

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 <u>www.aquestionofcare.org.uk</u>

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.

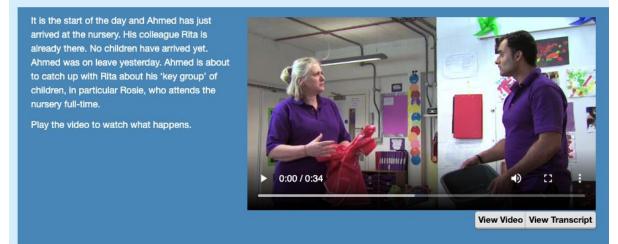


The candidate will then watch a short video of the worker talking about what they do in their role and why they enjoy it. You can also read a transcript of the video.

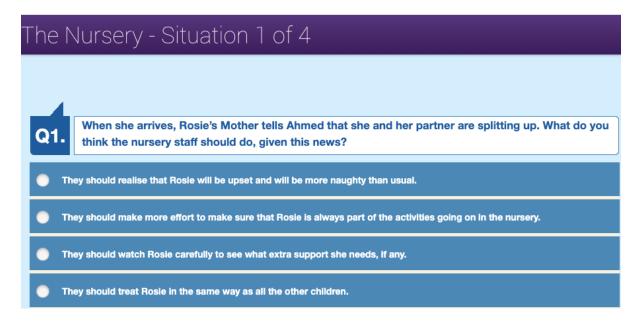
Ahmed	
OK, let's find out a bit more about Ahmed before you try out the video situations and questions. BACK	
	View Video View Transcript

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.

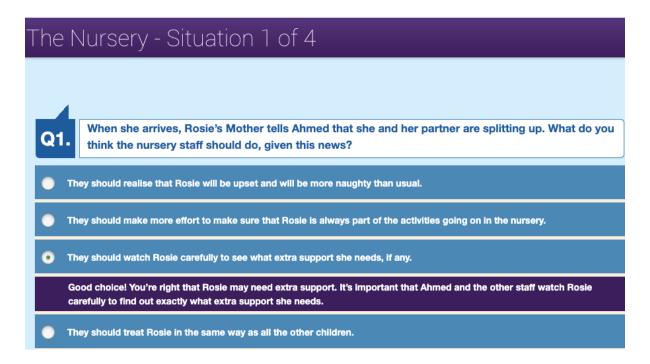
The Nursery - Situation 1 of 4



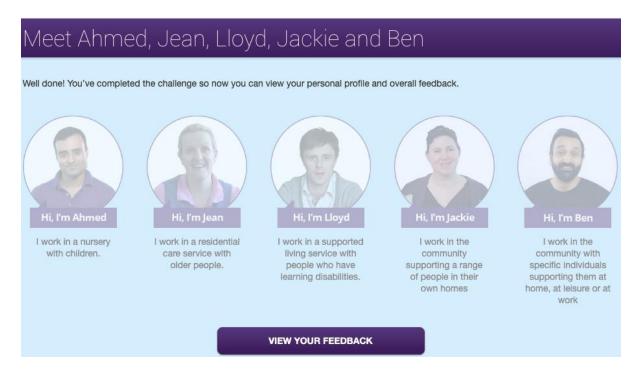
There will then be a series of multiple-choice questions for the candidate to answer about each scenario.



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



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

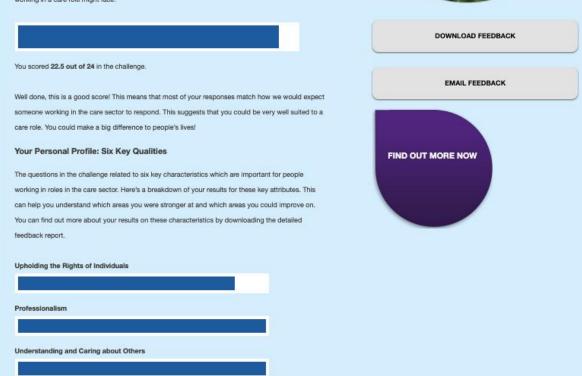
How Did You Do?

We hope you enjoyed the challenge. Now you can find out how you did! The results from this challenge can help you understand how sulted 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 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.