

Is working in the aged care or disability support sector the right fit for you?



Brotherhood of St Laurence



National Youth Employment Body

Are you a natural carer? Keep reading because we've got a proposal for you that could change your life and future career!

With your coach, use this self-reflection tool to help think about your personal experience, personal style and preferences and whether you'll be a good fit to work in the aged care and disability support sector. Start by answering the questions below (marking each box with a tick) about your personal and working style.

	Often	Sometimes	Never
My personal experience			
Have you ever been responsible for looking after someone in your family (babysitting siblings)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever helped a family member with physical or domestic duties (sibling, parent or grandparent, friend)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever cooked a meal or helped with cleaning around the house?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like working with people and am committed to supporting them to live full and dignified lives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm able to sense how others are feeling and adapt my behaviour to suit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I'm good at supporting others through physical and emotional challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can neutralise stressful or emotional situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm able to look on the bright side of a situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm confident in using my own judgment to find ways around problems and make good decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm able to remain calm and focussed and work through issues when things don't go to plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm patient and don't get easily frustrated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm caring and concerned about the needs and feelings of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If something feels different or doesn't seem right, I'll follow up to find out why	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I respect peoples' right to freedom of expression, self-determination and decision making, and recognise others' values and differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Mostly	At times	Not often
My working style			
I'm on time and reliable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can prioritise tasks to meet deadlines and keep to a schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm confident in interacting with others and communicating clearly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm good at listening and can understand and follow instructions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



*The development of these questions was guided by the self-reflection tool, which can be found on the Department of Education, Skills and Employment's JobsHub website www.dese.gov.au/covid-19/jobs-hub/care

	Mostly	At times	Not often
My working style (continued)			
I'm confident in seeking out advice or further information if I'm unsure about something	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm open to receiving feedback and accepting responsibility for my actions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can work independently or in a team to complete my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm happy to undertake domestic duties (household chores) as part of my role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd feel comfortable working closely (physically) with clients to provide personal care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm comfortable in adapting my working style to meet changing needs and circumstances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can self-reflect and consider things that I've done well and could do better next time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm comfortable working with a range of IT devices to complete my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm confident that I can prepare and review case notes for my clients and know when to alert my supervisor or other team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Often/mostly	Sometimes/at times	Never/not often
Add the number of ticks you have in each column and record them			

If the majority of your responses were in the **Mostly** column then you'll identify well with the values that employers in the sector are looking for and could be a **good fit for a range of roles in aged care and disability support**.

If most of your responses were in the **Not often** column, then working closely with clients in the aged care and disability support sector may not be the best fit for you. However, there may be other non-client facing jobs in the sector that are a better fit and worth exploring, such as support services within a facility or administration. To learn more about the different types of roles available, have a look at the 'Career Pathways' tools or the Department of Education, Skills and Employment's ['Explore care careers'](#) page.

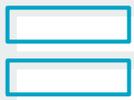
It's all about the values...

All employers in aged care and disability support, and what they look for in staff, are different. However, some of the values employers often look for include:



Compassion

You're motivated to help others



Respect

You show regard for the feelings and rights of others



Integrity

You're honest, accountable and reliable, and represent the values of your organisation in the work you do



Resourcefulness

You're able to problem solve and find quick and clever ways to overcome difficulties and seek assistance when needed



Awareness

You're perceptive and conscious of what's going on around you



Resilience

You have the ability to adapt and thrive in the face of challenging conditions



Reliability

People can count on you



Empowerment

You like to support others as best you can to achieve their goals and aspirations

Tips for showcasing your values

Review your answers to the questions throughout this self-reflection tool and pull-out the values that you think are most reflective of you.

When preparing job applications, be sure to write about the values most sought after by that particular employer and how they align with your individual values. Cover off as many values as you can in your cover letter, resumé or during a job interview to show why you're a great fit for the role.

In the aged care and disability support sector, it's important to take every opportunity to show how you'll live your values through the work that you undertake each day, no matter the role you're working in.

Work with your coach to tailor your job applications and conversations with employers in the aged care and disability support sector.