

# Talent spotting – what employers say

We asked care managers what they listen out for to help identify emerging talent in their organisation. If you hear similar comments being made about your own staff, they are a strong indication that you may wish to develop these colleagues further.

<b>Leads by example</b>	<p>“She will step in and do what’s needed, working hands-on alongside her team, leading by example.”</p> <p>“She has always used her knowledge to help ensure that the service is working within regulations and legislations, helping us develop best practice across the service.”</p>
<b>Strives for perfection</b>	<p>“She gives 110% to every aspect of her current role and continually strives to go above and beyond to provide high quality care.”</p>
<b>Resilient</b>	<p>“Her caseload often proves challenging, yet she works through issues calmly and methodically.”</p> <p>“Her determination to succeed has enabled her to tackle challenges and resolve them with a positive attitude.”</p>
<b>Reflective</b>	<p>“She’s also shown how reflective she is in her work practice over the course of the year and has shown me how much she values supervision and the chance to develop and learn.”</p>
<b>Committed to developing and supporting others</b>	<p>“Our staff trust her as both a colleague and source of support and so any additional knowledge that she gains will undoubtedly have a positive impact on the team.”</p>
<b>Strong communicator</b>	<p>“His communication style varies depending on the circumstances and he’s able to adapt his work depending on whether he’s working with other professionals, the people we support, family members and other staff.”</p>
<b>Excels at person-centred care</b>	<p>“She’s detailed in her approach, always striving for best possible outcomes for individuals.”</p>