

# Checklist to identify talent

What to look for in staff	Yes / No / Don't know
Is able to have effective and respectful relationships with people who need care and support	
Has strong communication skills enabling them to engage with people who need care and support, family members, advocates, colleagues and external professionals	
Maintains high standards of personal and professional behaviour	
Has demonstrated high levels of engagement in earlier learning and development	
Is willing to challenge themselves to try new things	
Is willing to step in and get involved in things above and beyond their role	
Is a good problem-solver	
Regularly suggests ways to improve standards of care	
Actively contributes to team discussions and ways to improve the organisation	
Aware of how their own work can impact others	
Able to work on their own as well as effectively in a team	
Is keen to learn from others	
Is creative in their day to day work	

I look for staff who are committed to helping individuals lead a better quality of life. I also look for staff who are enthusiastic, equally proactive and willing to not just point out areas and issues but also coming up with solutions.



**James Barlow, Assistant Team Manager, Learning Disability Resource Centre, Stockport Metropolitan Borough Council**