

One page tool for staff evaluations based on their career development as recovery professionals

Recovery Based Staff Development Assessment

2012

We are best able to help our clients grow and develop when we are growing and developing ourselves. This tool is designed to plot where you are on a list of skills and traits that successful staff commonly develop over their careers, identifying a variety of both strengths and weaknesses to help you identify personal goals.

	Not Exploring	Exploring	Emerging	Maturing	Excelling
Student / Intern					
Basic Relationship Skills					
Understanding impact of illnesses					
Usefulness in Goals					
Poverty Services					
Early Career					
Collaborative Medication					
Trauma and tragedy effects					
Team work					
Collaboration: Shared responsibility with clients					
Family impact and support					
Mid Career					
Learning from clients – collected stories					
Develop “art” of treatment					

Emotional engagement with clients with stability and without burnout					
Community engagement					
Leadership					
Late Career					
Long term relationships and influence					
Experience, perspective, and patience					
Mentoring					
Legacy					

Discussion questions:

- 1) What surprises you about this chart?

- 2) What are the most important things to you that aren't included?

- 3) Do you feel comfortable with where you are?

- 4) What are the one or two items you'd be most motivated to enhance?