

HUMAN RIGHTS

Personality Test



THE TEST

This test has been designed as one of a number of resources developed to support people to think about and engage in discussions on human rights in social care and care homes for older people.

WHERE IT HAS COME FROM

The test is based on Dr Caroline Green's PhD research into the different perspectives on human rights for older people in care homes. According to this research, people hold different perspectives and assumptions regarding the purpose of human rights in care homes and social care, which can be summarised into 'personality types'.



This test can be used for personal reflection, training events, in workshops and group discussions.

It has been created as a light-hearted exercise, like you might do a magazine quiz over a cup of coffee, that invites people to think more about their own and others perspectives on human rights.



Each question can be answered by circling one of the responses from (a) to (d).

We suggest going with your first response, rather than overthinking each question. Each response has a letter ascribed to it. At the end of the test, add up your total for each of the letters. Whichever letter you have selected most often reflects your 'human rights personality'.

Once you have identified your personality type, this can then be used as the basis for further reflection and conversation. New ways of thinking about human rights in health and social care may emerge during the discussions. Some people may find that they cannot relate to any of the personality types, which is also an interesting basis for exploration and discussion.



The personality types are based on the premise that each person is approaching human rights with a desire for those who access and work in health and social care to have their human rights realised. Raising awareness about the different perspectives and assumptions people hold around human rights is proposed as a way to help us move forward together in realising these rights.



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Choose the answers that **most** apply to you

1

Human rights are mostly about:

- a) How government treats its citizens
- b) Rights, freedoms and obligations as set out in international and national law such as the Universal Declaration of Human Rights, the Human Rights Act etc.
- c) How people treat each other with dignity and respect
- d) Building just and effective systems for the protection of human rights and freedoms

2

Where is the best place for the care of people requiring high levels of care (i.e. need care and support with most if not all activities of daily living, such as washing, dressing and eating)?

- a) At home/in the community
- b) Hard to say, the answer depends on various factors for protecting the wellbeing of the individual
- c) In an outstanding care home
- d) Depends on the individual's wishes and choices

3

Care homes are:

- a) Inherently tricky places when it comes to protecting and respecting residents' human rights
- b) Places in which people working in them are required to abide by the law and provide high quality care
- c) Peoples' homes
- d) An important part of our social care system

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Human rights relating to care homes are mostly about:

- a) How government, society and families look after people requiring care and support
- b) Law and regulations to safeguard care home residents from abuse and human rights violations and seek justice when something has happened
- c) The quality of care inside care homes
- d) A common ground for central and local government, communities and care homes to achieve high-quality care in care homes

5

When you think of human rights in care homes, the person or group that you feel has most responsibility to protect residents' rights is:

- a) Central government
- b) Law and policy makers
- c) Care workers in the care home
- d) It is a joint effort between government, communities, families and care homes

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When you think of care home residents in relation to human rights, residents are foremost:

- a) A potential or likely victim of human rights violations
- b) A person protected by law
- c) Someone entitled to have their human rights respected and protected
- d) All of the above

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7 When you think of care home staff, their relationship to human rights is:

- a) They are victims of an unfair social care system, who may have some of their rights violated too
- b) They are potential perpetrators of human rights violations and required by law to respect and protect care home residents' rights
- c) They protect residents' rights and freedoms by providing high quality care
- d) They are part of a social care system, in which human rights matter, including their rights.

8 What statement of people working, living and visiting care homes would you most like to engage with:

- a) "Human rights goes out of the window when you are in a care home because you need to be there rather than when you chose to be there"
- b) "There is too much information peddled around human rights as negative, that the Human Rights Act is a bad thing, rather than being a good thing that's protective."
- c) "It's about valuing the staff. When their rights get protected and they are valued, this trickles down to the older people they are looking after"
- d) "Care homes are a matter of everyone, not just those who work and live in them. They are a part of society with members of our society living and working in them"

9 If you could magically change one thing about care homes and the social care system, what would it be?

- a) Care homes are virtually non-existent and replaced by community alternatives
- b) There are no more safeguarding concerns in any care home
- c) People working in care homes receive support from central and local government to provide rights-respecting care
- d) Care homes gain a more positive image in society and receive the support they need to provide the highest quality care as part of the social care system.

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The biggest challenge to protecting and respecting human rights in care homes is?

- a) Care home costs and lack of funding
- b) Lack of availability and access for residents' to advocacy and legal aid services
- c) Staff shortages
- d) Negative perceptions of human rights in UK society.

Total Number of A's: __

Total Number of B's: __

Total Number of C's: __

Total Number of D's: __

Personality Types

Mostly A's: The reformist

To the reformist, human rights in the social care context are a matter of shaking up the social care system and questioning the existence of care homes as places of care in society. Peoples' human rights to the reformist are a driving, or at least important factor, when it comes to re-thinking social care policy. The reformist would like to see a social care system that ensures that people have their rights respected and upheld despite any social or health care needs and irrespective of their age. He or she may feel that the rights of people with social care needs need to be promoted more. People of this human rights personality may believe that care homes are institutions which inherently breach individuals' rights, such as the right to autonomy, individuality or privacy and should therefore be replaced with alternatives. They may also believe that care home residents usually have been placed in a care home, perhaps even against their will. The reformist tends to favour a community and family-based approach, in which people requiring care should ideally stay living at home as long as possible. But, some people with this personality may also hold the view that care homes are valuable to protect peoples' rights, who no longer can live at home. They would like to see more, high quality care homes as part of a wider social care system. The reformist likes to produce radical new ideas to disrupt the current social care system and envision alternatives to the current care home model.

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Mostly B's: The Lawyer

To the lawyer, human rights is mostly about law and justice and how it applies practically to social care and care homes. The lawyer may be quite knowledgeable about relevant laws in this context and sees care home residents as legal subjects under national and international law. The lawyer may take different avenues to approach this topic. The first thing that may come to a lawyer's mind when thinking of human rights and care homes may be "Mental Capacity Law" because of the high proportion of people with dementia living in care homes and how such laws determine the way care is provided to residents. He or she may also be thinking of care workers' legal duty of care towards care home residents and how to balance human rights with such responsibilities.

Alternatively, the lawyer may view human rights law as an avenue to seek justice, for example when residents have been mistreated and/or abused, when residents are evicted from their care homes etc.

To some lawyers, human rights law in the context of care homes may be about challenging central and local government to change the social care system and hold it legally accountable for any perceived wrongdoing under international and national law. The lawyer likes to have a clear idea how the law is to be applied in practice. They may be very good at producing guidelines that may be helpful to navigate the complexity of law in social care.

Mostly C's: The Practitioner

To the practitioner, human rights in social care and care homes are mostly about how they can be protected and respected inside care homes. The practitioner sees care home residents as equal rightsholders and feels that care workers are responsible to protect and respect these rights as a moral duty. Many practitioners consider human rights as a matter of shaping relationships between care workers and individuals receiving care. The practitioner may feel that dignity, equality and respect should be guiding these relationships at all times and he and she connects human rights with concepts like person- and/or relationship-centred care. The practitioner believes that high quality care can protect residents' autonomy and independence but he or she also sees the dilemmas that care workers face every day

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Mostly D's: The Visionary

To the visionary, human rights in social care and care homes are a common ground to connect central and local government, communities, care home providers and people in care homes to achieve rights-based high-quality care for all care home residents. Care homes to the visionary are an essential part of the social care system. The visionary sees "the bigger picture" and how people are connected with each other to form a system. He or she thinks of care home residents as equal rightsholders and also considers the rights of staff and family members of care home residents for high-quality care. The responsibility to respect, protect and further human rights of care home residents and others in the care home is spread amongst various actors, including central and local government, communities and care homes.

The visionary sees a multi-level potential in human rights as a tool to achieve high quality care in care homes, that cuts across all the other human rights personality types. Human rights to the visionary are a matter of law and legal recourse when rights of residents have been violated in the care home as well as a moral concept that can guide the quality of relationships between people in and outside the care homes. The visionary thus attaches a central role to human rights when it comes to envisioning high quality care in care homes for all. The visionary may be very resourceful in thinking of innovative projects to connect actors in the social care system and achieve his or her vision of rights-respecting, high quality care for everyone.

From reading about the various personality types:

What are you thinking now about your own perspective on human rights?

What difference might reading about these different 'personality types' make to how you listen when others are speaking about human rights?

Are there ways in which awareness of different perspectives on human rights could positively influence your future conversations?

