

Stepping Stones to Specialist Success

MY NAME

DATE / /

		EXPERT	ADVANCED	INTERMEDIATE	BASIC	
Relationship Skills		Helps families feel welcome by consistently showing them unconditional positive regard				Interactions are compliance-focused and/or deficit based
		Creates a safe, supportive environment and relationships built on trust				Primarily focuses on completing tasks first, rather than responding to family needs
Builds Trust		Actively listens to identify the family's needs				Commonly asks questions that generate limited insight, reflection, or dialogue
		Responds promptly to family's requests and follows through on commitments				Delays responding to families until supervisor or coworkers give direction
		Uses a trauma-informed approach when serving families				Unaware of their approach in working with families, potentially increasing stress or trauma
Nonjudgmental		Aware of biases and how they might influence their work with families				Unaware of personal biases and/or biases influence judgements about family's goals and/or abilities
Family Engagement		Facilitates a process to help families identify their needs and potential solutions				Directive interaction primarily centered on delivering information and telling families what they need
Family-centered		Consistently engages families in home visiting activities that improve their economic and life circumstances				Communicates with families sporadically
		Specialists support families in identifying meaningful work, education, and parenting goals				Sets goals without family input and/or goals are broad or misaligned with family's expressed needs
Goal-directed		Helps families develop plans by breaking goals into small, achievable steps				Develops vague, open-ended action plans without smaller steps aligned with family's expressed needs
		Asks families to reflect on goal progress, modifies goals when needed				Limited or no follow up with goal progress or rigidity with modifying goals
Self-empowering		Coaches families on how to advocate for themselves				Difficulty modeling advocacy behavior
		Detects and addresses ambivalence about change				Difficulty detecting and/or avoidance addressing ambivalence about change
Managing the Job		Maintains thorough, accurate, and timely documentation in family case files				Family files contain errors or lack detail
Organization		Prepares for family visits to ensure they are responsive to families' needs and impactful				Attends family visits without a plan, revisiting previously identified needs
		Understands and appropriately applies program processes, rules, and policies				Misunderstands and/or misapplies program processes, rules, and regulations
Resourcefulness		Partners with providers to connect families to the resources they need				Unable to inform and/or connect families with resources and/or ineffectively partners with providers
Self-Development		Effectively manages time and workload while maintaining a healthy work-life balance				Derives secondary stress and trauma from family interactions and workload consistently interferes with specialist well-being
Self-care		Sets clear and consistent boundaries with colleagues and families				Boundaries with colleagues and families are inconsistent, and/or unclear, or unprofessional
		Consistently improves knowledge, skills, or abilities relevant to their career path				Limited or no focused effort on improving knowledge, skills, or abilities relevant to job and career path
Professional Growth		Develops and maintains positive working relationships with co-workers, supervisors, families, and community partners				Asks questions, but collaborates minimally, often working in a silo
		Embraces a respectful, compassionate mindset and practices when working with colleagues and families				Demonstrates a lack of respect and consideration when interacting with colleagues and families; shows limited empathy or awareness of differences