

# Performance Assessment

Recovery oriented, person centered, trauma informed, and whole health focused

Name of Staff Person: \_\_\_\_\_

Title: \_\_\_\_\_

Name of Evaluator: \_\_\_\_\_

Title: \_\_\_\_\_

Program: \_\_\_\_\_

*Below are ways program staff demonstrate they are recovery oriented, person centered, trauma informed, and whole health focused. Rate how often your staff person demonstrates these skills, considering behavior you've witnessed directly, conversations you have had in supervision or staff meetings, documentation, and other interactions with the staff person. Use the following categories to rate the frequency of the behavior:*

- **Never/Rarely** – as a supervisor you've had opportunities to observe whether or not this person practices this approach, and despite opportunities, the staff person never or rarely does this.
- **Sometimes** – as a supervisor, you've seen the staff person practice this approach sometimes.
- **Often** – as a supervisor, you've seen the staff person practice this approach often.
- **Not seen/don't know** – as a supervisor, you have *not had an opportunity to observe whether or not* this person practices this approach. (The staff person might be new to the position, or because of remote supervision, you have not yet observed this practice.)
- **Not part of job** – this person's job responsibilities would not include these practices or approaches

RECOVERY MEASURES	Never/ Rarely	Sometimes	Often	Not Seen (Don't know)	Not part of job
Helps people develop new skills to better manage their symptoms and challenges					
Works with people to identify and resolve barriers to attaining goals					
Helps people come up with their own solutions to problems, rather than providing answers for them					
Encourages people to establish and maintain connections with family, friends, and other social connections					
Encourages people to seek jobs or volunteer opportunities, or additional education, even if they are experiencing psychiatric symptoms or are using substances					

<b>PERSON-CENTERED MEASURES</b>	Never/ Rarely	Sometimes	Often	Not Seen (Don't know)	Not part of job
Ensures goals and objectives are identified by the individual, not the provider					
Ensures services provided reflect the unique needs and interests of the individual					
Works with people as partners who can make their own decisions, rather than "clients" with less power					
Describes problem behavior, instead of relying on diagnoses or labels					
Focus of the work is on tapping strengths and assets, rather than primarily focused on symptoms and problems					

<b>TRAUMA INFORMED MEASURES</b>	Never/ Rarely	Sometimes	Often	Not Seen (Don't know)	Not part of job
Considers trauma as a possible explanation for challenging behavior					
Works with people to help them develop coping strategies ( <i>for example</i> : grounding skills)					
Uses de-escalation strategies to defuse challenging situations					
Offers opportunities for choice, rather than telling people what to do					
Anticipates situations that might be re-traumatizing for an individual					

<b>WHOLE HEALTH MEASURES</b>	Never/ Rarely	Sometimes	Often	Not Seen (Don't know)	Not part of job
Helps people develop self-advocacy skills to better manage interactions with health care providers					
Works with people to manage their chronic health issues					
Encourages involvement in preventive health care and wellness such flu shots, healthy eating, regular exercise, or smoking cessation					
Considers possibility of medical explanations for unusual behaviors					
Works to resolve poverty-related or environmental factors that might contribute to health problems (social determinants)					