



Values Based Recruitment

**Guidance and Information
for Candidates**

What are Values?

Values are a set of beliefs that people hold about what is right or wrong. They influence what we do and who we are, what we believe is important, the way we live and how we treat others.

Pet Blood Bank is built on strong values, they are the threads that bind us as a charity. We are **caring** and have welfare at our core, but we are also **pioneering** and will push to the next level while staying grounded and **real**, knowing what is possible. Most importantly, consistency is key, which is why every team member must know, understand and embody our values. They must be applied to everything we do.

Why do we use a Values-Based Approach?


A values-based approach to recruitment helps us attract and select employees whose personal values and behaviours align with the values of Pet Blood Bank.

Evidence suggests that values-based recruitment is a good recruitment practice and benefits both the individual and the organisation. Staff whose values align with that of their employer report greater workplace satisfaction and motivation; employees are less likely to leave an organisation with whom they share values and likely to work more effectively in teams to deliver excellent service.

What is our Values-Based Selection Process?

You might be used to traditional interviews in which you are asked work-related questions, designed to evidence your competence, skills and experience related to the role vacancy. **In addition** to displaying your work-based skills on your job application and at interview, you will also be required to demonstrate evidence of how you have displayed **our values and behaviours** (see below)

In preparation, you should think about times when you have displayed our values and reflect on what these values mean to you. Think about situations you have experienced, what went well/didn't go well and what you learned. A good technique for answering our interview questions is the STAR technique – (Situation, Task, Action, Result) The key to a values based interview is focusing most on the **RESULT**.



Situation	Task	Action	Result
Give an example of... Outline a situation when...	What was your objective? What was your role?	What did you do? How did you do it? What was the outcome?	How did you feel about it? What impact did it have on you/others? What have you done differently? What did you learn from it?

Our Values and Behaviours

We are proud of our values. They are fundamental to Pet Blood Bank and reflect how we strive to keep building our reputation as a pioneering, caring and practical charity. Consistency is key – every team member must know, understand and embody our values. They must be applied to everything we do.

Pet Blood Bank - Values and Behaviours	
Caring	<ul style="list-style-type: none"> • Welfare is at the core of what we do • We help each other to achieve our charitable aims • We treat each other with respect and respect all those we work with • We care for everyone with whom we interact • We do everything in an ethical and responsible way
Pioneering	<ul style="list-style-type: none"> • We are scientific in thought and process • We embrace change and challenge ourselves to move forward • We are determined to improve all that we do • We strive for new ways to work and suggest new ideas • We take big steps to achieve milestones • We aim to be the best we can be
Real	<ul style="list-style-type: none"> • We are caring and pioneering but base our decisions and actions on fact • We apply reason to our thinking to keep us grounded • We apply logic and solutions to problems • We are not afraid to say no when appropriate • We are realistic and conscious of our limits • We are confident to explore and push boundaries