

## **Suggested Reference Check Questions for Parents/Guardians**

- Inform the reference that the potential candidate has shown interest in working with your child.
- Explain the requirements and type of position that you have interviewed the potential candidate for.
- Question if the reference is able to take some time to answer your questions about the candidate.

### **Suggested Questions:**

1. How long have you known the candidate?
2. In what capacity have you known the candidate?
3. What would you consider to be his/her strengths?
4. What areas do you feel he/she needs to develop further?
5. How would you describe his/her working style?
6. Is he/she flexible?
7. Can he/she work independently? Does he/she need frequent supervision?
8. Does he/she take direction/criticism well?
9. Is he/she enthusiastic about his/her work?
10. Is he/she reliable?
11. Does he/she demonstrate initiative?
12. Can he/she follow routine, when necessary?

13. Is he or she more comfortable with one age group more than another?

Infants

School-aged

Toddlers

Teenagers

Preschoolers

Adults

14. Would you hire (or rehire) him/her? Yes  No   
If not why?

15. Have I missed anything that you feel would be helpful for me to know in making a decision about his/her possible employment with us?