

Potential interview questions for a social care role:

In social care you'll be helping people to live more independently and have a better quality of life so it's important you have the right values. Many employers are now using interview questions that are designed to find out more about people's values and attitudes.

Here are some of the values and behaviours you might need to work in social care:

- Treat people with dignity and respect.
- Good at working with others.
- Committed to quality care and improving lives.
- Willing to learn and develop at work.

Here are examples of how these values might look in your everyday work:

- You spend time listening to people to get to know them and their needs.
- You respect people's right to make their own choices and decisions.
- You're committed to working as part of a team.
- You give people your full attention and help people when they need it most.

Potential questions you could get asked at an interview:

- Describe when you supported someone who was going through a difficult time
- Tell us about a time when you felt really committed to and motivated by supporting, caring for or providing a service to others
- Give me an example of a time when something went wrong at work, or you made a mistake in your work?
- Tell us about a time when you feel you worked well as part of a team?
- Give us an example of a time when you helped and supported someone in your work or someone outside of work to enable them to be able to do something for themselves

TIPS:

- You might not have experience of working in a social care role, but you might have lots of other experience that demonstrates that you have these skills. You could draw on experiences from a hobby, your home life, or from a previous role. Have a think about some of the questions above and write down some relevant examples
- These types of question are intended to find out how you have behaved in the past as this can tell interviewers a lot about your values and attitudes – and how you may approach different situations in the future. Expand as much as possible on your answers – and always include information about the approach you took, what you achieved, and what you learnt

Everyone working in social care needs English, number, digital and employability skills, including problem solving and teamwork. Some organisations may ask you to do a test as part of the interview process.