

The interview

What to expect in the interview?

Video Two shows Tamika visiting the centre and having an interview with Enid, the Aged Care Manager.

The video shows what might happen during an interview and the questions they may ask.

The video expands on why aged care is important for older people – to help them remain living independently at home and as part of their community.

It also highlights that you don't have to know everything, and that other staff will help when the new person starts.

Discuss and help the person feel more comfortable with the interview process

Many people become nervous when they have to go for an interview, but it's just a talk between two, or sometimes more, people to see if you will be a good fit for a job. After all, if someone doesn't fit in well, they probably won't like the job or stay long.

During a job interview, you will be asked some questions about your skills and knowledge and why you want the job. Here are some common questions that might be asked of someone wanting to work as an aged care worker:

- Why do you want to work in aged care?
- Why do you want to work here at this centre or organisation?
- Why do you think you will be good at working in aged care?
- Tell me about a challenging experience and how you dealt with it.
- Tell me a little bit about yourself
- What are you good at?
- Why are you leaving your current job? (if relevant)
- Do you have any questions for me?

The interviewer might also ask questions to see how you would respond in different situations. For example, they might ask "if you saw that a person wasn't happy because they were being rushed to eat their meal by another care worker, what would you do?". The interviewer may ask this sort of question to find out if you would respond to support the person and report the problem to the supervisor. The person being interviewed shouldn't worry too much about their response though, if they don't know they can say so. One thing a prospective employee is looking for is honesty. They also use this information to understand what training a new person needs during their induction or orientation.

It's also important for a person to understand that they will often only be employed on a short-term basis to start with, this is called the **probationary period**. This time helps the employer and new staff members see if they are a good fit for the organisation and the role.