

Child Care Supervisor Interview Questions

1. Describe a time when you successfully provided personal assistance to a coworker or patron.

2. Share an experience you had in dealing with a difficult person and how you handled the situation.

3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

4. How do you stay fit in order to perform physical activities that are required in the workplace?

5. Share an effective method you have used to maintain a safe play environment. Provide an experience.

6. Provide an experience in which your monitoring of children's play activities helped you to be more effective in your work.

7. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

8. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

9. Share an experience in which you successfully operated an in-house day-care center within a business.

10. Provide an experience in which you cared for children in an institutional setting.

11. Share an experience in which you effectively cared for a mentally disturbed, delinquent, and/or handicapped child.

12. What is the state of your records for individual children? What is something you would like to improve?

13. Provide an effective method you have used to keep toys and equipment sanitary.

14. Share an effective method you have used to communicate with children's parents.

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15. Name a time when your patience was tested. How did you keep your emotions in check?

16. Share an experience in which you effectively supported a child's emotional or social development.

17. Provide an experience in which you effectively performed personnel functions, e.g. supervision or scheduling.

18. Provide an experience in which you identified signs of an emotional or developmental problem in a child.

19. Tell me about a developmentally appropriate lesson plan which you created.

20. Share an effective method you have used to instruct children in health and personal habits. Provide an experience.

21. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

22. Share an experience in which you successfully helped a child with homework or school work. What methods made you successful?

23. Provide an example when your ethics were tested.

24. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

25. Provide an experience in which you disciplined a child or helped a child control his/her behavior, such as picking up after him/herself.

26. Provide a time when you dealt calmly and effectively with a high-stress situation.

27. Give me an example of when you thought outside of the box. How did it help your employer?

28. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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29. Describe your experience performing general administrative tasks.

30. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

31. Share your experience performing housekeeping duties.

32. Tell me about a recent experience you've had working with your hands.

33. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

34. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

35. Provide an effective method you have used to ensure order and organization in activity areas.

36. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

37. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

38. Provide an example of when you were persistent in the face of obstacles.

39. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

40. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

41. Please share an experience in which you presented to a group. What was the situation and how did it go?

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42. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

43. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

44. Tell me about a successful recreational activity which you organized.

45. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

46. Name a time when your creativity or alternative thinking solved a problem in your workplace.

47. Tell me how you organize, plan, and prioritize your work.

48. Share an experience in which your willingness to lead or offer an opinion helped your company.

49. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

50. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

51. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

52. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

53. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

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54. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

55. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

56. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

57. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

58. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

59. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

60. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

61. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

62. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

63. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

64. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

65. Share an experience when you applied new technology or information in your job. How did it help your company?

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66. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?