

What does your home really need

Fill this in before you look at a single profile. About 5 minutes.

请用 5 分钟把这个表格填好，然后再去面试。

She's called a helper for a reason. She's here to help you, not to take your place.

她叫 helper，是有原因的：她是来帮你，她不能代替你。

STEP 1

Two ticks for each line

Left: imagine you set your work aside. On the day your home has most often in a week, you're the only one looking after the family and the house. What would really get done?

Right: on that same day, what would you want your helper to do?

左边：想象你把工作放下。在你家一周里最常见的那一天，只有你一个人照顾家人和家里，真正能做完的是哪些事？

右边：同一天，你希望 helper 帮你做哪些？

	ME, ON MY DAY 那天我能做的	WHAT I'D WANT FROM HER 那天想交给她的
Cooking 煮饭	☐	☐
Buying food 买菜	☐	☐
Looking after the kids at home 在家照顾孩子	☐	☐
Taking the kids out (school, classes, play) 带孩子出门（上学、上课、玩）	☐	☐
Helping with homework 陪孩子做功课	☐	☐
Cleaning the house 打扫家里	☐	☐
Laundry 洗衣服	☐	☐
Elder care 照顾老人	☐	☐
Pets 照顾宠物	☐	☐

STEP 2

Circle the lines with two ticks

Those are your priorities. Now you know what matters most.

两边都打了勾的，就是你的优先。圈起来，现在最重要的事你找到了！

Ticked only on the right? It matters to your home, but she may not manage it on day one. She's getting to know your home from the first day. Some things she'll get better at as the months go by. Some she may never do quite your way. As employers, that's something we need to understand.

只在右边打勾的，代表你认为这件事对家里很重要，但她第一天未必做得到。她从第一天开始认识你的家，有些事情会越做越好，但有些可能永远做不到你的方式。作为雇主，我们要明白这一点。

STEP 3

Write your circled lines below

More than three? Put them in order yourself: if she could only do one of them well, which one comes first?

把圈好的写下来。超过三项就自己排个序：如果她只能做好一样，你最想要的是哪一样？

#1

#2

#3

In every interview, I ask about the #1 first. A great answer on #3 doesn't make up for a weak one on #1.

每次面试我都会先看 #1。如果 #1 不行，#3 答得再漂亮，在我这儿也过不了关。

Ask your spouse too. Rather than deciding on your own, ask them to fill in the same form. It's a home you both share, so it's better to agree from the start than to find out later that you wanted different things.

不妨也让另一半填一份，听听他／她的想法。家是两个人一起过的，从一开始就对齐，以后才不会各想各的。

STEP 4

Don't let one thing decide it

When one thing feels critical, it can switch off your judgement everywhere else. It happened to me with cooking.

当一件事情被赋予了过高的重要性，理性的判断往往就会被蒙蔽。我都曾因煮饭而弄巧成拙。

Your #1 matters. I still ask about the other priorities just as carefully.

#1 这件事很重要，其他优先的也一样仔细问。

Send me your #1 and #2

Once your priorities are clear, the interview gets much easier. Send me your #1 and #2, and I'll tell you the first question I'd ask.

明确了你的重点，面试就简单多了。把 #1 和 #2 发给我，我告诉你我第一题会问什么。

Cynthia · @thehelpereyears