Values-based interviewing:
a practical seminar for adult social care managers

**Tuesday 24th March** The Hayridge, Cullompton Library, Exeter Hill, Cullompton EX15 1DH
Registration from 9.30am, start 10am, finish 3.30pm

Would you like to learn an interviewing technique that will help you uncover a candidate’s personal values? Understanding and matching people’s personal values to your workplace values will help to reduce time and wasted resources in recruiting the wrong people. This practical seminar will explain what values-based recruitment is and gives delegates the skills to conduct values-based interviews, which can help you recruit the right people for your organisation.

**Who is it for?** For organisations who are committed to values-based recruitment and want to take the next step of interviewing for values. This workshop requires two delegates from each organisation. Delegates need to be responsible for interviewing staff. This will enable them to learn the techniques and be able to put them into practice.

**The objectives of the seminar is to enable participants to:**

- understand what values based recruitment is and how to apply it to your organisation;
- understand how your organisation’s values and behaviours frameworks maps onto the example values and behaviours framework provided by Skills for Care;
- identify the values, behaviours and attitudes which are essential to work in adult social care and with your organisation;
- use a range of questioning techniques to identify whether candidates have the values, behaviours and attitudes needed to work in your organisation.

This is a full day (9.30am–3.30pm) interactive seminar. Refreshments will be provided but delegates will need to bring their own packed lunch and be able to stay for the whole day.

This course is being funded by Devon County Council. Whilst there is no charge to providers for this course, there will be a charge for non-attendance. If you do need to cancel, please give us a minimum of 48 hours’ notice to avoid a cancellation charge of £25 per head and to allow sufficient time for reserve places to be allocated.

To apply: Values-based interviewing booking form