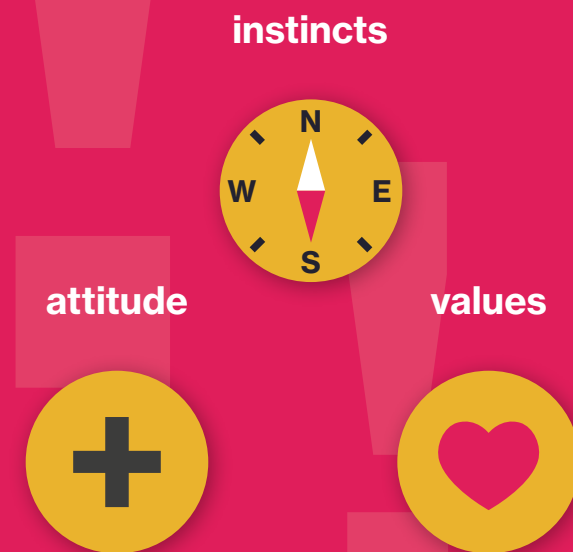




Recruiting a person-centred workforce

The challenge

Finding people who can succeed in a care career can be difficult. It takes someone with the right:



The solution

The quiz is designed to help you find the best candidates for care roles.

- ✓ a scenario-based quiz
- ✓ fast
- ✓ free
- ✓ evidence-based
- ✓ engaging
- ✓ easy-to-use
- ✓ co-produced

The quiz is based on real-life care situations, and relate to different features of person-centred care.

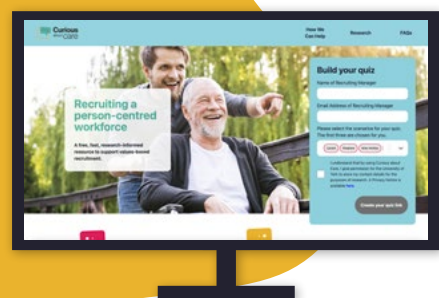
Employer benefits

University-led research found that the tool:



Research shows that people who score well on the quiz tend to be kinder and more compassionate, and to be more flexible and creative.

How it works

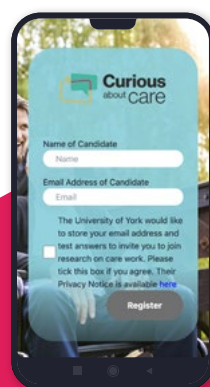


Step one Create your quiz

Provide your details and choose the scenarios you wish to use. Three scenarios are chosen for you, but you may add others. Generate a unique link (mailed to your email address) to send to your candidates.

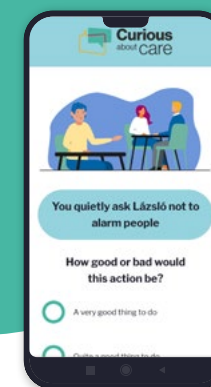
Step two Invite applicants

Email the link to the candidate(s). They will access the quiz, entering brief details to allow you to identify them later.



Step three The quiz

The applicant completes the quiz, making decisions based on the scenarios you selected.



Step four Review results

You will receive a short report giving a 'traffic-light' recommendation based on their results. You will also see their answers, which you might discuss with them at interview or induction.



Recruiting a person-centred workforce

Scenarios

There are **three required** scenarios and a further **eight optional** scenarios to choose from.

REQUIRED

OPTIONAL

Lázsló



Lazslo, a friendly gentleman who has memory troubles, is in a café. He starts talking to people who he thinks he knows, but they do not know him, leaving them confused.

Derek



Derek accuses the care worker of stealing some biscuits, although it turns out he has just misplaced them.

Ken



Ken is a gentleman who “lives life to the full”. He has diabetes. He wants the care worker to order an (unhealthy) meal from a takeaway.

Lloyd



Lloyd is a ‘people person’, and is supported to help address his loneliness. One day, Lloyd notices that the care worker is not their usual self, and asks if there is anything the matter.

Margaret



Margaret lives alone after being widowed, and has advanced dementia. The care worker arrives and finds Margaret searching for her deceased husband, wondering where he is.

Miss Holtby



Miss Holtby enjoys baking, but has been unable to do so after a fall, and has lost a lot of confidence. She now feels she has recovered, although you are not sure. At the end of the care worker’s visit, Miss Holtby says she will start baking.

Stephen



Stephen has already got himself dressed, and wants to sit and have a natter with the care worker. However, a family member objects, saying the care worker is not paid to drink tea.

Mr Singh



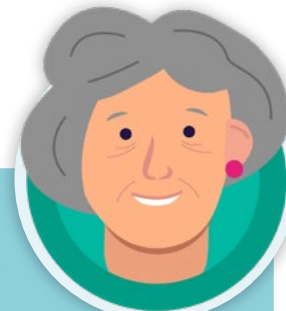
The care worker overhears Mr Singh talking with a friend, and referring to the care worker as “being like a servant”.

Mrs Gupta



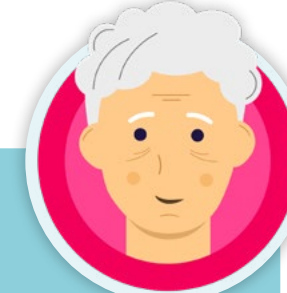
Mrs Gupta is very angry that the care worker has brought a beef sandwich into her home for lunch. She believes her religious views have been disrespected.

Mrs Haddow



Mrs Haddow loves to knit, but her arthritis is causing her pain, and she is struggling to finish her scarf. This is getting her down.

Vera



Vera has quite advanced dementia. She is someone who has always taken pride in her smart appearance. She is in need of a bath, and her personal hygiene is suffering. However, she refuses to have a bath because she is enjoying being with “her baby” (a doll).