



# Self-assessment for Personal Support Workers

Name \_\_\_\_\_ Date \_\_\_\_\_

Title/Role \_\_\_\_\_ Organization/Location \_\_\_\_\_

- **Novice (N)** – may be experienced in psychosocial care but new to palliative care. Needs regular support.
- **Advanced beginner (B)** – can practice independently using some psychosocial skills specific to palliative care but still needs support.
- **Competent (C)** – mostly independent, occasionally seeks out support.
- **Proficient (P)** – autonomous practice, seeks out leadership opportunities.
- **Expert (E)** – highly proficient, is regularly sought out by others.



## Palliative care competencies and descriptions

## Knowledge/skill level

### 4 Optimizing comfort and quality of life

#### 4.1 Maintaining dignity

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.1.1 | Provide care that maintains the dignity, well-being, and self-image of the person. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

#### 4.2 Recognizing changes in health status

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.2.1 | Observe the person's functioning and indicators of distress, and promptly communicate changes to the health care team. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

- |       |   |   |   |   |   |   |
|-------|---|---|---|---|---|---|
| 4.2.2 | Have a basic knowledge of the effects of the most common diseases and their treatments, and the care people receive at end-of-life. | N | B | C | P | E |
|-------|---|---|---|---|---|---|

#### 4.3 Promoting self-management/care

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.3.1 | Support the person to care for themselves as much as possible while acknowledging the barriers and limitations that may make self-management/care difficult. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

#### 4.4 Caring for people holistically

- |       |   |   |   |   |   |   |
|-------|---|---|---|---|---|---|
| 4.4.1 | Provide a holistic approach to care that acknowledges the physical, emotional, mental, social, and spiritual aspects to care. | N | B | C | P | E |
|-------|---|---|---|---|---|---|

#### 4.5 Offering presence

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.5.1 | Offer a compassionate, empathic presence in response to the needs of the person and their designated family or caregiver(s). | N | B | C | P | E |
|-------|--|---|---|---|---|---|

#### 4.6 Involving the designated family or caregiver(s) in care

- |       |   |   |   |   |   |   |
|-------|---|---|---|---|---|---|
| 4.6.1 | Respect the role of and involve the designated family or caregiver(s) in care as desired and appropriate. | N | B | C | P | E |
|-------|---|---|---|---|---|---|

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.6.2 | Respect the role of designated family and community for First Nations, Inuit, and Métis, throughout their palliative care. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

#### 4.7 Screening, assessing, and managing pain and other symptoms and psychosocial concerns

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.7.1 | Provide comfort measures as appropriate and prescribed in the care plan (e.g. positioning, using a fan, timing of activities). | N | B | C | P | E |
|-------|--|---|---|---|---|---|

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.7.2 | Recognize that complementary or alternative medicine (CAM) can play an important role in palliative care, especially for members of underserved populations. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

- |       |  |   |   |   |   |   |
|-------|--|---|---|---|---|---|
| 4.7.3 | Recognize that traditional medicine can play an important role in palliative care for First Nations, Inuit, and Métis. | N | B | C | P | E |
|-------|--|---|---|---|---|---|

**TOTAL 4 Optimizing comfort and quality of life**

N B C P E