

The NEXT Project

Person Specification

The NEXT Project has a particular focus on working as a group, and as such, we look for particular personal characteristics and qualities in people when carrying out our interviews (as opposed to looking at previous qualifications, history of drug or alcohol use, criminal history, etc). The qualities we look for are listed below. It is useful to think of these as being similar to the ones that will be valuable if you go on to further training (eg. OCN Level 3), work in the social care field, facilitate peer groups, or set up support groups - so the NEXT Project is a good opportunity for you to demonstrate and develop these skills.

We would like you to demonstrate:

- **An ability to be on time:** this includes making sure you know where you are going, have enough money to pay for travel (this will be reimbursed), and check travel information if necessary
- **An ability to listen and follow instructions**
- **An ability to communicate your ideas and feelings clearly**
- **Reasonable verbal and written communication skills**
- **An ability to treat others with care and respect:** having respect for others' boundaries and the pace at which they may be learning
- **An ability to recognise discrimination:** learning how discrimination can occur in group and how you may be contributing to it
- **A willingness to work with, and learn from, others:** being able to work in a team and to try to ensure you all contribute equally
- **An ability to show openness to new ideas:** learning new information that may conflict with or be very different from the information you know or are comfortable with already
- **An ability to recognise both your own strengths and areas in which to develop**
- **An ability to give and receive both positive and constructive feedback**
- **An ability to be genuine**
- **A commitment to and interest in your own personal development**
- **A willingness to develop awareness of yourself in group:** understanding how you communicate and what effect you have on others.