
The Domestic Worker Interview Guide & Trial Day Blueprint

The Ultimate Household Staff Vetting Toolkit

1. OFFICIAL REFERENCE CHECK SCRIPT

Call the candidate's previous employers directly. Do not rely solely on written references. Document the raw behavioral observations below:

1. "Did [Candidate Name] work at your home? What were their exact duties and salary?"

Verification Focus: Cross-checks tenure consistency and eliminates false resume layouts.

2. "Why did they leave your employment, or why did you decide to end the contract?"

Verification Focus: Flags structural disputes, integrity risks, or sudden behavioral changes.

3. "Did you ever experience issues regarding theft, integrity, or boundary violations?"

Verification Focus: Evaluates core trust profiles and protects home security parameters.

4. "Were they punctual, and did they take unscheduled or unannounced leaves frequently?"

Verification Focus: Establishes baseline execution metrics and reliability records.

5. "If given the opportunity, would you hire this individual to work in your household again?"

Verification Focus: The ultimate pass/fail metric for historical performance validation.

2. HOUSE MAID TRIAL DAY SCORECARD

Evaluate the candidate on a scale of 1 to 5 stars during their practical on-site work trial window. Mark empty star spaces cleanly during monitoring.

EVALUATION METRIC	TARGET PERFORMANCE CRITERION	RATING (1-5)
Punctuality	Arrives strictly at the designated shift start time without layout delays.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Personal Hygiene	Maintains crisp neat attire, clean trimmed nails, and consistent handwashing.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Cleaning Quality	Leaves no structural residual grease or corner dust traces; thorough cleaning routines.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Attention to Detail	Handles fragile items safely; returns home items neatly to original configurations.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Instruction Flow	Executes technical chemical dilutions and custom task instructions correctly.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Time Management	Completes designated deep room workflows effectively within set limits.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

3. NANNY & CHILD CAREGIVER QUESTIONNAIRE

Ensure your child care providers demonstrate calm presence of mind and standard safety awareness metrics under questioning:

"If a child sustains a sudden minor injury or runs a high fever, what are your immediate steps?"

Tests: First-aid awareness frameworks and ability to manage critical medical stress profiles.

"How do you keep toddlers engaged in educational, screen-free activities?"

Tests: Proactive creative capacity and commitment to keeping children away from screen addictions.

4. FAMILY COOK SANITARY EVALUATION CHECKLIST

Culinary skill is only half the battle. Use this operational verification window to evaluate sanitary processing methods:

- Kitchen Hygiene Infrastructure**
Thoroughly washes hands with soap and ties back hair securely before touching ingredients.
- Cross-Contamination Prevention**
Utilizes separate cutting surfaces and specialized utensils for raw meats versus raw vegetables.
- Dietary Specification Alignment**
Accurately monitors oil limits, salt distribution, and custom family allergen restrictions.

5. DRIVER PRACTICAL DRIVING TEST

A personal driver directly controls your family's physical safety parameters. Evaluate these structural pillars cleanly during a supervised road test session:

Defensive Driving Execution

Maintains safe trailing distances, checks mirror angles consistently, and avoids sudden jerky braking patterns.

Patience & Road Temperament

Remains calm and focused during heavy traffic bottlenecks; zero aggressive honking or erratic lane shifting.

Pre-Drive Fluid Verification Logs

Proactively inspects engine oil levels, radiator water parameters, brake fluid safety markers, and tire pressures.

Local Mapping & Digital Navigation Comfort

Demonstrates familiarity with primary routes across DHA, Clifton, and Karachi networks; handles GPS maps smoothly.