

Questions to Consider When Hiring Your Own Personal Care Attendants

1. Tell me about yourself.
2. Tell me your expectations for this job.
3. How far away do you live from my house?
4. What means of transportation will you have to my house?
5. How do you feel about providing intimate/personal care (i.e., bladder and bowel care, bathing)?
6. (If applicable) How would you feel about serving me alcohol or lighting my cigarettes?
7. How do you feel about working overtime when necessary?
8. What are your expectations for vacation days, sick time and comp time?
9. Do you mind working some holidays (i.e., Memorial Day, Independence Day, Labor Day)? Are there specific holidays that you can not work?
10. Tell me about your past personal care attendant work experience(s).
- 10a. What did you (not) like about the job(s)?
- 10b. Did you work as a personal care attendant with a man, woman or both?
11. Describe the best/worst boss you ever had.
12. How do you solve problems encountered at work?
13. Tell me about a failure in your life and tell me why it occurred?
14. What experience do you have cooking?
15. What kind of housework have you done in the past? Was it part of the job responsibility?
16. How comfortable are you with animals (pets, service animals)?
- 16a. Would you mind taking care of my pet(s)/service animal(s) - feeding, walking, bathing, letting outside/inside?
17. Who is your best friend and how would you describe your friendship?
18. May I contact your professional references? I need the name, address and phone number of your last four employers. If your past personal care attendant job was not one of your last four jobs, may I have that employer's information also?
19. May I have a telephone number that I can reach you at?
20. Who should I call for you in case of an emergency? What is their number? What is their relation to you?
21. Do you have a valid driver's license? Can you provide me with a copy of your driver's license?
- 21a. What experience do you have driving accessible vans?
- 21b. Would you be comfortable driving me in my car to doctor's appointments, work, store, etc.?
22. Why do you want this job?
23. Why do you think that you are suited for this job?
24. What are some of the things your last employer could have done to keep you?
25. What questions do you have for me?

Questions to Consider When Hiring A Live-in Personal Care Attendant

- 26. Are you currently in a relationship?
- 26a. How does your partner feel about you applying for this job?
- 26b. What effect might this have on your relationship?
- 27. Do you expect to have any overnight guests?
- 28. How comfortable are you with my partner spending the night?
- 29. Would you have a problem getting up in the middle of the night if I needed help?
- 30. Do you have children? What are their ages? Do they live with you?
- 31. How much furniture would you have to move in?
- 32. How often do you smoke, use drugs, or drink alcohol?

Information in this fact sheet compiled from:

**DeBecker, G. (1997). The Gift of Fear. New York: Dell Publishing.
DeGraff, A. (July 2000). "Hiring a PCA: How to Interview and Screen Applicants."
New Mobility: Disability Culture & Lifestyle. 47-48.*