

CARES Core Competencies Self-assessment & Development Plan 160713

Name: _____ Today's Date: _____ CARES Academy #/Date _____

Store this assessment and plan in your CARES Manual for future reference Assessment # _____

Instructions: Without looking at your previous assessment, mark (|) each dotted line under each item in sections A, B, and C. After marking all items, align the 0 on a centimeter ruler with the beginning of each line and write the number (1-10) that is closest to your mark in the blank at the end of the line. Calculate the average for each section then enter below.

CARES Core Competencies Self-assessment Score:

RA _____ + RC _____ + RG _____ = _____ /3 = _____ = **Current Proficiency**
0 = **Novice** = Improvement needed; 10 = **Expert** = Improvement not needed

During this assessment period I recorded, self-assessed and/or received performance support on:
Check all that apply.

Recovery advocacy: My elevator speech Recovery advocacy: SOAR presentation

Recovery check-ins Recovery Groups PCOMS Skills Competency Assessment

Other: _____

My CARES Core Competencies Development Plan: Review & revise every 3-6 months!

Strengths: Enter highest rated items' #s (1-0) _____

Review your last self-assessment and build on the progress made with previous goals, tasks and resources and/or add new areas for improvement from the lowest rated #1-#20 items.

Improvements I will work towards in the next 6 months:

1. Goal: _____

Tasks & Needed Resources: _____

2. Goal: _____

Tasks & Needed Resources: _____

3. Goal: _____

Tasks & Needed Resources: _____



CARES Core Competencies Self-assessment & Development Plan (cont.)

Novice = Improvement needed ----- **Expert** = Improvement not needed

A. Recovery Advocacy: Delivering your recovery elevator speech, introducing yourself to peers, making recovery presentations and harnessing culturally-congruent recovery resources

1. Making decisions following the CARES Code of Ethics and using the COPE
Novice ----- Expert _____

2. Delivering my CARES recovery elevator speech, introducing myself to peers, telling my recovery (not addiction) story
Novice ----- Expert _____

3. Making recovery-oriented systems of care presentations
Novice ----- Expert _____

4. Presenting the Science of Addiction and Recovery
Novice ----- Expert _____

5. Locating and brokering recovery resources that are culturally suitable to each peer
Novice ----- Expert _____

6. Making warm hand-offs to recovery service providers
Novice ----- Expert _____

7. Advocating for peers' recovery with significant others
Novice ----- Expert _____

1+2+3+4+5+6+7= _____ divided by 7 = _____ = **Recovery Advocacy (RA) Average**

B. Recovery Check-Ins: Delivering recovery-oriented, person-directed, and outcome-informed services using relationship enhancement skills (motivational interviewing), peer self-assessment, recovery planning and culturally-congruent resource development

8. Modeling hope
Novice ----- Expert _____

9. Assisting peers with self-assessments of strengths, recovery capital, goals and progress
Novice ----- Expert _____

10. Conducting Recovery Check-Ins via face-to-face interactions and telephone or other electronic means
Novice ----- Expert _____



CARES Core Competencies Self-assessment & Development Plan (cont.)

Novice = Improvement needed ----- **Expert** = Improvement not needed

11. Affirming/validating the peer's strengths and building her/his feelings of empowerment and self-efficacy

Novice ----- Expert _____

12. Listening for stories of change, uplifting change talk and validating progress

Novice ----- Expert _____

13. Incorporating the peer's theory of change into a recovery plan, goal(s) and activities

Novice ----- Expert _____

14. Using an effective mixture of OARS, e.g., asking no more than two questions followed by one or two ARS's, using summaries to organize what's been said, highlighting change talk, contrasting ambivalence, and shifting to another topic and end interactions

Novice ----- Expert _____

15. Documenting interaction notes and facilitating progress reports with significant others

Novice ----- Expert _____

8+9+10+11+12+13+14+15 = _____ divided by 7 = _____ = **Recovery Check-in (RC) Avg.**

C. Recovery Group: Conducting recovery groups

16. Establishing a safe and respectful environment

Novice ----- Expert _____

17. Administering and interpreting the Outcome Rating Scale, Session (Relationship) Rating Scale, and Self-Completed Overview of Recovery Experience (SCORE) Board

Novice ----- Expert _____

18. Modeling relationship enhancement and empowerment skills (OARS+)

Novice ----- Expert _____

19. Managing stretches, especially peers who dominate or disrupt the group

Novice ----- Expert _____

20. Documenting group notes and facilitating progress reports with significant others

Novice ----- Expert _____

16+17+18+19+20= _____ divided by 5 = _____ = **Recovery Group (RG) Average**

