

**Certified Addiction Recovery Empowerment Specialist (CARES)
Core Competencies Self-Assessment & Development Plan 140401**

Name: _____ Today's Date: _____ CARES Academy # _____

Pre-CARES Academy Assessment or Post-CARES Academy Assessment # _____

Instructions: Begin by marking (|) each item in sections A, B, and C. After marking all items, align the 0 on a centimeter ruler with the beginning of each #1-#20 line and write the number (1-10) that is closest to your mark in the blank at the end of the line. Write the averages for each section below.

CARES Core Competencies Self-Assessment Score:

A _____ + B _____ + C _____ = _____ /3 = _____ = **Average Competency**

During this assessment period I recorded, self-assessed and/or received performance support on:
Check all that apply.

Recovery check-ins Recovery Groups Competency Assessment of PCOMS Skills

Recovery advocacy: My elevator speech Recovery advocacy: SOAR presentation

Other: _____

My CARES Core Competencies Development Plan: Review & revise every 3-6 months!

Strengths: Enter highest rated items' #s (#1-#20) _____

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.

Improvement areas I will work on in the next 6 months:

A. Goal: _____

Tasks & Needed Resources: _____

B. Goal: _____

Tasks & Needed Resources: _____

C. Goal: _____

Tasks & Needed Resources: _____



CARES Core Competencies Self-Assessment & Development Plan (cont.)

Novice = Improvement needed ----- **Expert** = Improvement not needed

A. 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 _____

$A = 1+2+3+4+5+6+7 = \underline{\hspace{2cm}}$ divided by 7 = $\underline{\hspace{2cm}}$ = **Advocacy Average**

B. Individual 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 Individual 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 OARS, e.g., asking one O followed by one or two ARS's and using summaries to organize what's been said, highlight change talk, contrast ambivalence, shift to another topic and end interactions

Novice ----- Expert _____

15. Documenting interaction notes and facilitating progress reports with significant others

Novice ----- Expert _____

B = 8+9+10+11+12+13+14+15 = _____ divided by 7 = _____ = **IRC Average**

C. Peer 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 Board (SCORE Board)

Novice ----- Expert _____

18. Modeling relationship enhancement and empowerment skills (OARS+)

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 _____

C = 16+17+18+19+20= _____ divided by 5 = _____ = **Peer Recovery Group Average**

