

Four Areas for Member Development

I. Knowledge of Self:

- ð Clarification of values
- ð Understanding of strengths and areas for strengthening
- ð Refinement of personal, educational and career goals
- ð Examination of personal style of relating

II. Knowledge of Content

- ð Information about the work (e.g. health conditions, policies, enrollment, specific populations, etc.)
- ð Information about the placement site and community
- ð Information about purpose and intent of the specific duties

III. Task/ Skill Knowledge

- ð Relationship skills (e.g. casework, outreach, networking, conflict resolution and advocacy)
- ð Technological skills
- ð Leadership and training skills => Clerical skills

IV. Judgment

- ð Appreciation for the social forces at work
- ð Consideration of the causes of conditions impacting individuals and communities
- ð Examination of appropriate roles to create more just conditions
- ð Structural assessment (e.g. understanding complexities of communities and organization)