

## ***How to Choose the Right Nanny***

Finding the right nanny for your family requires patience and perseverance. Remember that one of the most important factors in choosing a nanny is finding a candidate who fits in well with your family. Evaluating your family's needs and preferences provides essential information for hiring the right caregiver.

### **Things to Consider**

- ◆ Does the nanny seem to really love and connect with children? Does she/he love being a nanny?
- ◆ Does the nanny communicate well with children? Does she/he use appropriate language and get down on their eye level? Do the children respond well to the nanny?
- ◆ Can the nanny describe clearly a philosophy on discipline? Is it consistent with your own views?
- ◆ Is the nanny trained in Infant/Child First Aid and CPR? Is she/he knowledgeable concerning children's health issues including common childhood illnesses?
- ◆ Does the nanny demonstrate an understanding of children's developmental stages, especially the stages your children are in and are moving toward?
- ◆ Can the nanny give examples of age appropriate activities that he or she will do with your children? Do these activities meet the emotional, social, intellectual and physical needs of your children? Can the nanny outline a typical day's schedule for you that will meet these needs?
- ◆ Does the nanny have relevant child care experience?
- ◆ Will the nanny follow your parenting guidelines? Will you respect and appreciate her professional opinions?
- ◆ Can the nanny address the safety issues that are involved with caring for your children?
- ◆ Can the nanny provide the kind of atmosphere you want your children to be in on a daily basis?
- ◆ Does the nanny have the ability to plan and prepare nutritious, balanced snacks and meals?
- ◆ Is the nanny reliable, responsible, nurturing and professional? Does the nanny display the kind of maturity needed to do the job you are asking of him/her?

- ◆ Do you match expectations in regards to salary, hours, job duties and other basics?
- ◆ Has there been a complete background and employment screening? This should include a criminal background check, driving records check, reference screenings and sexual offender registry searches as well as any other screening needed for that particular nanny.
- ◆ Have you disclosed all relevant information to the nanny about your family and what you are looking for in a caregiver? Does the nanny seem comfortable with all that you have shared?

### **Compatibility**

Now that you have found a qualified candidate, you need to make sure she matches your family as closely as possible in the following areas:

- ◆ your family's level of organization and neatness
- ◆ the level of involvement you need in the children's schedules
- ◆ your need for flexibility
- ◆ both the nanny's and your family's need for privacy
- ◆ sense of humor
- ◆ communication style

Trust your instincts. The nanny and family relationship is key to long-term, consistent care. Don't underestimate the importance of good chemistry. Keep searching until you find a candidate that "feels right".

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