

## Interview Assessment Evidence

This is a collection of questions suitable for care/support workers please use examples which are suitable for your company/position candidate applied for or amend as you want.

1 - Please detail relevant experience and your reason for applying for this particular post.

Notes:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr style="background-color: #1a3d4d; color: white;"> <th style="padding: 2px;">Score</th> </tr> <tr> <td style="padding: 2px;"><input type="checkbox"/> 1 Poor</td> </tr> <tr> <td style="padding: 2px;"><input type="checkbox"/> 2 Adequate</td> </tr> <tr> <td style="padding: 2px;"><input type="checkbox"/> 3 Exceptional</td> </tr> </table>	Score	<input type="checkbox"/> 1 Poor	<input type="checkbox"/> 2 Adequate	<input type="checkbox"/> 3 Exceptional
Score					
<input type="checkbox"/> 1 Poor					
<input type="checkbox"/> 2 Adequate					
<input type="checkbox"/> 3 Exceptional					

2 - If you've had no formal experience, what skills do you consider you could bring to the post?

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3 – Why is Confidentiality so important for this type of work?

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4 – Are there any circumstances where you think you would have to break confidentiality?

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5 – Define the types of abuse which you might come across when caring for vulnerable adults

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6 – Where do you think you find information about the service users in your care?

Notes:

Score

1 Poor

2 Adequate

3 Exceptional

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7 – What would you do if you were asked to carry out tasks which were not detailed in the care plan?

Notes:

Score

1 Poor

2 Adequate

3 Exceptional

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8 – How would you ensure that the correct dosage and types of medication are given to the service user and where would you expect to record that information?

Notes:

Score

1 Poor

2 Adequate

3 Exceptional

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9 – If a service user was distressed and anxious after a visit from a relative, A: would you think this was your business? And B: what would you do with the information?

Notes:

Score

1 Poor

2 Adequate

3 Exceptional

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10 – What would you do if you felt that the service user was deteriorating and becoming more vulnerable?

Notes:

Score

1 Poor

2 Adequate

3 Exceptional

**Below are a selection of scenarios. Please choose or amend as appropriate.**

1 – You have been visiting a client for quite some time, but this particular morning you cannot gain access, what would you do?

Notes:	<b>Score</b>
	<input type="checkbox"/> 1 Poor
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	<input type="checkbox"/> 3 Exceptional

2 – A service user with a known drink problem asks you to buy alcohol, what would you do?

Notes:	<b>Score</b>
	<input type="checkbox"/> 1 Poor
	<input type="checkbox"/> 2 Adequate
	<input type="checkbox"/> 3 Exceptional

3 – You are going to assist another carer and the other carer asks you to complete a manoeuvre that you know is not safe, what would you do?

Notes:	<b>Score</b>
	<input type="checkbox"/> 1 Poor
	<input type="checkbox"/> 2 Adequate
	<input type="checkbox"/> 3 Exceptional

4 – Whilst escorting a service user with dementia, you become separated, what steps would you take immediately?

Notes:	<b>Score</b>
	<input type="checkbox"/> 1 Poor
	<input type="checkbox"/> 2 Adequate
	<input type="checkbox"/> 3 Exceptional

5 – What would you do if you had a difference of opinion with a service user?

Notes:	<b>Score</b>
	<input type="checkbox"/> 1 Poor
	<input type="checkbox"/> 2 Adequate
	<input type="checkbox"/> 3 Exceptional

## Interview Assessment Form

Name of Applicant:

Interview Date:

Interviewer(s):

Overall Interview Score:

Note: To calculate this score, it is required that scores from all questions asked in the interview are totalled. Select 7 questions and 3 scenarios

### Candidate bandings

- |   |               |               |
|---|---------------|---------------|
| <input type="checkbox"/> Exceeds requirements       | Score 40      | Appointable   |
| <input type="checkbox"/> Meets all requirements     | Score 30 – 39 | Appointable   |
| <input type="checkbox"/> Meets most requirements    | Score 20- 29  | Appointable*  |
| <input type="checkbox"/> Does not meet requirements | Score 10 – 19 | Unsuccessful. |

\*the “Meets most requirements” category will require monitoring and support if appointed.

Agreed start date:

Induction date:

Completed by: