

You choose you staff teams



	<p>Choosing staff starts with getting to know you</p>
	<p>The Aspirations Journey – this tells people how we will get to know them from the first time we meet them.</p>
	<p>One Page-Profiles tell us about</p> <ul style="list-style-type: none"> What people like about you What is important to you How best to support you



Person- centred support plan – this tells us much more about you and how we need to support you



We also ask other people who know you well what they think about who could support you



Together we use The Matching Support Tool This asks the following:

What do people need to be able to do ?

It might be being able to cook and help you to learn to cook.



What will they be doing to support you ?

It might be helping you with your hobbies or reminding you to take your tablets.



- What do people need to be like ?
Happy, Quiet, Not miserable



- What do they like doing ? It may be that they like looking after pets



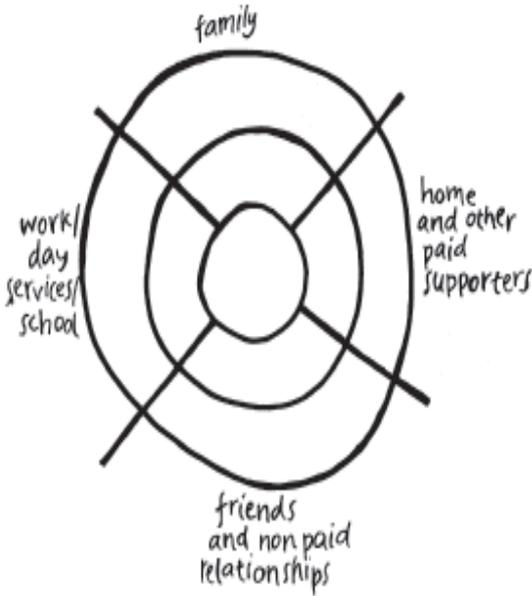
The advert – How will we find people ?

An advert is a written description of who we are looking for and what we want to them to do – often we put this in the local newspaper



Who makes the final decision about who is chosen ?

We make sure that you are part of the final

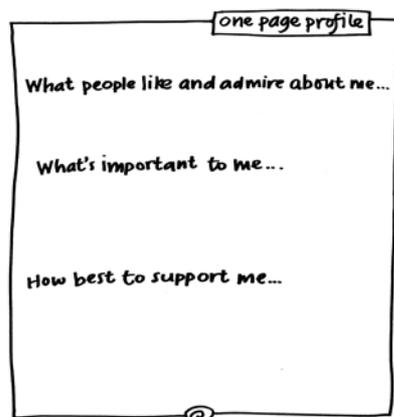
	<p>decision.</p>
	<p>How you can you be involved in choosing your staff ? We do this in 2 ways.</p>
	<p>First way - I do not want to be involved in the interviewing but I want my say about what is right for me</p>
	<p>Relationship Circle Person-centred Thinking Tool We use this to helps us find out who knows you well and can help us with finding out about who you may want to have supporting you.</p>



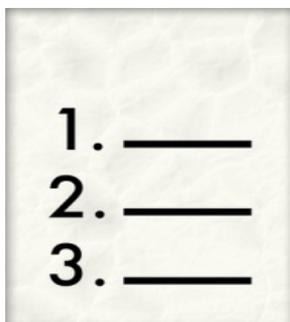
Our Team interviews people first to find out if they can do good support ?

An interview is when people are asked questions by others to find out about them and whether they could work for us and you.

Everybody who comes to an interview is asked the same questions.



We have a look at their One Page-profiles - to find out about what they are like and their hobbies and interests



Shortlisting – This means getting a list of the top people who we think would be best at supporting you



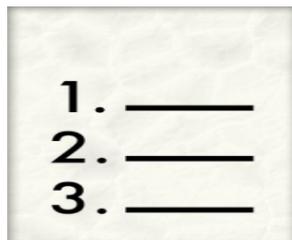
Then you can meet the people who could support in a way that works for you - maybe at a café, out for lunch or you invite them for tea or a meal at your home.



We talk about how it went when you met the person and we ask the person who did best to come and work with you.



Second way - I want to be involved in interviewing



Our Team interviews people first to find out if can they can do good support and shortlist them



We help you to find out what you want to ask people who could support you ?



We help you to have a go at asking the questions you want to ask. You can do that with team members, friends or family.



The Interview - You get to meet people with any support you may need and ask your questions.



We talk about how it went, who do you want to choose and why ?

We ask the person who did best to come and work with you.



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