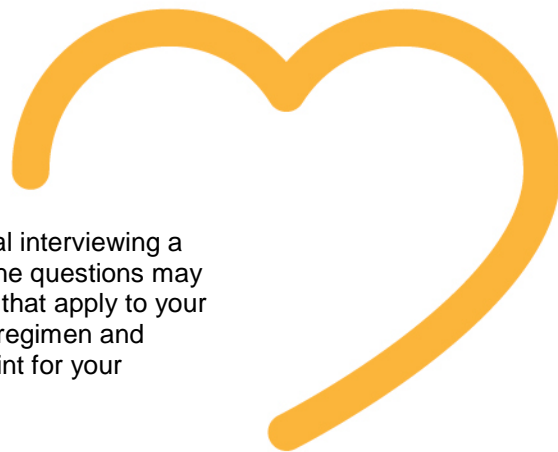


PCA Interview Guide



This guide is intended to provide sample interview questions for an individual interviewing a personal care attendant (PCA) of any type (CNA, LPN, RN, etc.). Some of the questions may not be relevant for your needs, so feel free to add or subtract any questions that apply to your current situation. To get started, introduce yourself, explain your basic care regimen and diagnosis, and set expectations. Then, use these questions as a starting point for your interview. Happy interviewing!

Basics:

- Where are you from? What brought you here?
- What interests you about this position?
- Tell me a bit about your life. Any siblings? Married? Kids?
- What makes you a good fit for this role?
- Why are you interested in this job? What's your availability?

Background:

- Where did you go to school? What degree(s) do you have?
- Was this always the career path you wanted?
- What is your absolute dream job? How is this job helping you with that?

Experience:

- What experiences have you had in order to be qualified for this job?
- Have you ever worked with a patient with a neuromuscular condition before?
- How long did you hold your previous job? Why did you leave?
- Do you have any references I may contact?

The Job Itself:

- From what I described for my needs, are you comfortable with those requirements?
- How comfortable are you with doing a one-person transfer? Two-person transfer? Using a Hoyer lift?
- Have you ever had an emergency situation with a client?
 - If yes, how did you react?
 - If no, how would you expect you'd react?
- We will work closely alone. Are you comfortable with that set-up?
- How comfortable are you in changing a trach, G-tube, colostomy bag?
- How comfortable are you with driving me alone?
- Are you comfortable with doing light housework?
- Are you comfortable with change?
- Are you willing to be a live-in?
- What does your ideal relationship with a client look like?

Getting to Know the PCA:

- What are your hobbies?
- What is your favorite movie?
- What is your horoscope sign?
- Do you have a fun fact to share?

Next Steps:

- Do you have any questions/comments/concerns?
- How do you feel after this conversation? Would you still like to be considered for this position?