

Job Interview Questions/Observations Resource

If you take notes, do your best to stay connected to the person you're interviewing, and don't let taking notes distract you from active listening.

Interview Questionnaire #1

1. Are you looking for a primary, or a secondary job? Why?
2. Why did you leave (or leaving) your current employment?
3. What do you like most – and least – about your present job?
4. Describe your current or previous responsibilities in detail.
5. Describe your relationship with your previous employer.
 - a. What do you like most – at least - about your employer?
6. How would you describe your ideal coworker? Your ideal employer?
7. What do you consider to be your greatest strength as a caregiver?
 - a. As a coworker?
 - b. As an employee?
8. What specialty training have you received as a caregiver?
9. Are you willing to receive additional training to improve your skills, knowledge, and abilities as a caregiver?
10. Are you able and willing to maintain any required certifications up-to-date, or acquire new ones if/when necessary?
11. What have you noticed so far, or know about our company that you find appealing?
12. Are you available to work overtime during emergencies, if necessary?
 - a. Weekends? Holidays? Nights?
13. Do you have any limitations that would prevent you from fulfilling the duties and responsibilities of this position?
14. Is there anything that might prevent you from reporting for duties on time and as scheduled?
 - a. What would be a reason for you not to report for duties when scheduled?
15. What would be your most important considerations if you were to be offered this job?
 - a. For example: compensation, benefits, schedule flexibility, growth opportunities, workload?

Interview Questionnaire #2

1. What made you decide to become a caregiver?
 - a. What do you love most about being a caregiver?
 - b. What do you find most difficult about being a caregiver?
2. What do you most enjoy about working with the elderly?
3. In your own view, what makes you a great caregiver?
4. If I were to ask your current employer to describe you, what would they say?
 - a. What would they say is your greatest strength?
 - b. Why would they say you should improve?
5. How would a resident you care for say about you?
6. What are some of the challenges you face in your current job?
7. In your view, what does it mean to provide quality care?
8. Have you worked with people who have dementia (or insert your AFH specialty)?
 - a. What do you think are the greatest challenges in providing care to them?
 - b. Have you worked with people who have developmental disabilities? What do you think are the greatest challenges in providing care to them?
9. How would you handle a confused resident who is awake at 2:30 AM and refuses to go back to bed?
10. You hear a loud “thump...” you rush to investigate and find a resident laying on the floor; how do you handle the situation? Be specific...
11. What would a care setting who offers “the highest quality care” for persons with dementia look like?
12. What are you most complimented on in your work?
13. What do you consider to be your greatest strength(s)?
14. What do you feel makes you especially qualified for this job?
15. What do you believe you can bring to our company and residents?
16. What do you think it takes to be successful as a professional caregiver?
17. What do you like to do for fun when you’re not working?
18. Where do you see yourself in a year from now?
19. If you were me, would you hire you? Why?
20. What else do you think would be important for me to know about you?