

DCS Specialist Self-Assessment Fit Checklist

Please read the list below and place a check in front of the items that reflect you and your personality.

_____ I have empathy for families and children who have undergone significant struggles and I attempt to understand people's behavior within the context of their environment.

_____ I can work both with children who have been abused and neglected and with parents who have abused and neglected their children.

_____ I like working with people and families and learning from them about both their strengths and struggles.

_____ In my work with children and families, I don't believe that their successes or their failures would be a direct reflection on me.

_____ I am familiar enough with the needs of infants, toddlers, and children, that I could transport and care for them. I could maintain proper care and supervision of children and adolescents even if they were rude to me, did not want my help, had lice, or smelled bad.

_____ I can remain professional and calm even if someone yells at me or engages in behaviors that annoy me.

_____ I am flexible and can adapt to changing priorities, both those of the agency I work for, and in the plans I had laid out for my work day.

_____ I can accept not being able to get everything done and not knowing whether or not I did everything exactly right.

_____ I enjoy working with a team to solve problems and I don't assume that I always know what's best for others.

_____ If I have dependents, I also have supports in my life who could assist me if I had to work outside the normal work hours without much prior notice.

_____ If I have experienced trauma in my own life, I have resolved it to degree that exposure to similar experiences would not trigger unhealthy responses or cause me to seek vicarious healing through others.

_____ I enjoy working in a variety of environments, I don't want to just be in an office or sit behind a desk all day.

_____ I would be willing to go to homes in low-income neighborhoods where there may be high crime rates. I could remain neutral in my affect when entering people's homes who have limited resources and may live very differently than I do.

_____ I am accepting and appreciative of multicultural perspectives and family systems. I don't assume that the dominant culture's value system regarding parenting is the right or only acceptable way of parenting.

_____ I am comfortable using a computer and can learn new software programs.

_____ I can talk to people about very private and uncomfortable topics. I could talk with teens in foster care about condom use or could talk to a parent about allegations against them of sexual abuse.

_____ I am assertive without being aggressive; I can advocate on behalf of families without alienating providers.

_____ I am patient. I can work within a bureaucratic system and jump through the necessary hoops to get things done.

_____ I have hope. I believe in people and believe that they can change when they have the resources necessary and are self-motivated to do so.

_____ I can express myself competently both through oral and written communication.

_____ I believe that parents in poverty can love and care for their children. I don't believe that children would be better off if they were moved to a family with more financial resources.

_____ I can be decisive when need be; in a crisis I could assess the situation, make a decision based on the safety and welfare of the individuals involved, and act on it without supervision or direction from others.

_____ I could work without bias with gay, lesbian, multi-racial, and multi-cultural families including promoting adoptions with these families.

_____ When I am troubled by something or struggle with knowing what to do in a situation, I am comfortable seeking out supervision and/or consultation from others.

_____ I have a healthy personal life and sufficient healthy coping skills that I could handle daily exposure to stress and not allow it to consume me.

_____ I am comfortable driving in all different conditions, including with crying babies or fighting siblings, at night, in heavy traffic, on unpaved roads, in rural areas, and in unfamiliar parts of town.

_____ I have strong interpersonal social skills and enjoy the camaraderie of close connections with my co-workers and a close office unit.

_____ With adequate supervision and consultation, I could handle the profound responsibility of making decisions about the constellations of families, about the best interests of children, and about children's safety, sometimes with inadequate or insufficient information.

If you checked most of the items, you may enjoy the challenges and rewards of working at The Department of Child Safety. If there were several items you did not check, you might want to further explore whether a career in child welfare is a good fit for you. You can speak with the Child Welfare Training Program staff about those items and the degree to which they would affect your day to day work as a Department of Child Safety Specialist. Please note that this self-assessment is a tool for your personal reflection, it is not necessarily predictive of your ability to succeed as a DCS worker. **DO NOT submit this with your stipend application.**