



Non-Medical DCW Interview Packet

This packet is designed to guide the face-to-face interview process for non-medical DCW candidates. Each section includes questions with space provided for notes and evaluation.

General Background

- Q: Can you tell me about your previous caregiving or related experience?

Notes:

- Q: What motivated you to become a caregiver?

Notes:

- Q: What do you enjoy most about working with seniors or individuals who need support?

Notes:

Skills & Knowledge

- Q: How would you assist a client with daily activities such as bathing, dressing, or meal preparation?

Notes:

- Q: What steps do you take to keep clients safe in their home?

Notes:

- Q: How do you handle medication reminders (without administering medications)?

Notes:

- Q: How do you recognize signs that a client's condition may be changing?

Notes:

Situational / Behavioral Questions

- Q: Tell me about a time when a client refused your help. How did you handle it?

Notes:

- Q: What would you do if a client became upset, angry, or aggressive?

Notes:

- Q: If you noticed a safety hazard in a client's home, what would you do?

Notes:

- Q: How would you handle a situation where a client's family member gives you instructions that conflict with your agency's policy?

Notes:

Reliability & Professionalism

- Q: Caregiving often requires punctuality and dependability. How do you ensure you're always on time?

Notes:

- Q: How do you maintain professional boundaries with clients and their families?

Notes:

- Q: What would you do if you were scheduled for a shift but suddenly couldn't make it?

Notes:

Personality & Fit

- Q: What qualities make you a good caregiver?

Notes:

- Q: How do you manage stress when caring for clients with challenging behaviors?

Notes:

- Q: What do you think is the most important part of being a caregiver?

Notes:
