at a time?
11. Are you familiar with child protection regulations and procedures? Explain them in your own words.
12. What do you feel is the biggest challenge in providing child care?
13. What do you enjoy and what do you dislike about child care?
14. Why are you interested in this position?
15. How did you hear about the position?
16. What do you know about our program/school?
17. What are your greatest professional strengths and weaknesses?
18. Do you have plans for continued education?
19. Where do you see yourself in five years?

Sample Interview Questions

Behavioral Interview Questions

1. What is the biggest challenge you've faced while working in child care? How did you handle it?
2. Describe a situation where you had to have a difficult conversation with the parent of a child in your care.
3. Give me an example of a time you resolved an issue with an angry or concerned parent.
4. What is your favorite activity that you planned for your students? Did the parents like it?
5. Describe a time you had to handle an injury/accident/emergency with one of your students.
6. Describe how you created a happy learning environment for the children in your current or previous job.
7. Describe your approach to classroom management. Give examples of how you handled recent behavior or discipline problems.
8. How do you feel about changing diapers and toilet training? Describe your approach with toilet training in the past.
9. Tell me about a time you experienced frustration dealing with a child.
10. What is one thing you wished you had been more prepared for going into your last position, and how did you handle getting up to speed?
11. Tell me about a time when you had to practice professional confidentiality. What was the situation and how did you handle it?
12. Describe a time you had a conflict with a co-worker or supervisor. What was the issue, what did you do, what was the outcome?
13. What does teamwork mean to you? Give some examples of things you've done to be a good team member or to improve teamwork.

Situational Interview Questions

1. How would you handle a child who frequently resists following instructions?
2. If you were concerned a child was being left out, what would you do?
3. If two children were having a physical fight, how would you handle the situation?
4. How would you react if a child was choking?
5. What would you do if you saw a child come in with multiple bruises on them?
6. What age group do you prefer to work with and what types of activities would you do with them?
7. If you observed an angry coworker grab a child's wrist and pull the child up, what would you do?
8. If you witness a co-worker using profanity towards a child, what would you do?

**YOUR HR RESOURCE PARTNER FOR
ACHIEVING BUSINESS SUCCESS**