

Self-Assessment for CPS and Foster Care Adoption Position with the Winchester Department of Social Services (WDSS)

The presence of a consistent, dedicated child protective services worker has a positive impact on accurate assessments of child safety and on permanency outcomes for children under the State's care. Turnover of staff reduces accurate assessments of child safety and a child's successful reunification with the family, placement with relatives or adoption. Staff turnover also interferes with the continuity and quality of services to children and families. Thus, it is important for those considering a career in child welfare to carefully evaluate their own personal characteristics and to understand child welfare work as well.

This self-assessment is designed to provide you with additional information about whether a position in child welfare is for you. The items are related to employees' intentions to remain employed in child welfare. An honest self-assessment can help you make an informed decision about whether employment in child welfare is right for you.

In rating each self-assessment item, reflect carefully on your own personal characteristics and professional career goals as a potential employee in child welfare. Be as honest as you can in your ratings of each item. Use a pencil or pen and paper and record your numerical rating for each self-assessment item. There are no right or wrong ratings, only those that will inform you about the extent to which you may or may not be a good fit for a child welfare position in Social Services. Record and total your ratings, then compare your score to the ranges at the end of the self-assessment. Should you be contacted for an interview, please bring in your results for discussion.

Instructions: Read and respond to each item using this scale:

1-Strongly Disagree, 2-Disagree, 3-Agree, 4-Strongly Agree

1. I believe I would enjoy working in public child welfare despite the challenges I may face.
2. I am interested in making child welfare my long-term professional career.
3. I am committed to seeking a position in child welfare even though opportunities for a higher salary may exist elsewhere.
4. I believe the personal and professional benefits outweigh the difficulties and frustrations of working in public child welfare.
5. My personal success in working with clients will not be a significant factor in determining whether I will remain employed in child welfare.
6. I enjoy collecting and evaluating lots of information to make an informed decision.
7. I am comfortable working with law enforcement and other community partners to ensure the safety of children.
8. I am willing to visit disadvantaged and/or dangerous neighborhoods if my work requires it.

9. I am comfortable knocking on a family's door to initiate contact even though they may be hostile when they learn I'm with child protective services.
10. As a child welfare professional, I believe I can have a positive and long-lasting influence on children and families in need.
11. I am willing to complete my casework and either close the case or refer the family for additional services without knowing what ultimately happens with the family.
12. I realize I may encounter situations that could be better for children but that do not warrant agency intervention. In those cases, I will be able to close the case and move on to the next referral
13. I am willing to testify in court as needed.
14. I am committed to working in child protective services even though it requires a considerable amount of time to complete required paperwork and case documentation.
15. I am willing to be on call for work during evenings, on weekends, and holidays.
16. I am the kind of person that can handle a lot of ongoing stress and unpredictable situations.

Total your score and compare it to the score ranges and recommendations that follow:

Score range 15-26

Your self-assessment results show that it is very unlikely that you are a good fit for a job as a child welfare professional at WDSS. This job is probably not for you. Please review some of the other job opportunities with the City of Winchester. Thank you for your interest in child welfare in Winchester.

Score range 27-38

Your self-assessment results show that you are somewhat unlikely to be a good fit for a job as a child welfare professional at WDSS. This job may not be for you. Please review some of the other job opportunities with the City of Winchester. Thank you for your interest in child welfare in Winchester.

Score range 39-49

Your self-assessment results show that you may be a reasonable fit for a job as a child welfare professional with WDSS. This job may be for you. Please begin the application process.

Score range - 50-60

Congratulations! Your self-assessment results show that you may be an excellent fit for a job as a child welfare professional with WDSS. This job is probably for you. Please begin the application process.