

Ask The Pros | iNNTD 2024

Updated 4.7.2024

Questions: 3 Professional Development, 4 Childcare Related

1 | What is the best format when creating a resume? (Kaitlyn Kennedy)

Amanda - chronological order, picture, bullet point unique about the different roles highlight and trending, travel, stand out, professional associations and development

Denise - I do a little different. I include my extensive 29 years of experience on my resume so that they can see that I've only had a few families. All my employers seem to love this approach

Greta - PDF , non- nutrition, well-rounded hobby

2 | How to handle conflict between the parents and nanny? (Taylor Bond)

Tara - Different levels of conflict (1) pilotical reviews, suck it up, some communities can be at risk. (2) duties, Sit down and have a professional conversation and take emotion out of it.

Denise - Cannot let minor annoyance build up - ongoing conversation about little things. Explain what you have learned about. I blame training days a lot. In the end, it is their child and you have to decide if you are OK with their parenting style, if you are a compatible fit or not.

Tara - take the idea of winning out of it. 1st understand, let me sit with it rather than a quick reaction. I am opinionated, that has really helped me. Sometimes I don't need to make a point.

3 | Communication with the families can be difficult, I had it end badly with a nanny family due to lack of communication. What things should the family communicate with us? Going out of town, a parent's illness. I feel like all the responsibility of taking care of the child was on me and I burned out. Then when I quit, his answer was like they were dealing with an illness and they couldn't be attentive or talkative to me? (Karen Raia)

Greta - when it comes to communication best practice is to have regular rhythms - time and method that happen. Weekly or daily? on paper, by call? You can backlead it, start your own nanny log with questions you ask. If you wouldn't mind, I left a couple thoughts on the notebook, no hurry if you could respond by? Easier to start at the beginning then adding it after years. Add communication expectations in the work agreement.

Denise keeps a notebook on the counter - hard to argue black and white. Always lean on your community of experienced nannies. Ask how to handle communication and you will receive a variety of answers. One is bound to work for you.

Tara - Ask in the interview - what is your communication style, text/call. Time to think about it or deal with it at the moment. I get incredibly anxious when you say "we need to talk". Different roles and households communicate differently.

Use terminology and approach that you are a “Partner” in the role or “part of the team”. Look to communicate in their style and with details that are important to them too. Consider a family calendar.

Tara - How do you view the role of the nanny in your home? Team player who asks, takes your direction, or someone that takes the lead.

Amanda - Facebook forums and professional nanny groups, see a nugget - someone worded that perfectly, that is how I would want to say it. I have a google doc for keeping track of these for future reference. 2-3 example of nuggets

1. Interview question: What is your preferred method of communication? How much communication do you expect during the day? I like to do an end of the day check in/run down. Follow up with an email.
2. Sometimes it's just an encouraging reminder for myself. Such as, when it comes to PTO, you're not asking permission. You're informing them well in advance of your plans to take vacation. It's important to have this language written into your contract. My work agreement says “The family asks the nanny to give as much notice as possible, as back up care will likely be needed. If PTO is used as vacation with consecutive days off, nanny must request at a minimum 4 weeks prior. PTO can also be used as sick days, professional development days, and personal days.” Using PTO can help prevent burnout.

4 | How do we keep both big kids and toddlers entertained at the same time!? (Taneisha Walton)

Denise - I make sure that baby gets one good nap in their crib. The others can be on the go. I always have a nanny bag of tricks. This looks like bringing plenty of age appropriate snacks, quiet toys that can be played with near me (coloring, cars, etch a sketch) choose a location that are friendly for both ages - see the big kids while little kids playing, bring snacks, bring quiet activity next to me (coloring, toy cars, etch a sketch, puzzle books, mind games)

Amanda - older kids and infants, inviting the big kids into the care of the littles (alphabet, finger game) environment of inclusivity, build sibling bond, pairing them up, big/little ends/middle, mix up how you pair them

Greta - praise them when they do well, that was helpful and mature

Amanda - 3 year old and 1 year old, awareness of needs of siblings of different ages that they are learning to play together with kids of mixed ages, we are family and working together. Builds security and family bond

Tara - on the same time.

5 | I am a nanny for a 5 year old who is still using a baby bottle of water as a pacifier. She won't transition to something else because nothing is that squishy. Any suggestions of socially acceptable things to use instead?

Denise - IF Neurotypical pick out your own water bottle, lots of options, let her be involved in that decision. That bottle will mess her teeth up,.Explain that to the parents.

Tara - Special needs? Comfort, get rid of the bottle, make it a moment, like the pacifier fairy. If special needs, wean off, have at specific times, paci baby, once mobile that paci just in their bed. Treat it as a lovey - in your room or bed.

Amanda - sees the doctor/dentist get feedback from them. Check in with them. Pose it as a question, lean into the experts

Tara - great that it is water.

6 | Any great ideas on stopping a toddler from biting? She doesn't bite other children, only her adults (Mom & Nanny more than Dad). There are no triggers or patterns. You can be in the middle of reading a book or playing & she'll lean over & give you a chomp. I don't know if she's imitating her dog "brother" or if she likes being able to elicit a yelp from her adults. (Jennifer Emerson)

Denise - This is just how toddlers learn about their environment and boundaries. It's normal. The pressure feels good if they are teething too. You need to stay 2 steps ahead of them and anticipate a bite. Keep a chewy in your pocket.. Say uh oh looks like you want to bite me, use this instead. An alternative is chewelry that they wear and are redirected to.

Amanda - Control the reaction bc you dont want them to get the big reaction. Redirect " you cant bite me but you can bite this.

Tara - give example, hitting the freezer, learned really fast, recognized that need for himself.

Tara - hitter, really little doesnt understand, we would put her down, I cannot let you hit me. On the changing table she realized I could let, step out, gentle touches.

7 | How do you broach the subject when you think your charge may be struggling with autism or ADHD? Is it even our place as nannies to say something?

Denise - I say this with love, I have exhausted all the tools in my toolbox, and I think we are going to need some help with this issue. lean into the experts, questions to add to the list.

Tara - caution anyone, I think we need an evaluation, Autism and ADHD. We are not clinical , we are not to diagnose, so many things that look like that arent For example sensory issues, not necessarily autism, we all have sensory and varying sensory issues. This is outside, keeping some notes to notice patterns.

Greta - say that again Tara

Tara - everyone comes in with their own issues and background. Really hard conversation, step out of it when they are not receptive. It is not personal, they would have this reaction to anyone (except maybe the dr),

Tara - have you noticed that, what you like to keep track of? Do you want me to do some research on it? Like you do with teenagers, let them come to the knowledge.

Amanda - parents bring their own personal life. You have to let them be in the driver's seat. I had a little boy. We do not want to label.

Greta - caring delicate approach, care for the child and care for the parent . advocat and heart for the child.

Tara - child is having a hard time with this, are you noticing that.

Greta - Sometimes planting seeds gently