Care Character

THE RIGHT PEOPLE FOR THE CARE SECTOR

DIMENSIONS CASE STUDY

Making better hiring decisions with the definitive values-based recruitment and retention tool

Dimensions are one of the country's largest not-for-profit organisations supporting people with learning disabilities, autism, behaviours of distress and those with complex health needs.

REQUIREMENT

As a values-led employer, Dimensions sought a recruitment and retention tool to assess candidates for the desired values and behavioural qualities of a Support Worker. They needed reliable, consistent, and objective scoring, integration with their Applicant Tracking System, and the ability to process high volumes of assessments seamlessly in the recruitment process.
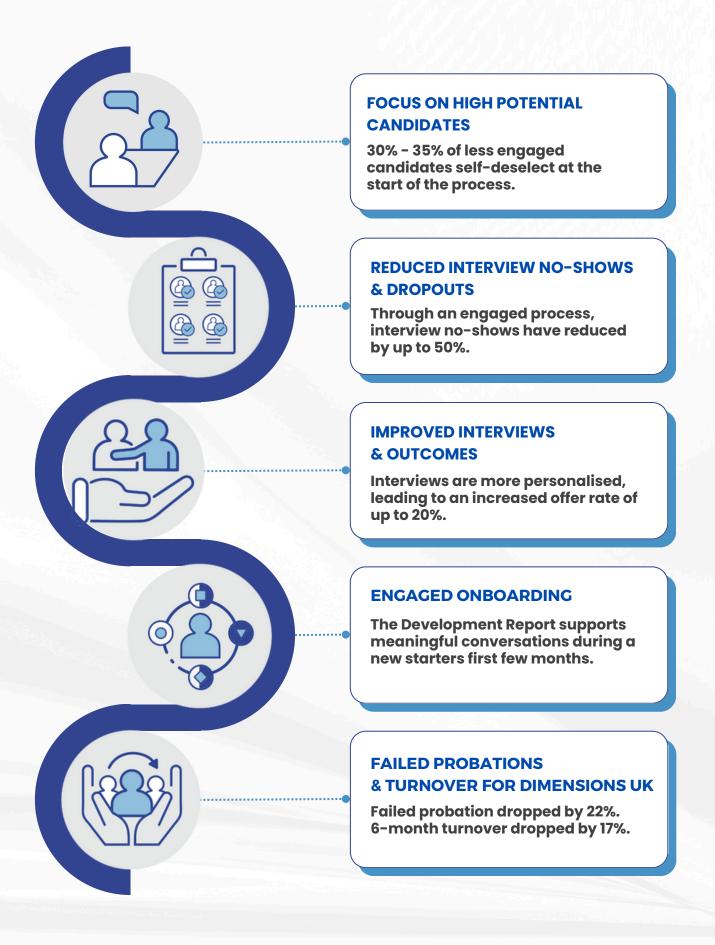
SOLUTION

Care Character evaluates candidates for seven essential care qualities, providing support for hiring teams and candidates. It includes a tailored report for candidates and additional reports for hiring managers - featuring recommended values-based interview questions and guidance for development discussions with new hires.

> Care Character is an excellent tool. The feature that allows us to select questions from the Care Character's recommended interview questions is particularly useful. It provides a structured approach to interviewing, ensuring that all necessary topics are covered.

BETTER RECRUITMENT OUTCOMES

FOCUS ON HIGH POTENTIAL CANDIDATES

30% - 35% of less engaged candidates self-deselect at the start of the process.

REDUCED INTERVIEW NO-SHOWS & DROPOUTS

Through an engaged process, interview no-shows have reduced by up to 50%.

IMPROVED INTERVIEWS & OUTCOMES

Interviews are more personalised, leading to an increased offer rate of up to 20%.

ENGAGED ONBOARDING

The Development Report supports meaningful conversations during a new starters first few months.

FAILED PROBATIONS & TURNOVER FOR DIMENSIONS UK

Failed probation dropped by 22%.
6-month turnover dropped by 17%.