

Self-Assessment of Professional Alliance Traits

Instructions: Below are descriptions of those traits that contribute to an effective professional alliance, thereby helping reduce the risk of recidivism. These traits are compiled from research conducted by Don Andrews, James Bonta, Paul Gendreau, William Miller, and Chris Trotter. Review the summary of each professional alliance trait, and then rate yourself based on a four-point scale.

Trait	1 = Mastery 2 = Proficient 3 = Minor Improvement Needed 4 = Needs Improvement			
Articulate Able to communicate effectively. Provides sufficient detail and context for meaningful communication to occur. Is neither curt nor verbose.	1	2	3	4
Attentive Indicates engagement through nonverbal communication (e.g., makes direct eye contact, nods head, leans forward). Is not easily distracted and, when distraction occurs, quickly reengages focus.	1	2	3	4
Authentic Comments and actions are honest and straightforward. Does not use manipulation or half-truths in order to gain compliance. Says what they mean and means what they say.	1	2	3	4
Confident Conveys a sense of self-confidence about their knowledge and ability. Is comfortable saying “I don’t know,” but then will find out the answer, if needed.	1	2	3	4
Empathetic Understands people’s past and present circumstances and how their histories and these barriers may have contributed to difficulties. Does not accept misbehavior, but recognizes that behavior is heavily influenced by internal and external conditions, that not all people have similar abilities and talents to overcome their circumstances, and that different people may require different interventions. Is nonjudgmental, but does not excuse or sympathize with behavior that is harmful to others.	1	2	3	4
Empowering Believes that people can change and clearly communicates this belief. Provides people with reasons to believe that change is possible.	1	2	3	4

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Flexible Is able to change strategy when there is reason to do so. Does not get stuck on one approach when that approach is not working. Recognizes that a person's circumstances often change and that intervention strategies and case plans should change accordingly.	1	2	3	4
Listens actively Is highly attuned to people's words and nonverbal communication. Employs effective motivational interviewing to encourage people to speak candidly. Asks open-ended questions and summarizes to ensure full understanding.	1	2	3	4
People-oriented Is genuine and personable. Wants what is best for those they work with and communicates with sincerity that they want them to succeed.	1	2	3	4
Purposeful Is intentional; has an overarching case management strategy and a specific strategy for each appointment. Is not easily distracted from the goal of the appointment.	1	2	3	4
Reinforcing Affirms people's progress and supports and encourages efforts toward change.	1	2	3	4
Respectful Treats people with dignity. Respects their time and effort. Does not use pejorative names or disparage their character. Focuses on the behavior, not the person. Uses manners and civility.	1	2	3	4
Sense of humor Is able, in appropriate circumstances, to make light of situations. Recognizes that humor can be used effectively to reduce stress/conflict.	1	2	3	4
Strength-based Works to identify people's strengths and encourages their use to overcome barriers and accomplish goals. Is able to identify how people can use their strengths to overcome challenges.	1	2	3	4

Top three strengths:

Top three areas for improvement:
