

## **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 at [www.aquestionofcare.org.uk](http://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 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.

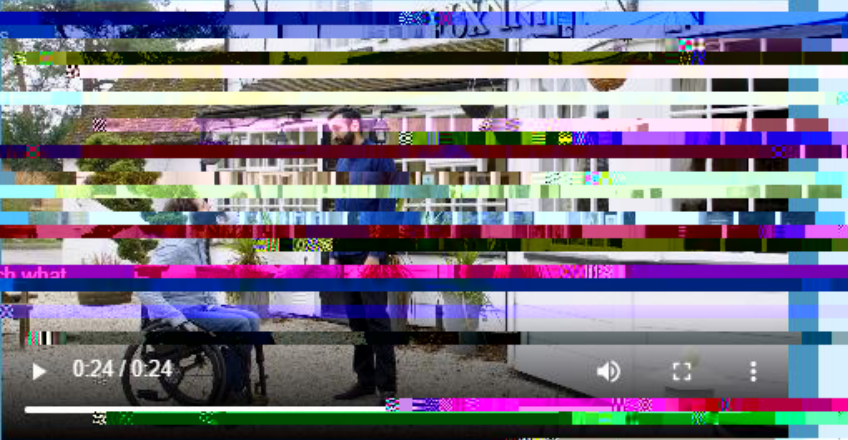
The personal profile report shouldn't be used in isolation to make decisions about whether to

## **What does A Question of Care look like?**

When a candidate starts the challenge, you can pick from five different social care settings.

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.

Ben works for Manny, an individual who had a serious spinal injury. This means Manny has no sensory function or motor skills. Ben and Manny are on the way to the bus station in order to go to his cousin's birthday party. On the way, they travel past a shop and Manny sees a group of his friends enjoying a drink in the pub. Ben is asked to watch what happens next.



0:24 / 0:24

View Video View Transcript

NEXT

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

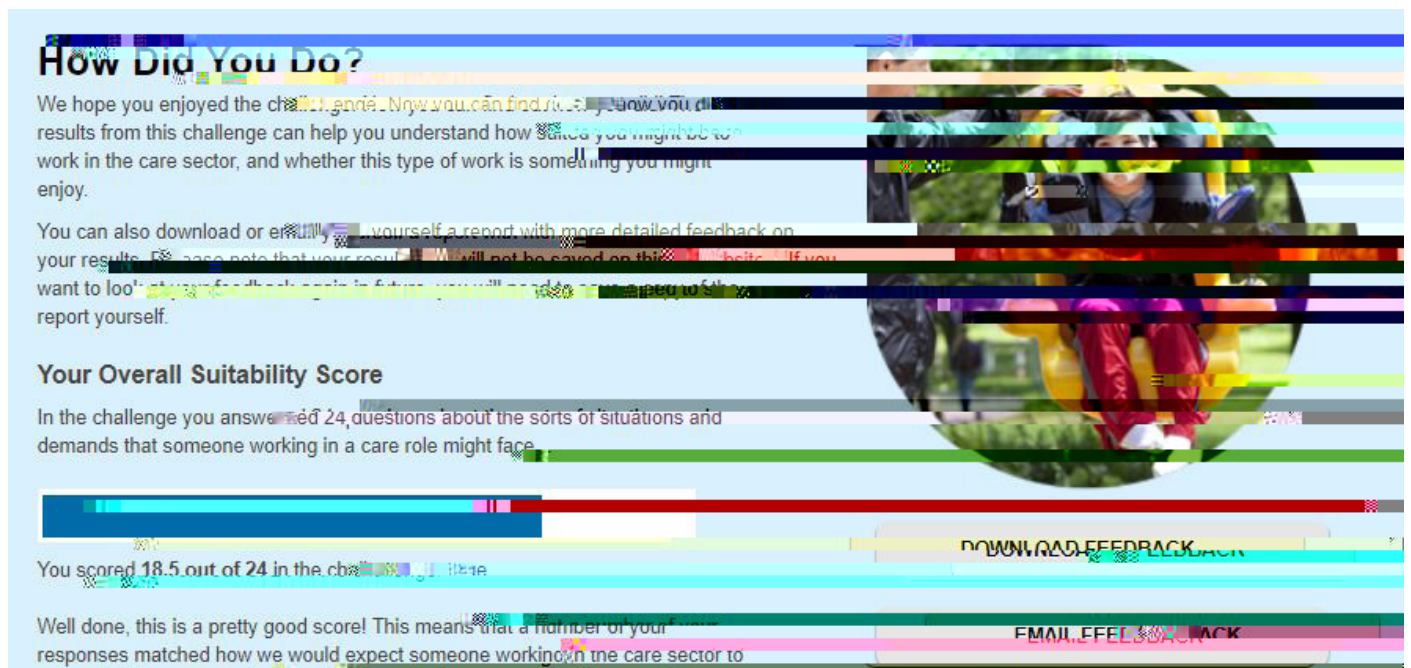
Q1. What should Ben do next?

- Agree to take Manny into the pub for as long as he wants.
- Suggest to Manny that it might be nice for his family to see him but leave him to decide what to do.
- Tell Manny that they can have a quick drink as they go.
- Tell Manny that they will go to the pub but not take Manny.

BACK

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

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. Your results from this challenge can help you understand how well you might be able 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 re-take the challenge and 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 **18.5 out of 24** in the challenge.

Well done, this is a pretty good score! This means that a number of your responses matched how we would expect someone working in the care sector to

[DOWNLOAD FEEDBACK](#)

[EMAIL FEEDBACK](#)

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

[www.questionofcare.org.uk](http://www.questionofcare.org.uk)