



Your program name
PROGRAM

INTERVIEW QUESTION SET 

Interview question set

Print one per candidate and write on it during the interview. Score 1 to 5 as you go, and capture one exact quote per question.

CANDIDATE

ROLE

DATE

INTERVIEWER

Opening questions SETS THE TONE

Why this age group, and what does a good day with them look like to you?

1 2 3 4 5

Listen for: what they value in a day, described from the children's side rather than the schedule's.

Quote

Walk me through the last shift you were proud of. What happened?

1 2 3 4 5

Listen for: a specific moment with a child, not a general statement about loving kids.

Quote

Behavior scenarios CARE FIRST, EXPLANATION SECOND

A child bites another child in front of you. What do you do, in order?

1 2 3 4 5

Listen for: immediate care of both children before any explanation, then telling a lead and documenting it.

Quote

A two-year-old refuses to nap and is keeping the room awake. What now?

1 2 3 4 5

Listen for: patience over power, a quiet alternative, and no bargaining or shaming.

Quote

Parent scenarios CALM, AND NO BLAME

A parent is upset at pickup about something that was not your fault. How do you handle it?

1 2 3 4 5

Listen for: staying calm, not blaming a colleague, and bringing it to a lead rather than relitigating it at the door.

Quote

How would you tell a family something hard, like a bump on the head or a rough day?

1 2 3 4 5

Listen for: saying it plainly and early, with what was done about it, not softening it into vagueness.

Quote

Safety judgment WOULD THEY SPEAK UP

You notice a colleague skipping a sleep check. What do you do?

1 2 3 4 5

Listen for: whether they would say something, to whom, and that they would do the check themselves first.

Quote _____

You are alone with the group for a minute and a child needs a diaper change. What do you do?

1 2 3 4 5

Listen for: keeping everyone in sight, calling for help, and never leaving the group unsupervised.

Quote _____

Learning and feedback WHAT THEY CHANGED

Tell me about a time you were corrected at work. What did you do differently after?

1 2 3 4 5

Listen for: what they changed rather than how they felt about being corrected.

Quote _____

What would you want us to train you on in your first month?

1 2 3 4 5

Listen for: an honest gap named out loud, which is a better sign than claiming to know everything.

Quote _____

Paid working hour

Paid and supervised, and never alone with children before clearances are complete.

- ☐ Got down on the floor with children
- ☐ Noticed a child who needed help
- ☐ Took direction without friction
- ☐ Children warmed to them

Scoring and decision

TOTAL SCORE _____

The quote that changed your mind _____

WHAT DECIDED IT

☐ Offer ☐ Working hour next ☐ Pass

Reference check ONE SUPERVISOR WHO TALKS BEATS THREE WHO WILL NOT

REFERENCE NAME AND ROLE _____

WHERE THEY WORKED TOGETHER _____

DATE REACHED _____

Would you hire them again, and for which room?

Answer _____

How did they handle a hard moment with a child or a family?

Answer _____

What did they need the most support with?

Answer _____

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