



SELF-ASSESSMENT FORM

Name:

RSW#:

Date Completed:

Organizational Practice

Standard: All social workers are responsible to be aware of the policies and procedures of the organization in which they are employed, and to be competent in any tasks that are required as part of the job. Organization may include independent practice, not-for-profit or for-profit organizations, government departments, or any other setting in which a social worker is practicing. *Please note;* unpaid volunteer activities that fit within the scope of social work are still considered as social work practice.

✓ in the box according to your assessment of where you consider yourself to be at present. The indicators provided below should be interpreted as broadly as possible to fit your role and setting.	Sufficient for my current practice	I excel in this area	An area I would like to develop	Not relevant to my current practice
I am able to articulate the purpose, function and services of my organization in the community.				
I am able to influence the development and delivery of services provided by my organization in accordance with the social work Code of Ethics.				
I am able to contribute effectively to a good team environment.				
I am able to manage my workload efficiently and effectively.				
I am able to identify the program implications of social problems and issues.				
I am able to use technology in accordance with organizational expectations.				
I am able to work collaboratively with other relevant organizations in the community.				
Add any other indicators which may be applicable to your practice:				

1. Reflect on the information checked above. What are areas you would like to develop in organizational practice? (Use this reflection to identify your goal(s) for your learning plan)

Professional Practice

Standard: All social workers are personally accountable to ensure that their social work practice and conduct meet the standards of the profession and legislative requirements.

✓ in the box according to your assessment of where you consider yourself to be at present. The indicators provided below should be interpreted as broadly as possible to fit your role and setting.	Sufficient for my current practice	I excel in this area	An area I would like to develop	Not relevant to my current practice
I am able to engage in clear, effective interpersonal communication in all forms relevant to my practice.				
I am able to complete a comprehensive assessment.				
I am able to engage clients in a helping relationship and recognize when I need to refer elsewhere.				
I am able to negotiate a mutually understood service agreement with clients.				
I am able to collect, synthesize and integrate relevant information.				
I am able to select relevant goals and strategies from a range of options.				
I am able to implement strategies in a planned and purposeful manner.				
I facilitate access to resources and opportunities.				
I continually monitor and adjust intervention strategies.				
I develop professional performance in response to self-reflection and feedback from others.				
I seek and use supervision/consultation for professional development, support and organizational accountability.				
I devise and use appropriate methods for evaluating service delivery.				
I seek advice when tasks assigned to me fall beyond the scope of my knowledge, training and skills, or scope of practice, or legislation.				
Add any other indicators which may be applicable to your practice:				

2. Reflect on the information checked above. What are areas you would like to develop in professional practice? (Use this reflection to identify your goal(s) for your learning plan)

Ethical Practice

Standard: All Social Workers must comply with the *Standards of Practice* and *Code of Ethics* adopted by the Alberta College of Social Workers.

The following are indicators of Ethical Practice:

- I stay current with knowledge and practice development in my field of practice.
- I stay current with the legislation and policies relevant to my field of practice.
- I do not engage in any area of professional practice unless I am competent to do so.
- I advocate with and on behalf of clients.
- I appreciate the connection between individual problems, public issues and structural disadvantage.
- I promote and support individual rights and choice within service delivery.
- I respect the personal beliefs and identity of others.
- I am able to set and maintain appropriate professional boundaries.

3. Add the indicators you have identified as being important in your practice (either from the list above or others that you feel are important):



Consider:

- Value and ethical issues that confront you on a regular basis in your practice.
- Strategies you have used to deal with those issues.
- Any compromises you may have made with respect to the Code of Ethics and Standards of Practice.

4. What areas do you need to develop further in terms of your ethical practice? Write your goal(s) here and carry them over to your Learning Plan.

Self-Care

Standard: The social worker is responsible for maintaining physical and emotional health that allows her/him to respond appropriately to client needs.

In assessing self-care, the social worker should examine aspects of their personal functioning and lifestyle in relevant areas with respect to impact on their practice. Areas you might want to consider may include:

- Mental health
- Stress
- Burnout
- Alcohol consumption
- Use of street/prescription/over-the-counter drugs
- Addiction
- Physical health
- Time for yourself
- Family involvement
- Hobbies/interests
- Spirituality

The Medicine Wheel or other models/tools for self-evaluation may be helpful in completing this section of the self-assessment.

What do you need to address with respect to your self-care?

* Please note; this Self-Care section does not need to be submitted with your portfolio. It is strictly for your own use in helping to identify areas that may need to be addressed. The other 3 pages of the Self-Assessment are to be completed and maintained in your portfolio every year for when submission is requested. Portfolios are requested at random for up to 5 years/renewal periods.