

## Ten Steps for a Successful Relationship with your Nanny

1. **Commitment:** The importance of being an available and accessible employer who cares about the relationship and is willing to put energy into it as a committed employer.
2. Provision of an orientation period and the establishment of a reasonable and clear job description with attendant expectations and rules. Be in touch with your “hidden needs and expectations” Nannies are not mind readers. Childcare and housework.
3. **Communication:** The importance of sharing both positive and negative feedback, giving and taking, timing, does not store things up. Open up channels of communication from the very onset. Just as you hope to be informed keep your nanny updated.
4. Maintain a professional but cordial relationship.
5. Get in touch with your “inner nanny” Learn how to empathize.
6. Aim for consistency and support your nanny so that your children know that you are on the same page.
7. Have compassion and respect for your nanny.
8. Set clear cut short term and long term goals that the nanny can work towards.
9. Schedule performance reviews every six months and use it as a tool of empowerment not intimidation. Start off with positives.
10. Pay your nanny on time.