



THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions Caregiver

Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

Compassion and Composure

- Why are you interested in this position?
- What specific qualities do you possess that make you a great caregiver?
- How would you deal with a difficult situation such as an older patient who refuses to bathe?
- Tell me about some of your experiences providing in-home care and calming anxious clients.
- Describe a time you advocated on behalf of your client. What was the situation and the outcome?
- Tell me a time you provided emotional support for a client after they experienced a significant lifestyle change.
- How do you go about establishing rapport with a new client?
- Tell me a time when you deviated from standard procedure when addressing a client's concern.
- Tell me about a time when you had difficulty understanding a client. What did you do?
- What is something you have done or said that you regretted?
- What do you do to help patients feel valued and dignified when you help them bathe or use the restroom?

Time Management and Administration

- How do you use your time when not caring for your client?
- Do you have a valid driver's license so that you can transport clients to locations outside the home?
- Are you comfortable performing housekeeping, meal preparation, and shopping for your client?
- What types of healthcare-related tasks do you perform?
- What kinds of records do you prepare and maintain of your client. How do you maintain your client's privacy?

Communication

- Your patient doesn't feel well and you don't want to leave them, but you have another appointment. What do you do?
- What type of information do you communicate with clients and their families? How comfortable are you doing this?
- How do you get up-to-date information from a client and what do you do with it?
- What do you do when you don't know the answer to the client's issue?

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“I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.”

“All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!”

“I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!”

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