



PRIVATE CAREGIVER HIRING

Caregiver Interview Questions and Answers PDF

Use six job-related caregiver interview questions and learn what strong, safe, professional answers should include before hiring private care.

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FREE CAREGIVER GUIDE

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SHORT ANSWER

Strong interviews focus on relevant experience, judgment, reliability, boundaries, communication, and the duties in a written job description. Ask every candidate the same core questions and compare answers using the same criteria.

Before the interview

Define the schedule, essential duties, mobility needs, household expectations, required experience, pay range, supervision, and who will give instructions. Separate true requirements from preferences.

Six questions to ask

- Tell me about care work most similar to this position.
- What would you do if the person refused care?
- How would you respond to a sudden change in condition or behavior?
- How do you protect privacy and professional boundaries?
- How do you handle lateness, call-outs, and schedule changes?
- How do you prefer to receive feedback and supervision?

What strong answers include

- Specific examples without disclosing another person's private information.
- Respect for choice, calm communication, approved alternatives, and timely escalation.
- Emergency awareness without diagnosing.
- Clear limits involving money, gifts, social media, medication, and family requests.
- Prompt attendance communication and a realistic backup process.
- Willingness to ask questions, accept correction, and follow a written plan.

Questions to avoid

Keep questions job-related. Federal, state, and local law may restrict questions about disability, medical history, age, religion, national origin, pregnancy, family status, and other protected information. Before an offer, describe essential duties and ask whether the candidate can perform them with or without reasonable accommodation.

IMPORTANT

Private hiring may create employer, payroll, tax, insurance, wage, screening, and recordkeeping duties. Obtain qualified advice for your location.

Use a consistent evaluation

- Score each answer from 1 to 5 against written criteria.
- Verify identity, work authorization, credentials, references, and lawful checks.
- Compare evidence—not personality alone.
- Use a written agreement and structured first-shift onboarding.

Frequently asked questions

Should every candidate receive the same questions?

Yes. The same core questions and scoring criteria support a more consistent, job-related comparison.

Can I ask about medical conditions?

Pre-offer disability questions are generally restricted. Ask about the ability to perform specific job duties with or without reasonable accommodation.

Does hiring privately make me an employer?

It may. Classification and household-employment duties depend on the arrangement and applicable rules.

Sources and further reading

- EEOC — Pre-Employment Inquiries and Disability
- IRS — Publication 926, Household Employer's Tax Guide

Move from searching to hiring with a str uctured process.

The Private Caregiving Hiring Toolkit includes planning, interview, comparison, reference, onboarding, and review worksheets.

[View the Hiring Toolkit →](#)

General educational information only. This guide does not replace emergency services, medical care, legal or tax advice, agency policy, supervisor direction, or a client-specific plan of care. Requirements vary by location and situation. Do not record protected health information in this guide.

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