



# Passport to your future

## Your future, your hands

Guidance that was given to Line Managers in order to help them score objectively:

### How do I assess the “benefit” that Passport to your Future brings to a candidate – what factors should influence my judgement call?

When we test the benefit criteria throughout this process, we are looking for the person we can make the biggest difference to and the person we can most value add to.

Any recruitment process involves a degree of judgement – your task is to base that judgement on the most objective criteria possible. This page gives you guidance to help you and needs to be thought about through the whole process.

Think about the following example:-

*A stroke survivor applies for a PTYF role.*

*In **case one** – at selection she is clear about her disability and reasonable adjustments but her tone and general approach is about minimising the impact the stroke has had on her life. She’s a positive person who doesn’t do sob stories and it’s about getting on with things.*

*In **case two** – she labours how awful the stroke has been and the massive impact it has had on her life. She outlines that the world is against stroke survivors and this is her one chance to turn her life around.*

How do we remain objective and judge benefit in these two situations? Three factors in sequence:

Look at the likely “before and after” question

The benefit that this opportunity will bring to them as a person and how it will help take them from where they are now to build a different future.

Imagine a graph. Put a point on this graph representing where you think this applicant is now around their technical and personal skills. Then consider where you think you could get this person to in a years’ time from the PTYF programme. The person that has the greatest differential between these two points is the person whom you can most ‘value add’ to and therefore the person that should most highly score on this selection criteria.

Okay but.... Ask yourself ‘do I believe it?’ It’s not about lie detection. It is about the change and benefit that the applicant is describing being realistic and achievable. This is crucial. Can they link the change the programme will bring them to tangible steps? Is it just a vague hope?

Ask... To what extent is the change they are describing dependant on the Passport to your Future programme or is it likely to happen anyway

So the person who scores highest on benefit is someone who

We can see that their position at the end of the programme will be a greatly changed

We can actually see that the change is possible and realistic

It is largely dependent on the programme and not something that would almost certainly happen anyway.

Consider these three points throughout the recruitment process and make a judgement call.