

## WORKER PROFESSIONAL DEVELOPMENT

1. Ask the worker to describe her vision of optimum performance in her present position, i.e. how she would be carrying out her job in regard to clients, co-workers and other aspects of the job (note: the job description and or *PA Standard for Child Welfare Practice* may be used as a reference for this activity).
2. Ask what strengths the worker has that may help to support realization of this vision.
3. Using the scaling question, ask the worker to rate current performance against the optimum with 0 being not at all and 10 being the optimum performance level.
4. Ask the worker to explain the rationale for the rating of current performance.
5. Ask the worker what it would take to move that rating up one point, two points.
6. Ask the worker how the supervisor might be useful in helping the worker to move forward.
7. Ask the worker to suggest specific steps that the worker is committed to take to move her level of competency forward.
8. Set a time to review progress on the steps