

# Underpinning excellence

**Presenter name**

Time and date

Location

**01**

**Skills, values and  
interview techniques**

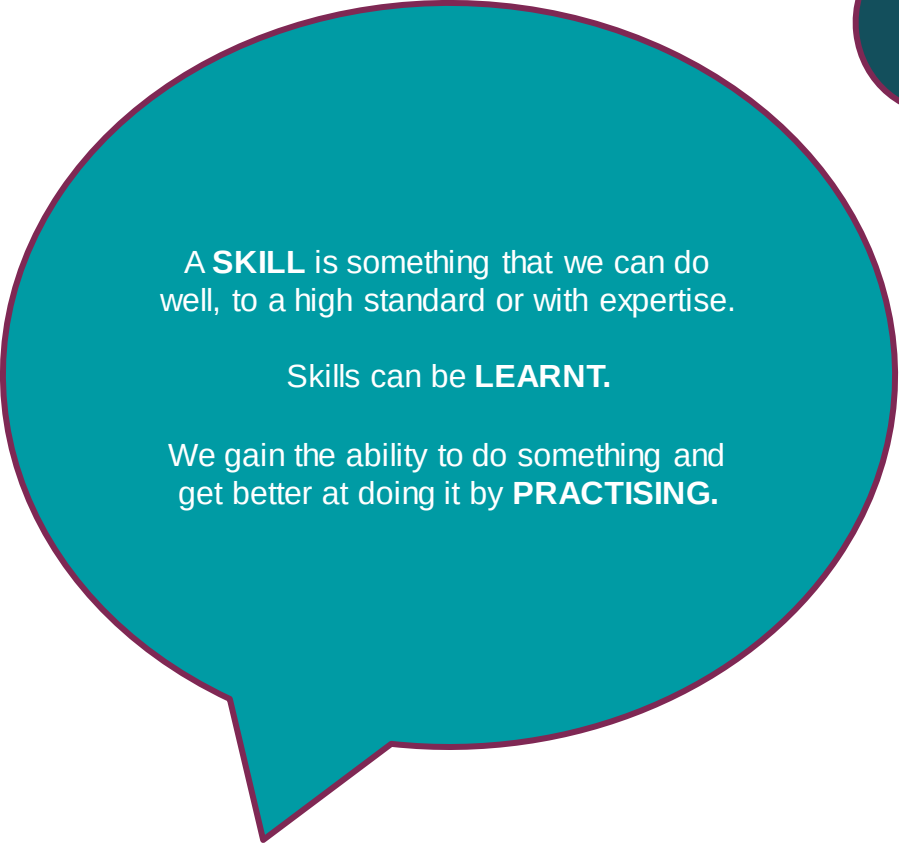
# Learning intentions



Develop awareness of  
values-based recruitment  
and NHS/LCC values

Explore skills and values  
in relation to career  
aspirations

Apply interview  
techniques to prepare for  
and succeed at an  
interview



A **SKILL** is something that we can do well, to a high standard or with expertise.

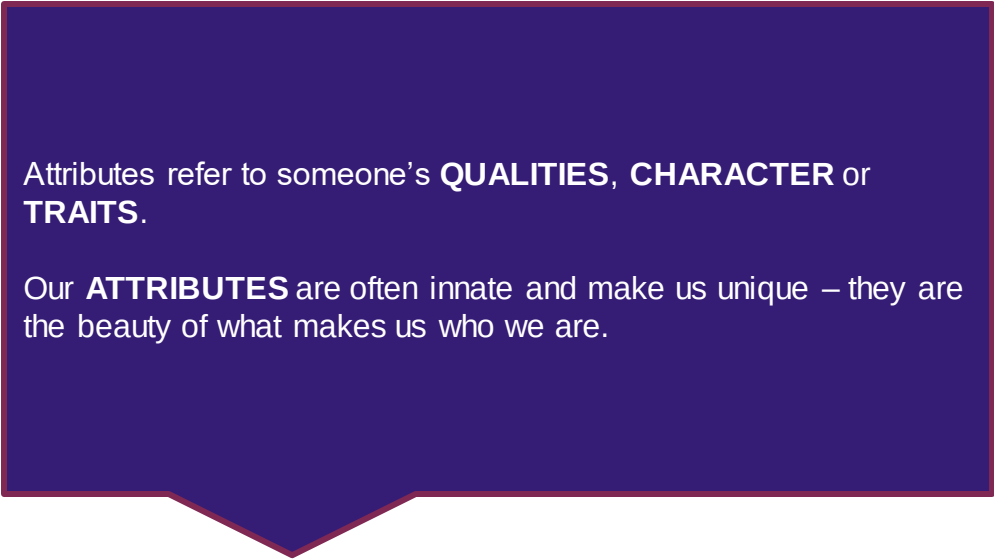
Skills can be **LEARNT**.

We gain the ability to do something and get better at doing it by **PRACTISING**.



Our **VALUES** are what we believe to be important. They determine our actions and reflect what we believe is right and wrong.

Our values shape our behaviour and choices.



Attributes refer to someone's **QUALITIES, CHARACTER** or **TRAITS**.

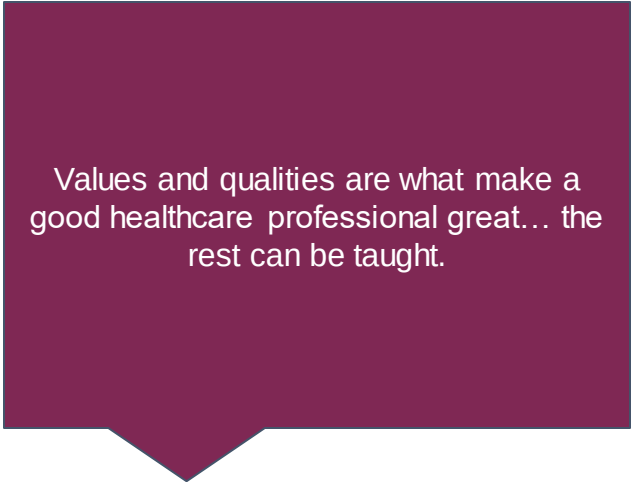
Our **ATTRIBUTES** are often innate and make us unique – they are the beauty of what makes us who we are.

02

# Values-based recruitment

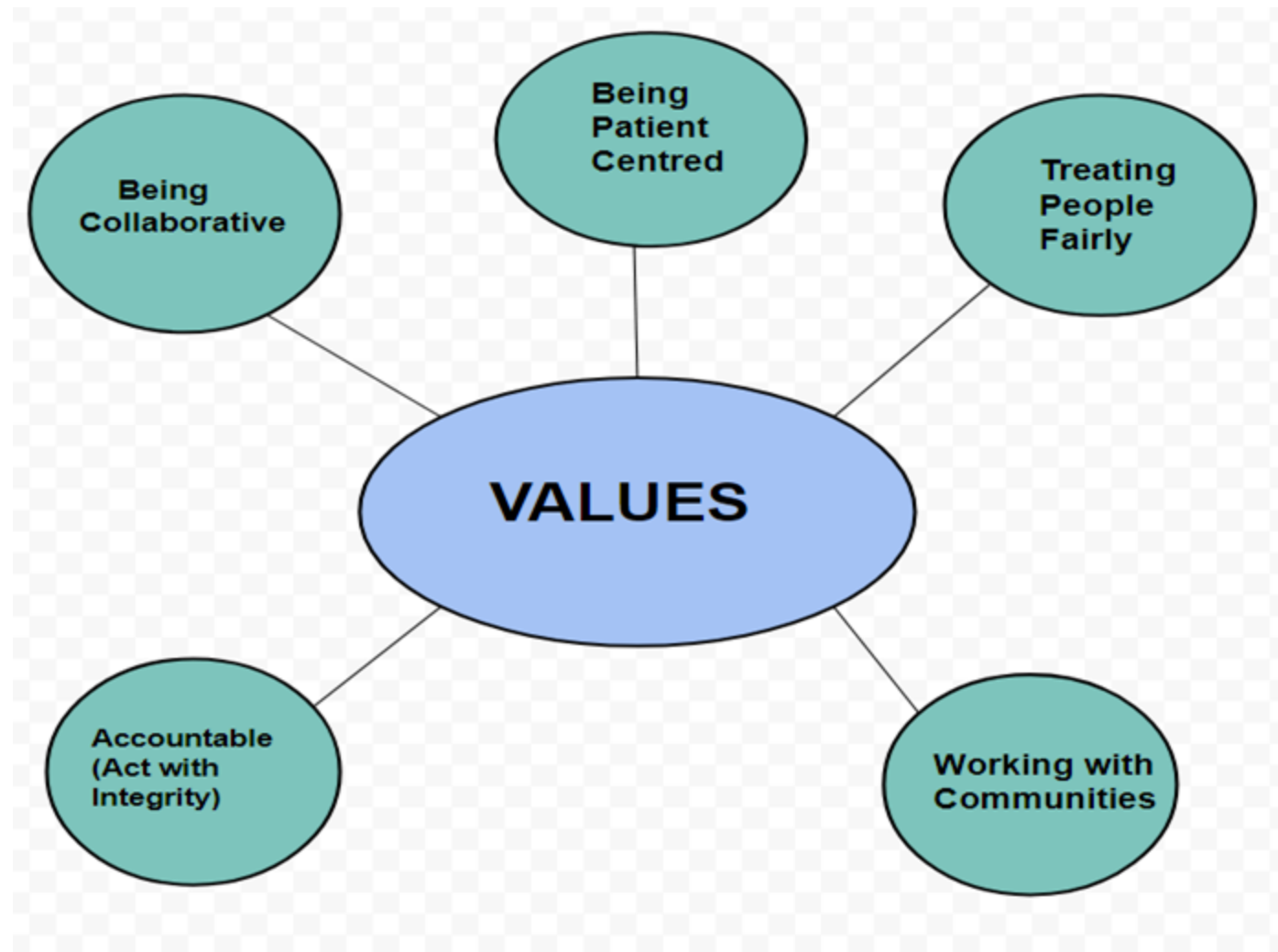
Values-based recruitment is a way for employers to get the right people with the right values in the right roles. It improves recruitment and retention by helping employers describe their organisational and social care values then find applicants who are a values-based match.

Values are a set of beliefs or views that people hold about what is right or wrong. They can have a strong influence on an individual's attitude and behaviours, acting as a set of guidelines or rules for how to behave in different situations, define the right and wrong ways of working and help to inform decisions and choices. For example, staff in caring roles may have core values such as compassion, responsibility and imagination. Care workers should treat people with dignity, be able to empathise and respect those that they are caring for.



Values and qualities are what make a good healthcare professional great... the rest can be taught.

# The Leeds Way values



Patient-  
centred

Goes the extra mile  
Is responsive (listens  
to others and  
understands their  
needs)  
Keeps it simple

Accountable

Learns from mistakes  
(takes time to understand  
why)  
Confronts without conflict  
Takes responsibility and  
apologises (says sorry on  
behalf of themselves and  
others)

Treats others as they  
want to be treated  
Speaks up / takes  
positive action  
Is consistent (values  
everyone equally and  
does the right thing)

Treating people fairly

Being  
collaborative

Shows understanding  
and respect for others  
Helps others  
Communicates and  
collaborates on  
decisions

Is professional  
Supports others to succeed  
(listens to  
others and encourages  
them to take action)  
Shares knowledge

Working with  
communities



**03**

**Skills, qualities and  
values**

### TASK 1:

Circle all the qualities and values that you feel most apply to you.

### TASK 2:

Swap pens so that you have a different colour. Circle the FIVE MOST IMPORTANT qualities and values that you think a health placement learner should possess.

### TASK 3:

Share with the rest of the class one quality or value that you selected as important for a health placement learner and explain why. Try and give an example of how you could demonstrate that value on a placement.

Arguably, one of the most important values is RESPECT, which includes respecting that everyone's beliefs and values are different.

Why is this important to recognise and practice in a healthcare profession?

Tell me a little bit about yourself

- What do you hope to do after completing your T Level qualification?
- What are your strengths – what skills and qualities do you have?
- Why do you want to do your placement in [insert specialism]?
- What challenges do you think there might be on placement?
- What do you think the best parts of placement might be?

### Task 3:

**Mock interview questions**  
In your pairs, decide who is going to be the interviewer and who is going to be the interviewee.

The interviewer will ask the questions and the interviewee will answer as if they were in a real interview setting. Then swap and do the same again.

# Useful information and resources

- To learn more about the “Leeds Way values” (NHS), click [here](#).
- To learn more Leeds City Council values, click [here](#).
- Research your specialism so that you know what it involves and what skills and values you need. You can explore the skills you need on the [National Careers website](#) and see real-life case studies from professionals on the [NHS website](#).
- Take a skills assessment on [Navigate](#) to gain a better understanding of your skills, strengths and areas for development.

**For 1:1 support on preparing for an interview (including managing nerves and feelings of anxiety), identifying and talking about your skills, completing a CV and personal statement, book an appointment with [insert relevant staff name here]**

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