

Direct Support Professional Self-Assessment

Your Name: _____ **Date Completed:** _____

Name and title of person filling out assessment: _____

Purpose of this tool:

This assessment tool is designed to be use as one method to help you as a Direct Support Professional (DSP) identify your current level of skill in the Community Supports Competency Skills Standards, and to serve as a basis for a self-development plan in these areas. While self-assessment of skills is critical, you may also consider having others, such as some of your co-workers or your supervisor to fill out this form to give a more well-rounded review of the skills needed to be a direct support professional in the site where you work. By seeking others' input you will not only discover how well you apply the skill statements listed, but also how important others feel these skill statements are to your role as a DSP in the agency where you work.

Instructions:

Please rate your performance on each skill statement in the tables on the following pages. Please check the box to the right of the skill statement that most accurately reflects your performance (Introductory, Practice, Proficient, or Advanced). Also, in the left hand columns, please describe how important that skill is in your job duties. For example, if the skill is part of your job description and used frequently, check High; if it is a skill that is not frequently required, check Low, etc. Below are the definitions to use when considering your performance level and the priority of each skill.

When you have ranked every competency on this assessment form you can use the attached Self-Development Plan worksheet to help guide you in which skills are most critical to work on first.

√ **Performance Level Scale**

Introductory: I have little or no knowledge of this skill statement or strategies for implementing them.

Practice: I have some knowledge of this skill statement. I understand the importance of the skill statement but do not have an understanding of how to implement it.

Proficient: I have good knowledge of this skill statement and I am usually able to use these skills effectively on the job, however, I need additional information and support in using this skill in new or unfamiliar situations.

Advanced: I have superior knowledge of this skill statement and always use this skill well and can deal with almost any situation effectively.

Not Applicable: There is no opportunity in this setting for me to practice or demonstrate competence in these skill areas.

√ **Job Priority Level Scale**

Low: This skill is rarely required of me and is not necessary.

Medium: This skill is required of me but is not used daily and/or I could get by with not knowing or practicing the skill

High: This skill is extremely necessary to my position. I use it almost daily or if I don't use it daily, it is critical that I have the skill when the job does require it.

Note: These identified skill statements come from the publication *The Community Residential Core Competencies*. This publication is a set of identified competencies and skill statements that relate to the many different tasks a DSPs must attend to when working in residential settings that support people who have developmental disabilities. For more information about *The Community Residential Core Competencies* please contact: University of Minnesota staff at 612-624-0060. A downloadable PDF copy of this publication can be found at: <http://www.nadsp.org/pdf/analysis.pdf>.

Competency Area: 1. Household Management: Direct support professionals assist the individual served with household management (e.g., shopping, meal preparation, laundry, cleaning and decorating) and transportation to maximize the individual’s skills, abilities and independence.

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals assist consumers in planning and coordinating personal shopping activities, such as prioritizing their personal needs, developing budgets and purchasing personal need items based on individuals preference (e.g., health and beauty supplies, clothing).	?	?	?	?	?
?	?	?	Direct support professionals assist individuals as needed in planning meals and developing menus based on individual preferences and health issues	?	?	?	?	?
?	?	?	Direct support professionals purchase groceries and household supplies based on planned menu and in accordance with individual’s preferences, involving individuals in process, and adhering to household spending limits and agency financial procedures.	?	?	?	?	?
?	?	?	Direct support professionals assist consumers in the preparation of meals, implement general safety precautions while assisting consumers to use kitchen equipment; and maintain proper, safe storage of foods.	?	?	?	?	?
?	?	?	Direct support professionals support individuals in financial planning and management as needed, assisting in banking and making appropriate expenditures based on availability of funds.	?	?	?	?	?
?	?	?	Direct support professionals complete accurate audits of individual consumer funds and follow all agency procedures regarding the handling of individual funds.	?	?	?	?	?
?	?	?	Direct support professionals perform necessary household financial planning and budgeting, maintaining accurate accounts of household expenditures, completing all necessary paperwork as indicated by agency policy and procedures (e.g., petty cash ledgers, medical assistance documentation).	?	?	?	?	?
?	?	?	Direct support professionals assist individuals in completing household routines (cleaning, laundry, pet care) and are respectful of individual’s rights and “ownership” of home.	?	?	?	?	?
?	?	?	Direct Support Professionals provide opportunity for individuals to create and maintain their living space while ensuring safety and accessibility needs are being met.	?	?	?	?	?
?	?	?	Direct support professionals provide household maintenance as appropriate, completing simple home repairs while maintaining a safe environment.	?	?	?	?	?
?	?	?	Direct support professionals schedule maintenance as needed, following organizational maintenance procedures.	?	?	?	?	?

?	?	?	Direct support professionals assist consumers in arranging transportation and utilizing public transportation as available for work-related and recreational activities within the community.	?	?	?	?	?
?	?	?	Direct support professionals provide safe transportation using company vehicle, recognizing consumer needs while riding in vehicles and following organizational policies regarding maintenance and safety of vehicle.	?	?	?	?	?

Competency Area: Facilitation of Services: Direct support professionals have knowledge sufficient to fulfill their role related to individual service plan development, implementation and review.

Job Priority Level

Performance Level

High	Medium	Low	Skill Statements	Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals understand the individual service planning process, including role of team members, process of developing the plan, and information needed to develop plan (e.g., ISP, consumer choice, medical conditions).	?	?	?	?	?
?	?	?	Direct support professionals contribute to the plan development based on knowledge of consumer needs and preferences.	?	?	?	?	?
?	?	?	Direct support professionals maintain collaborative professional relationships with the individual and all support team members (including family/friends), and recognize their own personal limitations in the service delivery process.	?	?	?	?	?
?	?	?	Direct support professionals follow ethical standards of practice (e.g., confidentiality, informed consent) when providing and facilitating services to individuals.	?	?	?	?	?
?	?	?	Direct support professionals follow appropriate channels of written and oral communication as identified in agency policy and according to team, identifying and reporting information to appropriate persons as needed (e.g., coworkers, supervisors, team members, parents/guardians) while respecting the individual's privacy and maintaining confidentiality of information.	?	?	?	?	?
?	?	?	Direct support professionals write goals and objectives for an individualized plan based on the individual's preferences, needs and interests, and promoting individual participation in designing the individual's own goals.	?	?	?	?	?
?	?	?	Direct support professionals implement individualized plan, utilizing behavior modification techniques and various instructional strategies as appropriate for the individual, while respecting the individual's right to refuse participation.	?	?	?	?	?
?	?	?	Direct support professionals implement individualized plans that address the challenging behaviors of the individuals supported, identifying when it is appropriate and/or inappropriate to use aversive or deprivational procedures to respond to challenging behavior in accordance with agency policies and state laws.	?	?	?	?	?
?	?	?	Direct support professionals assist in the development and/or facilitation of the review of the achievement of the individual outcomes by recording program data, and summarizing monthly data as requested.	?	?	?	?	?
?	?	?	Direct support professionals discuss outcomes with individuals being served and disseminate information to consumer and team members as defined in plan.	?	?	?	?	?

Competency Area: Health and Wellness: Direct support professionals promote the health and wellness of all consumers through health maintenance and prevention strategies, accurate medication administration, knowledge of general health and safety rules, and first aid and emergency procedures.

Job Priority Level

Performance Level

High	Medium	Low	Skill Statements	Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals administer and chart medications accurately and in accordance with agency policy and procedures.	?	?	?	?	?
?	?	?	Direct support professionals monitor medication errors, follow reporting procedures according to agency policy, supervising the health and safety of the individual.	?	?	?	?	?
?	?	?	Direct support professionals know common medications prescribed for the individuals supported, can identify their interactions and assist the consumer to take necessary precautions to avoid interactions (e.g., food, environment).	?	?	?	?	?
?	?	?	Direct support professionals identify and discuss with the individual the indications and side effects of various psychotropic medications.	?	?	?	?	?
?	?	?	Direct support professionals order medications and medical/treatment supplies, and record receipt of these medications in accordance with agency policy and procedure.	?	?	?	?	?
?	?	?	Direct support professionals package consumer medications for community outings and destroy medications in accordance with agency policy and procedures.	?	?	?	?	?
?	?	?	Direct support professionals observe and document signs and symptoms of illness, locate relevant health care information and medical histories of all individuals supported.	?	?	?	?	?
?	?	?	Direct support professionals read and complete health care notes as necessary and in accordance with agency policies and procedures.	?	?	?	?	?
?	?	?	Direct support professionals feed individuals according to individual plans and/or serve nutritious meals incorporating individual choices.	?	?	?	?	?
?	?	?	Direct support professionals monitor individuals for side effects caused by medications or treatments.	?	?	?	?	?
?	?	?	Direct support professionals complete psychotropic medication reviews and monitoring forms as requested.	?	?	?	?	?
?	?	?	Direct support professionals communicate necessary medical information to all support network members, agency staff, health care professionals and others in a professional manner and as identified in the individual plan.	?	?	?	?	?
?	?	?	Direct support professionals implement appropriate first aid/safety procedures (CPR, seizure protocols) when responding to emergencies, adhering to universal precautions by using protective equipment and proper disposal techniques and in accordance with agency policies and procedures.	?	?	?	?	?

?	?	?	Direct support professionals provide a safe environment based on skill level and vulnerability of consumers as indicated in their individual plan (e.g. weather-appropriate dress, maintains prevention devices).	?	?	?	?	?
?	?	?	Direct support professionals provide education on medically-related issues and assist the individual to develop strategies that promotes health maintenance (e.g. special diets).	?	?	?	?	?
?	?	?	Direct support professionals encourage individuals to use personal safety according to their vulnerability (e.g., using appropriate adaptive equipment, staying away from stove if needed)	?	?	?	?	?
?	?	?	Direct support professionals conduct fire and severe weather drills in accordance with agency policies and procedures.	?	?	?	?	?
?	?	?	Direct support professionals assist individuals in scheduling and following through on all health appointments, complete medical/dental referral forms and document all necessary information.	?	?	?	?	?
?	?	?	Direct support professionals assist individuals in completing personal care activities (e.g., hygiene and grooming) as identified in their individual plan, while ensuring an individual's privacy.	?	?	?	?	?
?	?	?	Direct support professionals assist with identifying, securing and using needed adaptive equipment (i.e. adaptive equipment) and therapies (e.g., physical, occupational, speech, respiratory, psychological).	?	?	?	?	?
?	?	?	Direct support professionals assist individuals in implementing health and medical treatments (e.g. glucose blood testing, range of motion exercises, respiratory treatments) in a manner respectful and sensitive to individuals needs.	?	?	?	?	?

Competency Area: Organizational Participation: Direct support professionals know organizational mission, policies and procedures, understand their role and responsibilities within the organization, and represent the organization in a responsible and respectful manner.

Job Priority Level

Performance Level

High	Medium	Low	Skill Statements	Performance Level				
				Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals know the organization's mission and priorities and how it relates to their job roles/responsibilities.	?	?	?	?	?
?	?	?	Direct support professionals know and adhere to all organizational policies and procedures (e.g., training requirements, timecards).	?	?	?	?	?
?	?	?	Direct support professionals know state and/or federal laws that govern service delivery procedures and protection of individuals served such as Vulnerable Adult Abuse (VAA) and their role as mandated reporter.	?	?	?	?	?
?	?	?	Direct support professionals participate in performance reviews, follow appropriate grievance procedures and are able to identify job promotion/job change opportunities within the organization.	?	?	?	?	?
?	?	?	Direct support professionals represent the agency in a positive manner to families, team and community members; addressing organization concerns through appropriate channels.	?	?	?	?	?
?	?	?	Direct support professionals participate in organizational activities and promote practices that are sensitive to culture, religion, disability and gender.	?	?	?	?	?

Competency Area: Documentation: Direct support professionals are aware of the requirement for documentation within the organization and manage these requirements in a thorough and efficient manner.

Job Priority Level

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals read and complete daily logging, program charting and health care notes as needed, using approved abbreviations and objective language.	?	?	?	?	?
?	?	?	Direct support professionals complete accident/incident reports as needed and submit to appropriate parties within a specified timeframe.	?	?	?	?	?
?	?	?	Direct support professionals read and write relevant information in the staff log and/or shift communication book and day program communication books.	?	?	?	?	?
?	?	?	Direct support professionals maintain standards of confidentiality and ethical practice in documentation and communications (e.g., ABC, free of bias/judgment).	?	?	?	?	?

Competency Area: Consumer Empowerment: Direct support professionals enhance the ability of the individual to lead a self-determining life by providing the support and information necessary to build self-esteem, assertiveness and independence.

Job Priority Level

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals show respect for individuals by soliciting and honoring choices, and encouraging personal responsibility and independence in all day-to-day events or activities.	?	?	?	?	?
?	?	?	Direct support professionals provide individuals with information necessary to understand and consider options and encourage individuals to make informed choices.	?	?	?	?	?
?	?	?	Direct support professionals assist and encourage individuals to realize both long and short term hopes and dreams (e.g., realistic planning, seeking information).	?	?	?	?	?
?	?	?	Direct support professionals identify community services that offer “new experiences” (e.g., People First, ACT) and presents individuals with options and alternatives from which to try new experiences.	?	?	?	?	?
?	?	?	Direct support professionals promote individual participation in support services, explaining the process and consulting with the person throughout the process using a communication style appropriate to the individual.	?	?	?	?	?

?	?	?	Direct support professionals use effective problem solving strategies when faced with a crisis or situation that needs resolution, (e.g., identifies problem, de-escalates, mediates, provides reassurance) allowing the individual to maintain control and dignity.	?	?	?	?	?
?	?	?	Direct support professionals provide information and offer support and counseling as needed to individuals regarding issues of sexuality and dating.	?	?	?	?	?
?	?	?	Direct support professionals provide opportunities for the participant to be a self-advocate, encouraging and assisting the individual to speak on their own behalf.	?	?	?	?	?
?	?	?	Direct support professionals provide information about human, legal, civil rights and other resources, facilitate access to such information and assist the participant to use information for self-advocacy and decision making about living, working and social relationships.	?	?	?	?	?

Competency Area: Assessment: Direct support professionals are knowledgeable about formal and informal assessment practices in order to respond to the needs, desires and interests of the individuals.

Job Priority Level

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals know about various types of assessment and processes used to discover the needs, preferences and capabilities of the participants and how they are used in development and review of the service plan.	?	?	?	?	?
?	?	?	Direct support professionals know the history, needs, and preferences of the individuals served, including characteristics of disability, behavior, cultural background, and medical issues.	?	?	?	?	?
?	?	?	Direct support professionals know the characteristics of specific disabilities, diseases or conditions and how they affect the lives of individuals with disabilities, including but not limited to: hearing impairments, traumatic brain injuries, mental illness, Downs syndrome, Huntington's disease, autism, aging and dementia, Prader-Willi syndrome, diabetes, blindness, and attention deficit disorder.	?	?	?	?	?
?	?	?	Direct support professionals assess, describe and accurately relay specific information about the preferences of the individuals served, including characteristics, behavior, primary areas of vulnerability, level of supervision required for daily living skills and medical issues.	?	?	?	?	?
?	?	?	Direct support professionals discuss both formal and informal findings and recommendations with the individual using appropriate communication style, and seek feedback from the consumer regarding assessment results, program development and progress.	?	?	?	?	?

Competency Area: Advocacy: Direct support professionals are knowledgeable about the diverse challenges facing individuals (i.e., human rights) and understand their role as an advocate.

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals assist and/or represent the individual when there are barriers to his or her service needs (e.g., understanding/advocating consumer needs).	?	?	?	?	?
?	?	?	Direct support professionals understand and communicate individual needs, wants and choices to his/her family, coworkers, the organization and the service system.	?	?	?	?	?
?	?	?	Direct support professionals provide individuals with opportunities and experiences offered to others in society.	?	?	?	?	?
?	?	?	Direct support professionals support individuals in realizing their choices by respecting, honoring and advocating for their choices.	?	?	?	?	?
?	?	?	Direct support professionals identify the rights of individuals served and can address the situation if the staff or the individual feels they are being violated in any way by any person.	?	?	?	?	?
?	?	?	Direct support professionals accurately identify whether a described or observed situation should be reported as a suspected case of abuse or neglect and know appropriate steps to take to protect and support the individual in such a situation.	?	?	?	?	?
?	?	?	Direct support professionals identify the rights of individuals with disabilities, the consequences if those rights are violated, and strategies to effectively address these violations.	?	?	?	?	?
?	?	?	Direct support professionals provide education and guidance to community members and organizations about supporting the needs of the individual.	?	?	?	?	?

Competency Area: Community and Service Networking: Direct support professionals are knowledgeable about the formal and informal resources and supports available in the community and are skilled in assisting the individual to gain access to such supports.

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals assist individuals in identifying, planning, and participating in community events and activities.	?	?	?	?	?

?	?	?	Direct support professionals support individuals during community activities (e.g., movies, eating, shopping, dances, and civic events).	?	?	?	?	?
?	?	?	Direct support professionals understand behavior, health concerns and emergency plan/supervision needs of consumers' community activities.	?	?	?	?	?
?	?	?	Direct support professionals identify and secure religious supports and services, plan for vacations and other activities preferred by the individual.	?	?	?	?	?
?	?	?	Direct support professionals research, develop and maintain information on community and other resources relevant to the needs of participants.	?	?	?	?	?
?	?	?	Direct support professionals maintain positive working relationships with staff from other service organizations and work collaboratively to address obstacles or barriers to effective service delivery.	?	?	?	?	?

Competency Area: Building and Maintaining Friendships and Relationships: Direct support professionals assist the participant in building and strengthening skills necessary to develop and maintain friendships and other personal relationships.

Job Priority Level

Performance Level

High	Medium	Low	Skill Statements	Performance Level				N/A
				Introductory	Practice	Proficient	Advanced	
?	?	?	Direct support professionals promote community integration and identify opportunities for the individual to develop and maintain relationships (e.g.. involvement in community group, inviting neighbors to birthday party).	?	?	?	?	?
?	?	?	Direct support professionals encourage and assist the individual as needed in facilitating friendships, intimate relationships and other peer interactions, providing support and guidance as necessary.	?	?	?	?	?
?	?	?	Direct support professionals encourage and assist the individual as needed in communication with parents/family (e.g., phone calls, visits, letters).	?	?	?	?	?
?	?	?	Direct support professionals encourage and assist the individual as needed in communicating with health care professionals, social workers and financial workers.	?	?	?	?	?
?	?	?	Direct support professionals respect the individual's preferences and choices regarding relationships, promote responsible and safe behavior, and check in with the individual regularly to monitor risk.	?	?	?	?	?

Competency Area: Communication: Direct support professionals are knowledgeable about and utilize the range of effective communication strategies and skills necessary to establish a collaborative relationship with individuals supported.

Job Priority Level

Performance Level

High	Medium	Low	Skill Statements	Introductory	Practice	Proficient	Advanced	N/A
				?	?	?	?	?
?	?	?	Direct support professionals use effective, sensitive communication skills to build rapport and open channels of communication by recognizing and adapting to individual communication styles.	?	?	?	?	?
?	?	?	Direct support professionals uses alternative and/or augmentative communication devices to interact with individuals.	?	?	?	?	?
?	?	?	Direct support professionals use modes of communication that are appropriate to the needs of the individual (i.e., short, concrete phrases).	?	?	?	?	?
?	?	?	Direct support professionals interact with and support individuals using active listening skills, acknowledging individual's ideas and concerns, and responding in an appropriate and respectful manner.	?	?	?	?	?
?	?	?	Direct support professionals communicate in a manner that is culturally sensitive and appropriate.	?	?	?	?	?
?	?	?	Direct support professions use terminology that individuals understand and explain any industry-related acronyms or terminology to facilitate involvement and understanding.	?	?	?	?	?

Competency Area: Crisis Intervention: Direct support professionals are knowledgeable about crisis prevention, intervention and resolution techniques and should match such techniques to particular circumstances and individuals.

Job Priority Level

High	Medium	Low	Skill Statements	Performance Level				
				Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals provide appropriate supervision and respond to signs of impending crisis (using de-escalation techniques as appropriate) based on the unique characteristics of each individual and their individual plan.	?	?	?	?	?
?	?	?	Direct support professionals know the vulnerabilities of all individuals within the home (e.g., individual abuse prevention plan), identify potential for crisis, and implement strategies to minimize a potential crisis.	?	?	?	?	?
?	?	?	Direct support professionals know vulnerable adult reporting procedures in accordance to agency and state policies and procedures.	?	?	?	?	?
?	?	?	Direct support professionals monitor crisis situations, discuss incidents with authorized staff and individuals, comply with reporting regulations, and adjust supports within the environment as needed.	?	?	?	?	?
?	?	?	Direct support professionals know policies and procedures for various types of crisis situations (elopement, injury, etc.).	?	?	?	?	?
?	?	?	Direct support professionals complete applicable paperwork regarding crisis situations (e.g., incident/accident, emergency use of aversive/deprivational procedures).	?	?	?	?	?

? ? ? Direct support professionals use time-out and other aversive or deprivational procedures in accordance with individual plans, agency policies and procedures and state laws. ? ? ? ? ?

Competency Area: Professionalism: Direct support professionals pursue knowledge and information needed to perform job duties and interact with supported individuals and coworkers in a professional manner at all times.

Job Priority Level

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals interact with individuals, coworkers, supervisors in a professional manner, respecting professional boundaries when in the workplace.	?	?	?	?	?
?	?	?	Direct support professionals complete assigned work in an organized and time- efficient manner, accepting additional responsibilities as they arise.	?	?	?	?	?
?	?	?	Direct support professionals present themselves as leaders and respond to stressful situations in a calm and professional manner.	?	?	?	?	?
?	?	?	Direct support professionals present themselves as positive role models for consumers (e.g., table manners, communications, and interactions).	?	?	?	?	?
?	?	?	Direct support professionals know where to access additional information regarding disability-related issues (e.g. autism, alternative supports).	?	?	?	?	?
?	?	?	Direct support professionals are aware of professional organizations and industry resources available to access further information.	?	?	?	?	?
?	?	?	Direct support professionals are familiar with industry and/or agency ethics and use these standards to guide their actions in supporting persons with disabilities.	?	?	?	?	?

Competency Area: Vocational, Educational and Career Support: Direct support professionals are knowledgeable about the career and education-related concerns of individuals and support individuals in all aspects related to obtaining and maintaining vocational **opportunities**.

Job Priority Level

Job Priority Level			Skill Statements	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	Direct support professionals observe and identify consumer vocational preferences, needs, and choices, and assist the individual in pursuing vocational options as desired.	?	?	?	?	?

?	?	?	Direct support professionals identify and explore vocational service options for individuals within their community.	?	?	?	?	?
?	?	?	Direct support professionals advocate with service provider and case manager for individual consumer to realize vocational choices and desires.	?	?	?	?	?
?	?	?	Direct support professionals assist the individual in developing skills necessary for identifying job opportunities, applying for jobs and maintaining their job.	?	?	?	?	?
?	?	?	Direct support professionals recognize and understand issues related to the life stage of individual being supported and assist the individual in planning for transition as appropriate (school, employment, retirement).	?	?	?	?	?
?	?	?	Direct support professionals have an overall understanding of educational system as it relates to the individual supported, and work collaboratively with education personnel to encourage success.	?	?	?	?	?

Code of Ethics for Direct Support Professionals (DSP)

Job Priority Level

Job Priority Level			Competency Areas	Performance Level				
High	Medium	Low		Introductory	Practice	Proficient	Advanced	N/A
?	?	?	1. <i>Person-Centered Supports</i> : DSP commit to person-centered supports, having as their first allegiance a commitment to the people they support, with all activities and functions performed on behalf of the individuals flowing from this allegiance.	?	?	?	?	?
?	?	?	2. <i>Promoting Physical and Emotional Well-Being</i> : DSP support and protect the emotional, physical, and personal well-being of the individuals they support, recognizing the autonomy and values of each person, and insuring the individual's right to make an informed decision.	?	?	?	?	?
?	?	?	3. <i>Integrity and Responsibility</i> : DSP assume accountability for their actions, are conscious of their own values and how those values influence their professional decisions, actively seek advice on ethical issues, and maintain competency in the profession through continuing education and ongoing communication with professionals, clients, and community members.	?	?	?	?	?
?	?	?	4. <i>Confidentiality</i> : DSP safeguard and respect the confidentiality and privacy of the people they support.	?	?	?	?	?
?	?	?	5. <i>Justice, Fairness, and Equity</i> : DSP promote and practice justice, fairness, and equity for those they serve and the community as a whole, and affirm the human and civil rights and responsibilities of the people they support.	?	?	?	?	?
?	?	?	6. <i>Respect</i> : DSP respect the human dignity and uniqueness of the people they support, recognizing each person's value, and help others to understand the individual's value.	?	?	?	?	?
?	?	?	7. <i>Relationships</i> : DSP assist the people they support in developing and maintaining relationships by advocating for opportunities that facilitate building and maintaining relationships, assuring that individuals makes informed choices in safely expressing their sexuality, and by separating the DSP's personal beliefs and values regarding relationships of the people they serve.	?	?	?	?	?
?	?	?	8. <i>Self-Determination</i> : DSP assist the people they serve in directing the course of each individual's life by partnering with others to obtain support, honoring the individual's right to assume risk in an informed manner, and recognizing that each person has potential for lifelong learning and growth.	?	?	?	?	?
?	?	?	9. <i>Advocacy</i> : DSP advocate with the people they support for justice, inclusion, and full community participation.	?	?	?	?	?

Direct Support Professional Self -Development Plan

Name: _____

Date: _____

1) List the 2 competency areas where you had the most skill statements that were listed as high priorities and low performance ability on the DSP self-assessment form (your most critical and immediate needs).

1.

2.

2) Identify where in the course these skills are taught (what units or modules will be most helpful in learning about these skills).

3) Create a goal statement (what you want to accomplish) regarding these critical need areas

<i>(a) during the training session and</i>	<i>(b) in the next 3-6 months:</i>

4) List 4 specific steps you can take that will help meet your goal statements.

<i>During Training Session</i>	<i>Over the Next 3-6 Months</i>
1.	
2.	
3.	
4	