

# CARES Core Competencies Self-assessment & Development Plan 160714

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 PINK OARSI, 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 \_\_\_\_\_

$8+9+10+11+12+13+14+15 = \underline{\hspace{2cm}}$  divided by 7 =  $\underline{\hspace{2cm}}$  = **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 skills (PINK OARSI)

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 \_\_\_\_\_

$16+17+18+19+20 = \underline{\hspace{2cm}}$  divided by 5 =  $\underline{\hspace{2cm}}$  = **Recovery Group (RG) Average**

