



Substance Misuse and Mental Health Co-occurring Conditions Lead

Interview Feedback for Interviewers with Lived Experience

Feedback from CGL (Louise Martin)

As a member of the professional panel, I found the opportunity to hear the service user panel's impressions of the candidates invaluable. I started the conversation feeling quite uncertain as to the correct choice of candidate, and the process of discussion really helped to evolve my thinking to a decision I felt confident with. The service users who contributed brought a great deal of careful thought and expertise to a really difficult decision and having this additional different lens on the candidates helped to clarify and shape my own thinking. Each person on the SU panel brought different views, which crystallised some of my more unformed thoughts. Christy, Megan, and Paul each said a number of things that resonated with me in this way; in particular (and amongst many helpful contributions) Paul made an excellent point relating to interview style, Christy about the candidates' abilities to manage different contexts, and Megan really clearly articulated the hesitations I think we all felt about the choice in front of us. Having a service user panel as part of the interview process was enriching and this experience gives me confidence to do this again for future interviews. Thank you to all involved, very much appreciated.



from Commissioner Public Health Directorate (Joe Keegan)

I just wanted you to pass on a big thank you to Christy, Megan & Paul for their help with the interviews from the Co-occurring Conditions Lead role. It was a huge help to have them assist with this recruitment exercise. I was very impressed with all of their professionalism and commitment to determine who was the best candidate. From the outset they raised some focussed and very pertinent questions. They had all clearly read the application packs beforehand and were very familiar with both candidates so did some really good preparation before the interviews. When it came to the interviews themselves all the questions were asked clearly and confidently of the candidates, which is not always easy using an online type of format. What really impressed me was how they were able to judge carefully the responses and consider from a service user point of view which candidate for them scored most highly, providing sound and balanced reasoning and justification. All candidates should be really proud of their contributions and approach taken. Please can you pass on this feedback to them and thank them all on my behalf.

Feedback from The SUN Network

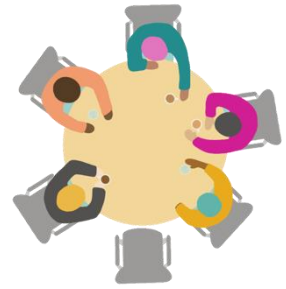
KC: "The interviewers conducted all aspects of this project with professionalism and seriousness while making good use of their experiences and perspectives from their own addiction and mental health histories. It was heartening to hear you identify with the candidate who shared their own similar lived experiences, recognising the strengths that people bring who have been there themselves."



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Each of our team picked up different things from the candidate profiles and interview answers, which helped each our team (including CPFT and CGL professionals) to get the best assessment of the candidates and have a fuller picture to choose the best person for this important role. Perhaps most impressive to me was seeing you keep an open mind and look at what skills and experiences would ultimately serve the clients with co-occurring mental health and addiction needs best regardless of what initially drew us all to a candidate because of what we felt we had in common with them. I am encouraged and heartened seeing you making your best objective decision based on what you thought was going to be best for those who follow later on the same path you have tread of co-occurring mental health and addiction experiences.



Anne: “Well done to everyone who took part in the Substance misuse and mental health co-occurring conditions lead, lived experience interview panel. I felt you all showed your passion, integrity, and commitment to the involvement opportunity.

It was clear to see you demonstrated your dedication by really taking the time to do the background work of reading the individual profiles, job description and personal specifications. I felt you had all put a lot of time, thought and consideration into what you felt would be good questions to ask the interviewees and how to get the most out of them. You all used your lived experience and knowledge of others who have experienced similar challenges to help form those questions. Discussing the questions you wanted to put forward was easy and relaxed.

You showed your commitment to deliver a professional approach by participating in the CPFT interview panel training. Hopefully, this training will open up future opportunities for you all.

I felt your reflections on each candidate you interviewed were well thought out and considered. You shared those reflections in the review meeting in a professional and objective way but touched upon your personal feelings and experience, which made it heartfelt and real. You should all be really proud, as your reflections swayed and convinced those within CPFT to change their minds on their favourite candidate.

It was a pleasure to meet with you, to listen to your stories and to share. I hope you will be keen to participate in future involvement opportunities and I look forward to meeting you again. It has been an absolutely pleasure meeting you all and working with you. Thank you all for your help.

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Feedback from Service Users



"The SUN Network had great preparation. I met with KC and Anne on separate occasions discussed the job role fully and what questions could be asked. Everything was explained easily, and I fully understand what we were intending to do. We had printed bios and job descriptions and On the day we were relaxed and confident as we were all so well prepared. I had a great time and really enjoyed the interviews. I enjoyed meeting the candidates and I was very confident in their abilities."

"I really enjoyed being part of the interview panel, it's very rewarding knowing that places like the CPFT team actually consider those with lived and life experience in the services to contribute to the interview process. It's times when we are at our

lowest and feel a burden to society, social pariahs almost and have now changed our lives around with guidance from services like The Sun Network, CPFT team, Edge etc. that we are able to turn the negative into a positive and that's extremely rewarding mentally, shows that are struggles have been worth it and good has come from them.

Knowing that whoever get the job is going to play a roll of bridging together a lot of the services and making them better for so many others that are currently struggling to get help. I was nervous at first when asked but you and Anne made me very relaxed, then excited about the chance to sit on the panel.

With the few meetings that I had with both I felt very comfortable and prepared for it all. The sitting and talking and hearing about a bit about your own personal lives and struggles makes opening up and talking so much easier. The questions were an interesting part as I thought up a few myself then asked a few friends from all walks of life what they would ask if given the change so that's how I tried to involve others and try and give them a voice to.

On the day it was really good. The interviews were done very professionally and felt at ease with it all. Having time to digest what was going on and the chat beforehand and after was really good and positive.

Overall, it was a great experience that I hope I get to be part of similar projects again. Really looking forward to Thursday morning and seeing who gets the job. Thank you to yourself and also Anne for all the hard work and time you put into this and thank you for considering me for the panel. It's really helped build my confidence and self-esteem.

Thank you so much"