

Support Worker Person Specification

These are the qualities and behaviours that Hft support staff must have.

The first four areas are standard across Hft, the final, person-centred, area is to suit the particular service, and the people it supports, for this particular vacancy.

Communication – we need people who

- Like being around people.
- Value input from others.
- Are good listeners.
- Are willing to try new approaches.
- Are able to communicate using a range of methods.
- Communicate openly with people.
- Articulate views with passion and understanding.
- Speak clearly using positive, simple, straight forward language.
- Articulate how they feel.

Respect – we need people who

- Value the views of others.
- Are kind and thoughtful to others.
- Have a positive outlook.
- Are tolerant of people who have different views.
- See the person first not the disability.
- Respect others point of view.
- Are well-mannered and polite to everyone they come into contact with.
- Tackle issues with a positive frame of mind.
- Work at a pace comfortable to the person they are supporting.

Cares About – we need people who

- Have a desire to be part of the social care world.
- Are enthusiastic about supporting people.
- Are patient with people.
- Behave in a person centred way.
- Are interested in the people they support.

Creative Thinking – we need people who

- Have a 'can do' attitude.
- Think imaginatively.
- Communicate positively with people using a range of methods.
- Are enthusiastic.
- Use their initiative.
- Present themselves confidently.
- Freely express their views and asks questions.

Person Centred 'must haves' – we need people who

- Encourage the people we support to have the best life possible.
- Wish to help them achieve their goals in life.
- Who are able to support with mobility and moving and handling.
- Are happy to participate in a range of activities.
- Hold a current full UK/EU driving licence