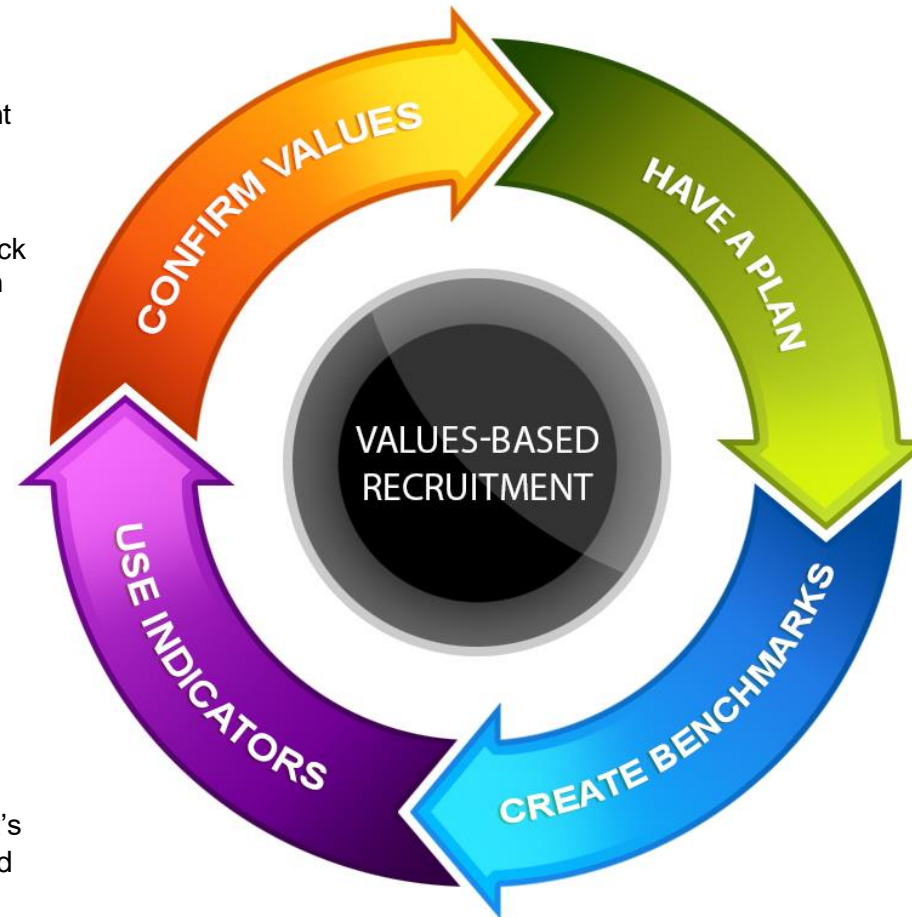


## Profiles4Care - Getting the most out of values-based recruitment

### 4. Confirm values

Profiles4Care provides interview questions, specific to the values of the candidate, that you can use during the interview to verify that the person in front of you has the values recorded in their report. We provide guidelines on the expected responses so you can probe deeper into what makes the individual tick before you commit to employing them in your organisation.



### 3. Use indicators

The Profiles4Care reports contain visual indicators in every topic area. Whether it's how they prefer to communicate with and relate to clients or work and contribute within a team the indicators allow you to see the candidates' values specific to the areas which are of most importance to you and your organisation.

### 1. Have a plan

If you are clear about what you want to resolve or improve then it is simpler to focus on these and record improvements and changes as you progress. Whether it's recruitment, development, team building, complaint-reduction or any other of the many issues employers face talk to us about your aims and we can guide you.

### 2. Create benchmarks

The Profiles4Care assessment tool allows you to create benchmarks of the values which are important to your organisation. These can be based on the values of existing successful staff so that you can identify and replicate these in your recruitment process.