

Succession Planning



Checklist to identify talent

What to look for	Yes/No/ Don't know	If no, what development is needed to overcome this?
Is aligned to the core values of the organisation and clearly demonstrates these		
Is able to have effective and respectful relationships with people who need care and support		
Has strong communication skills enabling them to engage with people who need care and support, family members, advocates, colleagues and external professionals		
Maintains high standards of personal and professional behaviour		
Has demonstrated high levels of engagement in earlier learning and development		
Is willing to challenge themselves to try new things		

Is willing to step in and get involved in things above and beyond their role		
Is a good problem-solver		
Regularly suggests ways to improve standards of care		
Actively contributes to team discussions and ways to improve the organisation		
Aware of how their own work can impact others		
Able to work on their own as well as effectively in a team		
Is keen to learn from others		
Is creative in their day to day work		

www.skillsforcare.org.uk/succession