



**A QUESTION
OF CARE**
A career for you?



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.

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 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 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. It could be that they misunderstood a question or you might feel they could perform the role successfully with training and support.

The report can also provide a useful resource for candidates themselves. They can use it to help them decide whether they have the right values for care, and could use it 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 five different social care settings. Candidates must answer questions from two of the five settings to complete the challenge. Each setting has six 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

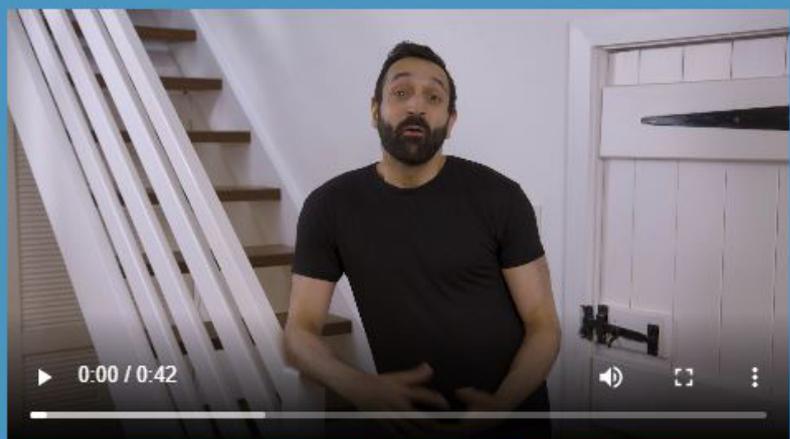
I work in the community with specific individuals supporting them at home, at leisure or at work

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.

Ben

OK, let's find out a bit more about Ben 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.

Ben works for Manny, an individual who had a serious spinal injury and is now paraplegic. This means Manny has no sensory function or motor skills for the lower part of his body and as a result requires help with many aspects of his daily living. Ben and Manny are on the way to the train station in order to go to his cousin's birthday party. On the way, they travel past a pub and Manny sees a group of his friends enjoying a drink in the pub. Play the video to watch what happens next.

NEXT



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

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, even if this makes them late for the party.
- 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't have a quick drink as they need to leave now to get to the party on time.
- Tell Manny that they will go to the pub but only for one drink, so they aren't too late for the party.

BACK

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

Q1. What should Ben do?

- Ben should express his concerns to Laura and ask her to speak to the staff before identifying what action to take.
- Ben should delay any action for now but keep an eye out each time he visits Mr. Grosvenor.
- Ben should speak to the staff and remind them about Mr Grosvenor's care needs.

You're right, you recognised that Ben should share his concerns to the staff. It would have been better if Ben had raised his concerns with Laura. It is important to have a sense of social justice.

- Ben should not worry about the complaint or take any action, it is probably just a result of Mr. Grosvenor's condition.

BACK NEXT

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

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



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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.

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 **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.aquestionofcare.org.uk