



How to use 'A Question of Care: A career for you' as part of your recruitment process

'A Question of Care: A career for you' is an online, interactive video challenge based on real life scenarios from the social care sector. At the end of the challenge, it provides a detailed personal profile that tells people whether they have what it takes to work in social care.

It can be accessed online www.aquestionofcare.org.uk

How can I use A Question of Care in the recruitment process?

Candidates are asked how they would respond to some everyday scenarios and are given a personal profile at the end of the challenge based on their answers. This personal profile maps their answers to some key values and behaviours needed to work in social care, so will give some insight into how the candidate thinks and acts and could be a great indicator of their values and behaviours.

The profile report shouldn't be used by employers in isolation to make decisions about whether or not an applicant is suitable for the role. However, it could form part of the interview process to assess whether candidates have the right values and behaviours to work in social care.

For example, you might ask candidates to complete the challenge as part of the application process by submitting their personal profile report with their application form, or it could be completed as part of a wider assessment process.

Where candidates have selected incorrect or negative responses, you have the opportunity to probe further by asking questions at interview to find out more about why they answered questions a certain way. It could be that they misunderstood a question or you might feel they could perform the role successfully with training and support.

The report generated at the end of the challenge can also provide a useful resource for candidates themselves, both to help them decide whether they have the right values and behaviours for care, but also they could use the personal profile to support of future job applications or alongside their CV.

What does A Question of Care look like?

When a candidate starts the challenge, you can pick from three different social care settings. Candidates must answer questions from two of the three settings to complete the challenge. Each setting has four scenarios and there are three questions to answer for each scenario.

Meet Ahmed, Jean, Lloyd, Jackie and Ben

OK, now you're ready to get started! Ahmed, Jean, Lloyd, Jackie and Ben work in different care and support settings. You need to complete the challenge for TWO out of the five to get your personal profile at the end. Which two are you most interested in? Choose who you want to watch first by clicking on their photo:



Hi, I'm Ahmed
I work in a nursery with children.



Hi, I'm Jean
I work in a residential care service with older people.



Hi, I'm Lloyd
I work in a supported living service with people who have learning disabilities.



Hi, I'm Jackie
I work in the community supporting a range of people in their own homes




Hi, I'm Ben
I work in the community with specific individuals supporting them at home, at leisure or at work

The candidate will then watch a short video of the worker talking about what they do in their role and why they enjoy it. You can also read a transcript of the video.

Ahmed

OK, let's find out a bit more about Ahmed before you try out the video situations and questions.

[BACK](#)



[View Video](#) [View Transcript](#)

The candidate will then be given a scenario that the worker might face in their role. This can be viewed as a video or transcript.

The Nursery - Situation 1 of 4

It is the start of the day and Ahmed has just arrived at the nursery. His colleague Rita is already there. No children have arrived yet. Ahmed was on leave yesterday. Ahmed is about to catch up with Rita about his 'key group' of children, in particular Rosie, who attends the nursery full-time.

Play the video to watch what happens.



[View Video](#) [View Transcript](#)

There will then be a series of multiple-choice questions for the candidate to answer about each scenario.

The Nursery - Situation 1 of 4

Q1.

When she arrives, Rosie's Mother tells Ahmed that she and her partner are splitting up. What do you think the nursery staff should do, given this news?

- They should realise that Rosie will be upset and will be more naughty than usual.
- They should make more effort to make sure that Rosie is always part of the activities going on in the nursery.
- They should watch Rosie carefully to see what extra support she needs, if any.
- They should treat Rosie in the same way as all the other children.

The candidate will get immediate feedback on their answer before progressing to the next question.

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Q1.

When she arrives, Rosie's Mother tells Ahmed that she and her partner are splitting up. What do you think the nursery staff should do, given this news?

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- They should make more effort to make sure that Rosie is always part of the activities going on in the nursery.
- They should watch Rosie carefully to see what extra support she needs, if any.

Good choice! You're right that Rosie may need extra support. It's important that Ahmed and the other staff watch Rosie carefully to find out exactly what extra support she needs.

- They should treat Rosie in the same way as all the other children.

Once the candidate has completed the questions for two of the care settings, they will have the opportunity to view their feedback.

Meet Ahmed, Jean, Lloyd, Jackie and Ben

Well done! You've completed the challenge so now you can view your personal profile and overall feedback.



Hi, I'm Ahmed

I work in a nursery with children.



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[VIEW YOUR FEEDBACK](#)

They will receive a score based on the questions they answered and will also be able to see how they scored based on key values and behaviours needed to work in social care, including professionalism, empowering others and communicating effectively.

Your Personal Profile

How Did You Do?

We hope you enjoyed the challenge. Now you can find out how you did! The results from this challenge can help you understand how suited you might be to work in the care sector, and whether this type of work is something you might enjoy.

You can also download or email yourself a report with more detailed feedback on your results. Please note that your results will not be saved on this website. If you want to look at your feedback again in future, you will need to save a copy of the report yourself.

Your Overall Suitability Score

In the challenge you answered 24 questions about the sorts of situations and demands that someone working in a care role might face.



You scored **22.5 out of 24** in the challenge.

Well done, this is a good score! This means that most of your responses match how we would expect someone working in the care sector to respond. This suggests that you could be very well suited to a care role. You could make a big difference to people's lives!

Your Personal Profile: Six Key Qualities

The questions in the challenge related to six key characteristics which are important for people working in roles in the care sector. Here's a breakdown of your results for these key attributes. This can help you understand which areas you were stronger at and which areas you could improve on. You can find out more about your results on these characteristics by downloading the detailed feedback report.

Upholding the Rights of Individuals



Professionalism



Understanding and Caring about Others



DOWNLOAD FEEDBACK

EMAIL FEEDBACK

FIND OUT MORE NOW

You can download or email this feedback and use alongside interview notes when assessing a candidate's suitability for the role.

The feedback report gives a candidate information regarding their suitability to a role in social care. Feedback it's also given to a candidate who needs further learning and development to have the right values, behaviours and attitudes to work in social care. It includes tips and guidance about what they could have done better.