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.

<table>
<thead>
<tr>
<th>Assessment and Planning Phase</th>
<th>Action Phase</th>
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<tbody>
<tr>
<td>Identified client concerns and strengths</td>
<td>Developing Action and Evaluation Plan</td>
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<tr>
<td>Discussed the helping process</td>
<td>Implementation of Action and Evaluation Plan</td>
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<tr>
<td>Clarified worker and client roles</td>
<td>Prevention Planning</td>
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<tr>
<td>Established priorities</td>
<td>Terminating the helping relationship</td>
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