

CARES Core Skills Self-Assessment & Development Plan

Name: _____ Date: _____

Check one: Pre-Initial Training Post-Initial Training

Directions: Place a mark on each line to represent where your competency level is now with each of the below items. Note: each line should be 10 cm in length.

A. Advocacy presentations = Telling your recovery story and making the Science of Addiction & Recovery (SOAR) presentations

1. Telling my recovery elevator speech and story

Novice ----- Master _____

2. Making presentations to community groups

Novice ----- Master _____

3. Answering questions and discussing the Science of Addiction and Recovery

Novice ----- Master _____

B. Relationship enhancement and empowerment skills = Recovery-Oriented, Person-Directed, and Outcome-Informed services that include motivational interviewing, recovery plan development & resource utilization

1. Conduct strength-based assessments

Novice ----- Master _____

2. Broker culture-specific recovery resources

Novice ----- Master _____

3. Make warm hand-offs to recovery support service providers

Novice ----- Master _____

4. Provide supportive interactions with continuity

Novice ----- Master _____



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

- 5. Deliver individual support via face-to-face, telephone or other electronic means
Novice ----- Master _____
- 6. Advocate for an individual's recovery
Novice ----- Master _____
- 7. Model hope
Novice ----- Master _____
- 8. Listen for stories of change
Novice ----- Master _____
- 9. Validate the peer's experience
Novice ----- Master _____
- 10. Match the peer's theory of change and work on her/his goal(s)
Novice ----- Master _____
- 11. Ask open-ended questions
Novice ----- Master _____
- 12. Affirm/validate the peer's strengths and build feelings of empowerment and self-efficacy
Novice ----- Master _____
- 13. Make reflective statements
Novice ----- Master _____
- 14. Summarize by making succinct, clear statements that organizes what's been said, highlights change talk, and contrasts ambivalence
Novice ----- Master _____



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

15. Provide warm hand-offs to culturally-matched recovery resources.

Novice ----- Master _____

16. Make decisions following the CARES Code of Ethics.

Novice ----- Master _____

C. Recovery Group

17. Administer and interpret the Progress Rating Scale

Novice ----- Master _____

18. Administer and interpret the Relationship Rating Scale

Novice ----- Master _____

19. Manage peers who are disruptive during group

Novice ----- Master _____

20. Engage peers who are inactive or disengaged during group

Novice ----- Master _____

Total: _____

X 5 = _____%

Personal Development Plan Begin Date: _____

1. Need/Goal: _____

Tasks/ Resources: _____

2. Need/Goal: _____

Tasks/ Resources: _____

3. Need/Goal: _____

Tasks/ Resources: _____

