



SECTION 6 SELF-ASSESSMENT TOOL AND RESOURCES

Housing Resource Specialist

Strength Based Practices: Worker Assessment

An assessment tool to help workers identify the strengths they utilized in their interactions with clients

COLLABORATION AND SELF-DETERMINATION

- Y N My client was fully involved and an active participant in the decision-making process.
- Y N It was evident that I was working with the client not for the client or on behalf of the client.
- Y N I felt a sense of partnership with my client. We were working together to resolve difficulties.
- Y N I was not trying to reform or change my client.
- Y N I helped my client to expand his/her repertoire of choices and behaviors and to think about the pros and cons of each behavior.
- Y N A balance of power is evident in our relationship; it feels equitable.
- Y N Respect, trust, hope, understanding, inspiration, and appreciation are evident.

EMPOWERMENT

- Y N I openly shared my sources of power, my expertise, my access to resources, my interpersonal skills.
- Y N My resources were discussed as strengths I bring to the relationship vs. things I control.
- Y N My client was given a voice in defining resources and determining how they will be used.
- Y N I laid out the resource options available (my agency resources) and the conditions required to access them, and I explored the cost and possibility of each option with my client.
- Y N It was evident in my interaction that I expected the client to assume responsibility for him or her and the planned actions/interventions.
- Y N I listened.
- Y N Strengths were identified and utilized to promote hope, motivation, and action.

EVALUATION

- Y N I am aware and have documented my client's subjective assessment of whether the issues or concerns he or she is seeking help for has improved.
- Y N I continually evaluate the extent to which my understanding of the client's experience is consistent with the client's.
- Y N I am positive that there is agreement on the goals and action plans identified because we had an open dialogue about commitment and responsibility.

I follow a process and can identify where we are at in the process.

Assessment and Planning Phase

Identified client concerns and strengths
Discussed the helping process
Clarified worker and client roles
Established priorities

Action Phase

Developing Action and Evaluation Plan
Implementation of Action and Evaluation Plan
Prevention Planning
Terminating the helping relationship