

The "Looking 4 staff" weekly series

What to look 4 in  
your childcare staff?




It can be a little  
overwhelming to have  
the whole recruiting  
process in your hands.

It can be as challenging as  
any life changing decision.

During the process,  
interviewing is one on the  
most crucial steps.

You may not have  
experience with this, and  
the pressure is high to  
choose the best candidate.

The good news? It's easier than it sounds.

A colorful illustration of a landscape. The sky is composed of horizontal wavy bands of blue. The ground features rolling green hills in various shades of green, with brown soil visible at the base of the hills. On the left, there is a green tree with a brown trunk, a purple and pink flower, and an orange butterfly. A small orange bird is flying in the sky above the tree.

*“Imitation is the first instinct  
of the awakening mind”*

*Maria Montessori*

## *Flexibility & patience*

*Childcare staff have to face unpredictable situations.*

*Make sure they are able to adapt and successfully handle the unexpected with kindness and understanding.*

## *Looks*

*They say never judge a book by its cover, but a well groomed look is always a good sign.*

## *Are they on time?*

*Being late for the interview without any explanations or previous announcements is a big no-no.*

A colorful illustration of a landscape. The sky is composed of horizontal wavy bands of light blue and white. The ground features rolling green hills in various shades of green, with brown soil visible at the base of the hills. On the left, there is a green tree with a brown trunk, a purple flower, and an orange flower. A small orange bird is flying in the sky above the tree.

*“Play is the highest form  
of research”*

*Albert Einstein*

## Good vibrations

Kids have endless energy. Only a positive and joyful person can keep up with the restless little people in their care.


Laughter, jokes, songs or funny faces are always the ticket to a perfect day.

## Good physical shape

Make sure your childcare staff is able to handle multiple tasks in one day: run to the nursery in case the baby starts crying, handle outdoor sports & activities, help with light housekeeping tasks.

## Are they balanced?

Kids can be strong-willed, but an emotionally balanced person always has the perfect reaction at hand.

A colorful illustration of a landscape. The sky is composed of horizontal wavy bands of light blue and white. The ground consists of rolling green hills in various shades of green, with brown soil visible at the base of the hills. On the left, there is a green tree with a brown trunk, a purple flower, and an orange flower. A small orange bird is flying in the sky above the tree.

“All kids need is a little help,  
a little hope, and someone  
who believes in them”

Magic Johnson

*Is there any chemistry between you?*

*Many parents claim that they “just knew” during the first 3 minutes of the interview if the person in front of them is the “Mary Poppins” they’d been looking for.*


*Smart works best*

*Childcare staff need to follow instructions, react to small crisis situations and answer the kid’s questions, so it’s important to find a candidate who is up to the challenge.*

*What kind of questions are they asking?*

*During the interview, are they focused strictly on their personal interests, or genuinely interested in you and your family?*



A colorful illustration of a landscape. The sky is composed of horizontal wavy bands of light blue and white. The ground consists of rolling green hills in various shades of green, with brown soil visible at the base of the hills. On the left side, there is a green tree with a brown trunk, a purple flower, and an orange flower. A small orange bird is flying in the sky above the tree.

*“Sometimes the smallest things  
take up the most room  
in your heart”*

*Winnie the Pooh*

*See how they react  
to your kid*

*Follow their interaction.  
In your absence, they will  
be the authority.*

*It's in vain for you to like  
somebody if your kid will  
not listen to them or  
worse, reject them.*

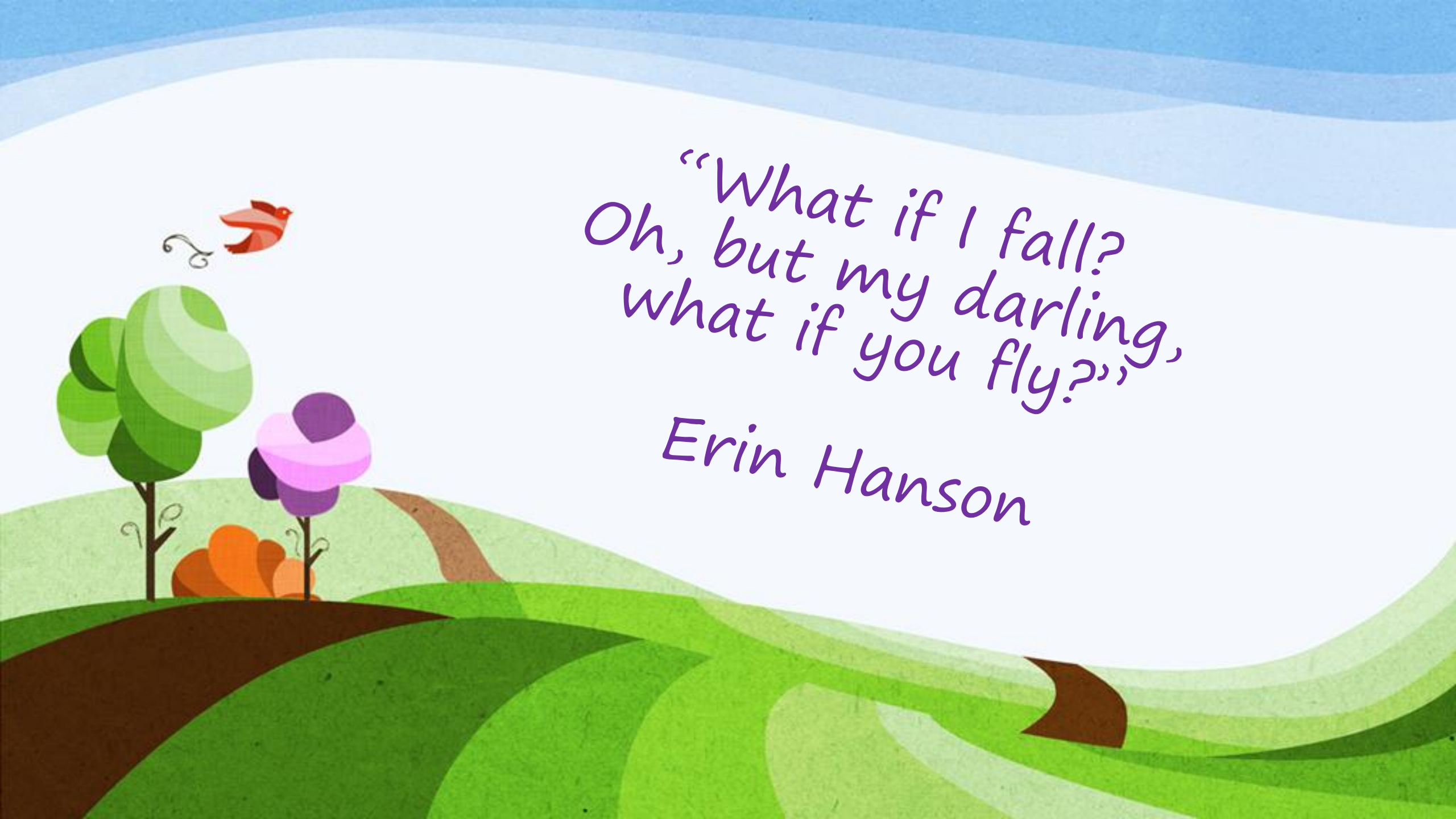
*Make sure the agency  
validated their practical  
skills*

*We are all great with  
children – in theory.*

*Make sure the agency  
recruiting for you has  
checked the candidate's  
aptitudes, and that they  
are ready for a variety of  
challenging situations.*

*Have their references  
been checked?*

*Make sure the agency  
you are working with  
checks the candidate's  
credentials, or that they  
have practical  
experience.*

A stylized illustration of a landscape. The foreground features rolling green hills in various shades of green, with a brown path winding through them. On the left, there is a green tree with rounded foliage, a purple flower, and an orange flower. A small orange bird is flying in the sky above the tree. The sky is composed of horizontal wavy bands of light blue and white. The text is written in a purple, cursive font in the upper right quadrant.

“What if I fall?  
Oh, but my darling,  
what if you fly?”

Erin Hanson

## Experience throughout the years

Your baby will grow into a toddler, the toddler into a kid, the kid into a teenager.

No matter the group your child belongs to, make sure the staff you hire is capable of giving them the care their age demands.

## No need to rush

The childcare staff will be your extension in your absence and have a big influence on your kid's life.

Take your time and make sure you find exactly what you are looking for.

## But when you do decide, choose well

Kids need stability, so coming and leaving childcare staff is not something you want for them.

# Is the perfect childcare staff out there?

Yes they are, and they are coming your way!

Nonetheless, if you think you are not ready to solve this by yourself, we are ready to help you in finding the perfect childcare staff



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