

## Possible Questions to ask when hiring Individual Private Care Providers

1. What got you into this kind of work?
2. What is your training and experience?
3. What languages do you speak?
4. Do you carry your own insurance and are bonded?
5. Do you have a valid driver's license and clean driving record?
6. Do you have your own means of reliable transportation? Is your vehicle insured?
7. What services are you able/willing to provide?
8. What is your hourly rate?
9. Do you have a minimum shift requirement?
10. Are you looking for a short-term or long-term role?
11. Are you comfortable with pets (if the client has pets in the home)?
12. How soon can you begin working?
13. Do you keep daily records and how will you keep the family informed?
14. What are your interests?
15. Do you have first aid?
16. Tell me about a challenge you have had while working with someone and how you dealt with it.
17. What has been the greatest reward you have experienced with providing care?
18. Do you know how to play...will you... can you talk about...(whatever is of interest to your person, checkers, going for a walk, doing meal prep, gardening, talking about cars, knitting, etc.)
19. If the care recipient falls asleep, how would you keep yourself busy and have your time feel valuable?
20. Design a "how would you deal with" question around what may be challenging with your person like toileting, emotional dysregulation, hallucinations, accepting help, not wanting to shower, sensory sensitivities, non-verbal communicator, etc.
21. It takes a lot of grace to accept help. How would you preserve a person's dignity?
22. You may ask questions around specific care needs in relation to a person's condition, like transfers, dementia, monitors, colostomy, etc.
23. Ask for references from previous private clients
24. What is included in the rate being suggested (by either the provider or family)?
25. Will you drive to appointments or errands? Will you be comfortable driving the care recipient's car if need be or would you prefer to use your own car? What would you expect in terms of compensation for mileage if your car is used?
26. How do you adapt to working with people that are differently abled than you?
27. Are you willing to do household chores? If so, are you comfortable with doing the dishes, grocery shopping, cooking, cleaning, organizing, laundry, and helping with the mail?

28. Is there anything you aren't comfortable doing that hasn't been mentioned?
29. Will you be working other jobs that might be affected if I'm delayed getting home?
30. Would you be available for respite care or to stay over for a long weekend?
31. Can you give me a copy of an updated Criminal Record Check and/or a Vulnerable Sector Check?