



Nanny Interview Questions

- Why did you become a nanny?
- How often do you plan to meet your friends for 'play dates' during working hours?
- How much time do you need to spend on your cell phone during working hours?
- When do you expect a pay raise?
- What do you do when you go to the park/class room with the kids?
- Are you prepared to fill out a form for us to carry out a background check?
- How do you organize the day for the children under your care?
- Prior/current jobs and how/when/why did the job relationship end?
- What would be a typical day with my children?
- How do you deal with temper tantrums/how do you discipline children?
- Has a parent ever asked you to do something you disagreed with or have you ever disagreed with how a parent handled their child? If so, how did you deal with it?
- What will it be like for you to have me at home part of the time and assisting me in taking my twins to classes?
- Do you have any health issues that might interfere with your job?
- What kind of activities will you do with my babies?
- How do you handle an emergency?
- Are you trained in CPR?
- What do you like about being a nanny? What don't you like?
- What do you like to do in your spare time, tell me about your family, something to get the person out of "interview" mode and to try to get a sense of her personality, communication style, etc.
- How would you get to work every day? What barriers might you have to being punctual?
- If they have kids of their own... What are your back-up child care options?
- Are you willing and able to come early or stay late (for extra pay) if needed?
- After presenting your expectations of her (preferably in writing)... Are you able to meet these job expectations?
- What is the most important thing when taking care of my children? (Safety should be mentioned).



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How much time do you need to spend on your cell phone during working hours?

When do you expect a pay raise?

What do you do when you go to the park/classroom with the kids?

Are you prepared to fill out a form for us to carry out a background check?

How do you organize the day for the children under your care?

List prior/current jobs and how/when/why did the job relationship end?



Nanny Interview Questionnaire

What would be a typical day with my children?

How do you deal with temper tantrums/how do you discipline children?

Has a parent ever asked you to do something you disagreed with or have you ever disagreed with how a parent handled their child? If so, how did you deal with it?

What will it be like for you to have me at home part of the time and assisting me in taking my twins to classes?

Do you have any health issues that might interfere with your job?

What kind of activities will you do with my babies?

How do you handle an emergency?



Nanny Interview Questionnaire

Are you trained in CPR?

What do you like about being a nanny? What don't you like?

Tell me about yourself (interests, hobbies, etc.)

How would you get to work every day? What barriers might you have to being punctual?

Are you willing and able to come early or stay late (for extra pay) if needed?

What is the most important thing when taking care of my children?

Anything else you'd like to mention?



Safety First

Safety Tips Just for Twins

- Anchor all your furniture – There might come a day when your little twinnies will work together to pull out their dresser drawers to climb up to the top together. Double the kids equals double the weight, and that dresser can easily come down on top of them. Make sure to fasten safety straps to every piece of furniture that can tip over, even if you think, “My twins could never pull that over.” Oh yes, they can! Hire a professional babyproofing professional if you have to ; a good resource is the Professional Babyproofing Association. Check out Qdos for great babyproofing products!
- Separate their cribs by at least 30 inches – The day may come when one of your twins will want to climb into their sibling’s crib to play. If their cribs are right next to each other this can cause a suffocation hazard, as one twin could fall between the rails and get stuck dangling by the neck (it happened to a Twiniversity family.) Make sure to leave at least 30 inches between their cribs to avoid any danger of entrapment.
- Managing two babies in convertible seats – When your twins outgrow their infant car seats you’ll need to switch to rear-facing convertible car seats. This makes for a unique challenge when it’s just one parent taking two babies out to the car alone. One way around this is to use a lightweight double stroller to bring the babies from the house to the car. Or use a single umbrella stroller for one baby and a baby carrier for the other. Just make sure the stroller has brakes on it!
- Change one diaper at a time – Always change one baby at a time and keep a hand on that baby at all times. Place the waiting baby in a safe place, such as a bouncer with straps or a crib. You never want to run the risk of one baby falling off the changing table because there isn’t enough room for two. The same thing goes for bath time! Bathe one baby at a time in a baby tub or a sink with a bath sling until they are old enough to sit up confidently on their own, and at that point you can bathe them together in the bathroom tub.
- Don’t bottle prop – Tandem bottle feedings are a huge timesaver that we highly recommend to twin parents, but please don’t prop up your baby’s bottle so they can self-feed. Even if you’re monitoring them closely, you run the risk of getting distracted by a phone call, someone at the door, another child needing your attention, etc., and you could run the risk of your baby choking on their milk. Instead, look at every bottle feeding as a time to bond with your twins. Look into their eyes and make those connections. Be engaged with your babies at every feeding. They won’t regret it, and neither will you.

Don't forget...

Baby monitor
Cabinet and door latches
Safety gates
Outlet covers
Rectal thermometer
Digital thermometer
First aid kit
Smoke detectors
Carbon monoxide detectors



Keepsakes & Milestones

Keepsakes Tips

- Buy a newspaper for each baby on the day they are born
- Use large clear plastic storage bins for keepsakes so you can keep everything together and it's easy to see what's in each box. Keep a smaller shoebox inside to house the smallest and most delicate of items.
- Create shadowboxes to display hospital/coming home keepsakes on your walls
- Use outgrown baby clothes to make a quilt, Christmas stockings, or teddy bears
- Make Christmas ornaments out of their hospital beanies and bracelets
- Create footprint art at every birthday to see how they grow
- Create personalized height growth charts to display in the twins' room
- Store keepsake artwork, writing, projects and more in a kids portfolio folder

Recording Milestones

- Create custom photo books every birthday using photos from the year. Check out Shutterfly and Snapfish to order.
- Set up an email account for the kids and send emails to record milestones
- Create a private account on a social network to post photos and details
- Create a handwritten journal to let them read one day
- Start a private blog to record milestones and share with family
- Record milestones on your family calendar to keep track
- Take photos with twins' first year cards. Check out Milestone for preprinted twins cards.
- Use a photo app to record funny things they say and make them into images to post online. Check out Little Hoots.
- Backup your photos using a free unlimited cloud storage app and set a reminder to run the app every week. Check out Google Photo or Prime Photo from Amazon.
- Upload videos to a private YouTube channel. Your kids will get a kick out of watching themselves online! Be sure to narrate each video with the date and how old your kids are.
- When your kids start talking in full sentences, record individual interviews to ask their favorite color, food, toys, animals, etc. Make a new one every 3 months to see how much their speech and answers change.



Car Seat Safety Tips

Child restraints are often used incorrectly. One study found that 72% of nearly 3,500 observed car seats were misused in a way that could be expected to increase a child's risk of injury during a crash (NHTSA, 2006). The best way to protect children in the car is to put them in the right seat at the right time -- and use it the right way! Please note that this list pertains to car seats made in the USA.

Facts About Car Seats

- The best car seat for your child is a car seat that will be installed and used correctly every time.
- Car seats should be chosen based on the child's height and weight as well as the fit of the seat in the vehicle.
- Children should be kept in car seats and booster seats for as long as the child fits within the manufacturer's height and weight requirements.
- All car seats on the market must meet federal crash performance standards.

Car Seat Recommendations

- Birth to 12 Months: A child under the age of 1 should ALWAYS ride in a rear-facing car seat. There are 3 different types of rear-facing car seats: rear-facing-only, convertible, and 3-in-1.
- 1 to 3 Years: Children should ride in rear-facing car seats AS LONG AS POSSIBLE. It is the best way to keep them safe. The child should remain in a rear-facing car seat until he or she reaches the top height or weight limit allowed by the car seat manufacturer.
- 4 to 7 Years: Children should be kept in a forward-facing car seat with a harness until they reach the top height or weight limit allowed by the car seat manufacturer.
- 8 to 12 Years: Children should be kept in booster seats until big enough to properly fit in a seat belt.

Tips for Fit & Installation

- Buy car seats in person if possible; ask the store manager to take a sample to your car to ensure it's a proper fit.
- All adults who will be driving your children must read the car seat manual from front to back to make sure they can install the seat in the vehicle and your child in the seat themselves. That includes both parents, grandparents, nanny, etc.
- Read your car's manual on proper car seat installation. There you can find the ideal placement for your car seats, including tether points for forward-facing car seats.
- Once your car seat is installed there should be no more than 1 inch of wiggle from side to side or front to back. If there is too much wiggle room, tighten it again. If there is still too much wiggle room, you may need to return it for a different car seat. Not all car seats work well in every car.
- Car seats should not touch the driver and front passenger seat. There needs to be a gap to allow some rebound in a crash.
- The child's harness should be as snug as possible against the body. The chest clip should align with the armpits. Dress your child in thin, tight layers. Take off coats before strapping in your child and place their coat or a blanket over the harness after they are secured in the seat.
- Have your seats checked by a Child Passenger Safety Technician (CPST) to ensure proper installation and usage. Visit safercar.gov to look up local CPSTs.



How Can a Doula Help Me?

Birth Doula

- Gives emotional and physical support through labor
- Offers knowledge and choices for labor plans
- Serves as an advocate for the mother during pregnancy and labor
- Can apply counterpressure during labor
- Moves mom around in various laboring positions, using massage and pressure points to ease pain during labor, provide encouragement, visualization techniques, helps her understand what's going on with labor progressing
- Stays with mom from start of labor until birth has happened
- Chances of c-section dramatically drops if you have a doula
- Sometimes doulas are not allowed in an operating room
- Communicates between the medical staff, parents, and family members
- Help you create a birth plan and follow through with it as much as possible
- Gives your partner support and helps them understand what's going on

Postpartum Doula

- Teach parents the basics of baby care: bathing, changing diapers, swaddling, safe sleep, feeding, putting babies on a schedule, how to soothe your baby, etc.
- Breastfeeding support
- Looks out for postpartum symptoms, such as depression, anxiety, and medical concerns
- They "mother" the mother
- Support for siblings
- Helps parents to better enjoy this time with their babies
- Light housekeeping
- Organizing
- Basic meal prep
- Sometimes can also do overnight care
- Run errands
- Walk the dog
- Care for the babies while mom/dad take a nap
- Prep bottles
- Run visitor interference when needed