

SELF-HIRED STAFF COMPETENCY AREAS

Clearly defining desired staff member qualities supports better evaluation of self-hired staff members. OPWDD's seven DSP Core Competencies offer a helpful framework for feedback, coaching and performance discussions, promoting clearer expectations and alignment with your goals. Here's an overview:



A high performing support staff member:

1 Puts you first

- a. Supports your potential
- b. Gets to know you
- c. Promotes advocacy
- d. Assists with facilitating personal development
- e. Assists with facilitating supports and services

2 Helps you build positive relationships

- a. Assists with building and maintaining relationships
- b. Assists with creating meaningful communication

3 Acts professionally

- a. Develops professional relationships
- b. Exhibits professional behavior
- c. Respects diversity and inclusion
- d. Creates meaningful documentation
- e. Continues education, training and self-development
- f. Exhibits ethical behavior

4 Promotes your health

- a. Promotes positive behavior and supports
- b. Supports health and wellness
- c. Prevents, recognizes and reports abuse/neglect

5 Ensures your safety

- a. Supports crisis prevention, intervention and resolution
- b. Supports safety, including during environmental emergencies

6 Supports your home life

- a. Supports people to live in the home of their choice

7 Supports your community life

- a. Supports community participation