

Case Study

LIVED EXPERIENCE INTERVIEW TRAINING



“I love that Lived Experience Interviewers share their insights with me when I interview. Listening to their voice ensures that we look at our candidates from every aspect.” Oxfordshire Mind Employee

Lived Experience Interviewers (LEIs) are individuals with lived experience that sit on our recruitment interviews. It is a way for people to influence what type of person works for us. Being an LEI is enough involvement and time commitment for some people. For those who want to get involved in more depth, for example collaborating on our services and policies, then they would also join our Expert by Experience Group.

We have been fortunate to have LEIs at Oxfordshire Mind for some time. However, as our organization grew, it became clear that we needed to bring on more LEIs. One of our experienced LEIs suggested that new formal training would be beneficial, so we decided to develop a program together. We included a third LEI in the process, and together we created our LEI training.

This program was initially trailed with a group of our Experts by Experience (EbEs). After incorporating and adapting their feedback, we now have an excellent training program that we have shared across the Mind Federation and OMHP. The training is delivered by a staff member and an LEI, making it a program designed and delivered by people with lived experience for people with lived experience.