

## Vervoe Interview Guide

# Childcare Worker

HIGH

MEDIUM

LOW

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score

Assessment Skills

Childcare, Interpersonal, Passion, Patience

Competency/Skill	Candidate with this will display
Childcare	<ul style="list-style-type: none"><li>• Has relevant certificates and checks for working with children</li><li>• Understands child pedagogy and critical periods of child development</li><li>• Provides enriching experiences for children to learn and develop in a safe environment</li><li>• Encourages and fosters child interaction and social situations</li></ul>
<b>Questions</b>	
	What is a group activity you would implement in a childcare centre?
	How would you discipline a child?
	What is your teaching philosophy?
<b>Comments</b>	

Competency/Skill	Candidate with this will display
Interpersonal	<ul style="list-style-type: none"><li>• Can easily interact with children and adults alike</li><li>• Builds positive strong relationships</li><li>• Can work well with others regardless of age</li><li>• Confident interacting with people from culturally diverse backgrounds</li></ul>
<b>Questions</b>	
	Have you dealt with an unhappy parent in the past? How did you manage this situation?

	How do you build rapport and trust with shy children?
	How do you ensure you build relationships with parents from the centre?
<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Passion for working with children	<ul style="list-style-type: none"> <li>• Genuinely likes children and is committed in providing them with a positive start to education and care</li> <li>• Always puts children's safety and welfare first</li> </ul>
<b>Questions</b>	
	What do you like the most about working in childcare?
	What is one of your most proud moments from working in child care?
	How do you ensure your teaching strategies are up to date with the current research?
<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Patience	<ul style="list-style-type: none"> <li>• Remains cool and calm in frustrating circumstances when children are not listening</li> <li>• Can diffuse tense situations between children without raising their voice or getting worked up</li> </ul>
<b>Questions</b>	
	How do you remain calm and collected in high pressure environments?
	Describe a time where children were fighting and you had to diffuse the situation.

	Describe a situation where you managed to remain calm despite escalating emotions.
<b>Comments</b>	