**Example Values Based Questions**

**General/introductory questions  
What excites you about working in adult social care?**

Why does this appeal to you?  
What have you done to find out about working in the care sector?  
What is the most surprising thing that you’ve learned?  
What challenges do you think there would be?  
What rewards do you think there would be?  
What parts do you think you would most enjoy?

**What interests you about our organisation in particular?**

Why?  
How did you become aware of us?  
How do we compare to other organisations you have applied to?  
What research have you done into the role?  
Which parts of the role do you think you would enjoy the most?

**What excites you about working as a (insert job role) and what sorts of things have you been doing that you think could help you become a good (insert job role)?**

What do you think the best parts of this job would be?  
What sorts of things do you think you would need help with to become a good (Insert Job Role)

**Questions designed to demonstrate Integrity (*Leadership Qualities Framework Dimension: Demonstrating personal qualities)***

**Please give an example of a situation where you’ve spoken up because you had concerns.**

What was the outcome?  
How did you feel about making a stand and about the outcome?  
If it was successful – why do you think it was successful?  
If it was not successful – why do you think this was the case, and what would you do differently?  
What did you learn from this about yourself?

**Questions designed to demonstrate Courage (*Leadership Qualities Framework Dimension: Improving Services)***

**Can you give an example of where you’ve spoken up because you had concerns?**

How did it feel to you?   
What were the outcomes?  
If it was a successful intervention – why do you think it was successful?  
If it was not a successful intervention – why do you think this was the case, and what would you do differently?  
What did you learn from this episode about yourself?

**Can you give an example where someone in your organisation came to you with a concern?**

How did it feel to you?  
How did you respond?

**For higher-level roles:**

How did you instil a culture where it felt ‘safe to challenge?’

**Questions designed to demonstrate Imagination (*Leadership Qualities Framework Dimension: Improving Services)***

**Please describe a situation where you have actively sought a dialogue with a service user and their family to improve the services they receive.**

How did you go about doing this: what was involved?  
What has happened in the past when you’ve been given feedback on services by a service user, around what they’d like to see change? How did you progress this?  
How have you worked with your team to build continuous review and improvement into services?

**Questions designed to demonstrate Adaptability (*Leadership Qualities Framework Dimension: Working with Others)***

**Could you give me an example of a time when you have had to work with people who have required different levels of support or assistance.**

How did their needs differ?  
How did you accommodate these differences?  
What was the outcome?  
What is important to you when caring for another person?  
Why do you think it was important to them?  
How does it make you feel when you hear about people being mistreated and why do you think this happens sometimes?  
What sorts of things do you think are important to try and stop this mistreatment?  
How do you keep the focus of contribution on compassion?

**Can you give an example of where your understanding of what another person may be going through has helped you to develop your compassion for that person?**

Tell me about a situation where it was important that you worked as part of a team.  
Why was this important?  
What was your exact role in the team?  
What was the result of having a team approach?

**For higher-level roles:**

What has been your experience of leading teams and what do you think are the key qualities for team leadership?  
Can you give an example of team leadership/membership which, on reflection, you would have handled differently now? What would you do, and why?  
How have you managed staff to support people to gain real control over their care and support? What do you think are the key qualities involved?

**Questions designed to demonstrate Compassion (*Leadership Qualities Framework Dimension: Working with Others)***

**Tell me about a time when you have helped someone develop a plan to achieve their goals.**

What was your role?  
How did you contribute?  
What was the outcome?

**For higher-level roles:**

Please give an example of how you’ve contributed to discussions about care and values to improve performance and provide more compassionate care.  
How do you get the most compassionate care out of your team?  
How do you keep the focus of contribution on compassion?  
Can you give an example of where your empathy has enabled you to develop more compassionate care?

**Questions designed to demonstrate Commitment (*Leadership Qualities Framework Dimensions: Demonstrating personal qualities and Improving Services)***

**Tell me about a time when you have “gone the extra mile” at work.**

What was the task?  
Why did you do that?  
What was the outcome?

**Describe to me a time when you have worked to a demanding & challenging target.**

What was the result?  
How did you work towards this?  
Why do you think you were successful (if it was successful)?  
What did you learn from this about yourself?  
What did you enjoy about this situation?  
What did you not like?

**In this role you will need to work with the minimum of supervision. Describe a recent example which proves your ability to work independently in a proactive way.**

What were the main challenges and obstacles you faced?  
How did you motivate yourself?  
What did you find most challenging & how did you overcome it?  
What mistakes did you make & what have you learnt from them?

**Can you give an example of when you have improved a process or way of working?**

What was it?  
What approach did you take?  
Why did you adopt this approach?  
What was the result?  
What did you learn from this?  
What would you do differently?