

New Directions Social Care Interview Tips

Are you about to attend interview for a new role? Have a run through our interview tips and techniques to ensure you are fully prepared. Remember, an interview is an opportunity for you to showcase yourself. This time in front of a prospective employer is your chance to sell your skills.

We recognise how daunting an interview can be, but take a look at these tips and try to enjoy the experience:

Company knowledge

Once you have been invited for interview – RESEARCH! Try and find out more about the organisation you are meeting with. Employers want to believe that you are interested in their organisation. They want to employ staff who will be committed to the common purpose of their business.

It is crucial that you demonstrate you understand their history and ethos and plans for the future. Most companies will have a website you can refer to for information. However, if you can't find any information, do not be afraid to call the business and ask for information.

Related skills and training

The individual interviewing you will already be in receipt of your CV. This will contain the details about your education and career history. This document is only two dimensional; it is a 'flyer' or 'leaflet' promoting you as an individual.

The real showcase of your skills and training comes at interview stage when you can expand upon the details on your CV. Make sure you are fully conversant on all of the skills and training identified on your CV. Demonstrate the relevance of training to the position you are being interviewed for.

Measurable examples of success

When attending an interview, it is more than likely that the interviewer will be meeting other potential candidates for the vacant role. You will need to ensure that you stand out from the competition. Avoid using vague and over-used phrases like 'I am a very committed employee'. If you do need to use phrases like this – back them up. Why are you committed? Give an example.

If you are going to talk at length about soft skills in the workplace, ensure you have substance to support your claims. 'I am a real team player; I can demonstrate this with my most recent employer. I was in a situation that involved me to pick up responsibilities for a colleague who was off work with illness. We all got stuck in to ensure day-to-day service was resumed.'

New Directions Social Care Interview Tips cont...

Positive attitude and flexibility

When an employer looks to recruit a new individual into their team, they want to get somebody they can rely and depend upon for as long as they will be employed. Demonstrate your flexibility and willingness to go above and beyond the call of duty in the interview.

Employers want to have staff that they can rely and call upon when needed. Flexibility is a key attribute for individuals to demonstrate in an interview situation.

Manners

Manners cost nothing – a phrase we have all heard from an early age. When you attend an interview, remember yours. From greeting the receptionist on the way in, to acknowledging other staff as you journey through the building. Smile, say please and thank you. Remember, after you leave, the panel might ask others in the building how they found you.

Good luck! Remember your New Directions Consultant can offer you further advice and encouragement in preparation for your interview. Give them a call and discuss your tactics.

Volunteer experience

If you have opted to register with New Directions Social Care, you will need a minimum of six months' work experience. However, don't worry if you have not yet started your career in social care. We can help you to identify work experience opportunities to get you on the road to paid employment and a fruitful career in the sector.

