# Matching support

This is a structured way to think about the best matches for the person and their supporters (employees, support staff, volunteers) or potential people to live with. It works across four areas – skills wanted and needed; support needed; personality characteristics and shared common interests. This is the central tool for person-centred recruitment for individuals and within teams. It is important to use this to put 'Perfect Week' into practice and to develop a personalized schedule.

## Benefits for the person

- Helps clarify what the person is looking for in a supporter.
- Being able to describe this makes recruiting people who are a great match more likely.
- Moves away from recruiting support around past experience and skills only – recognizes the importance of characteristics and shared interests.
- Can be used as the person specification and job description in recruitment.

## Benefits for employees and the organization

- When recruiting people to a team, it is a way to enable the team to think about what skills may be missing in the team, and what kind of person would be the best fit.
- Can be used as the person specification and job description in recruitment.

### Using it with an individual

Look together at the person's relationship circle, and look at the people that the person feels closest to. Think about the following questions with the person to help identify the personality characteristics and shared common interests sections:

- Who are the people closest to the person?
- What do they do together?
- What personality characteristics do the people who are closest to the person share?
- What makes them fun to be with?
- Who helps them to get things done and what skills do they have?
- What qualities must they have?
- What qualities would it be good for them to have?
- What personality characteristics must not be present in their paid supporters?
- Are there any specific interests or hobbies they may have that ideally they would want their paid support to share?

Then look at the person's one page profile together and think about exactly what support the person wants and needs, and what skills people would need to have to deliver this support.

### Using it with a team

- If you are looking for a new team member, then use the same process to think about the skills needed (what will they need to do?); support needed (what will new team members have to be able to do to be able to support other team members to perform well), personality characteristics (what type of person would be the best fit with the team?) and what shared common interests that it would be good to have if possible.
- Prioritize these and add them to the person specification and job description.