## Activity 4.2 Looking at person specifications

*We suggest spending around 30 minutes on this activity.*

Bearing in mind what you have learned about the carers’ and their experiences in a caring role we would now like you to consider what carers may bring to your organisation.

* Identify a person specification for a job in your organisation.
* Explore the information in the person specification, so that you are able to respond to the following questions:

1. What knowledge, skills, qualities and attributes are required in the person specification?
2. What might someone with experience of caring bring to the role?
3. What kinds of question could an interview panel ask to identify some of these things during recruitment?

You can use the table provided to record your thoughts.

|  |  |
| --- | --- |
| **Person specification** | |
| **Knowledge, skills, qualities and attributes needed for the role** |  |
| **Things a carer could bring to the role** |  |
| **Useful types of interview question to ask** |  |

You can complete this activity on your own or in pairs if you are in a group. Remember to save your answers because you will return to these in future activities.

## If you completed this activity in pairs or in a group environment, you may want to discuss your answers.