

## **Is my organisation ready for values and behaviours-based recruitment and retention?**

Before you can recruit for values, you need to establish what your workplace values are.

Once you have identified and agreed your workplace values, it is important to fully embed these within the different processes of your organisation, including recruitment and retention.

### **Are you ready?**

Find out whether your organisation is ready to take part in our 'Recruiting for values in adult social care – interviewing for values, behaviours and attitudes' seminar by running through the checklist below.

- Does your organisation have a clearly defined set of workplace values?
- Do you have the time and organisational commitment to change your organisation's recruitment processes and policies to align with your workplace values?
- Do senior managers endorse your workplace values and ensure they are embedded in the organisation?
- Do current employees know what your workplace values are?
- Does your organisation have clear job descriptions and person specifications which include expected values, behaviours and attitudes?
- Do your job adverts focus on the values, behaviours and attitudes of the person rather than experience and qualifications?
- Is your organisation prepared to train and support people who do not have relevant skills and experience but do have the right values, behaviours and attitudes?

## Who should attend?

Once you've established whether or not your organisation is ready to consider interviewing for values, you need to think about who would be the right people to attend the training.

You should identify individuals who have what it takes to be a good values-based interviewer.

What makes a good values-based interviewer? Someone who has

- an interest in people and their values, attitudes and motivations towards work and a willingness to probe into people's values
- an awareness of their own values, attitudes and motivations and a comfortableness in being able to discuss them with others
- a clear alignment between their personal values and behaviours and those of the organisation they are working for
- an ability to commit to interviewing regularly and together with another person
- previous interview experience is not essential.

You should also consider whether these individuals are in a position to influence and change your organisation's recruitment processes and policies, and what support they may need to do so.

Please note, the interviewing skills and techniques you will learn on this seminar require two people to deliver in practice, therefore we require a **minimum of two people** from an organisation attend this seminar together.

The second person who attends does not need to be a manager or HR specialist; they could be someone from your wider staff team.

## Book your place

To book your place visit [www.skillsforcare.org.uk/recruitmentseminars](http://www.skillsforcare.org.uk/recruitmentseminars)