

On the Road to Professionalism: Where Are You Now?¹

(Excerpted with permission from Roberta Newman. Cape Charles, VA: Cape Charles Development Company, 2002.).

Listed below are "Ten C's" of Professionalism in School-Age Care. To assess where you are on the road to professionalism, rate each "C" on a scale of 1 to 10, with 1 to 3 representing "I'm just starting out", 4 - 6 representing "I'm half way there", 7 to 9 representing "I'm almost there", and 10 representing "I've arrived". Then, for EACH "C," ask yourself the following questions:

For a rating of 1 to 3, "I'm just starting out", ask yourself:

- *What can I do personally to move further along with this "C"?*
- *What does my program need to do to grow this "C" in staff?*
- *What can I do to encourage my program to support professional growth in this area?*

For a rating of 4 to 6, "I'm half way there", ask yourself:

- *What can I do personally to continue my development as a professional in this area?*
- *What resources do I need to work effectively on this "C"? How can I get them?*
- *Who can help or support me as I continue to grow? How can I connect with others?*

For a rating of 7 - 9, "I'm almost there", ask yourself:

- *What new challenges and opportunities will help me stay the course?*
- *How can I encourage and help others who want to grow professionally?*
- *How can I provide leadership in the field related to this "C"?*

For a rating of 10, "I've arrived", ask yourself:

- *How can I maximize my talents, skills, and abilities related to this "C"?*
- *How can I ensure I will maintain excellent standards and continue to grow?*

| Category | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1. Competence | | | | | | | | | | |
| 2. Confidence | | | | | | | | | | |
| 3. Collaboration | | | | | | | | | | |
| 4. Communication | | | | | | | | | | |
| 5. Creativity | | | | | | | | | | |
| 6. Change | | | | | | | | | | |
| 7. Compensation | | | | | | | | | | |
| 8. Courage | | | | | | | | | | |
| 9. Compassion | | | | | | | | | | |
| 10. Commitment | | | | | | | | | | |

¹ Before completing this self-reflection tool, see the article: When a Job Becomes a Profession: The Ten C's of Professionalism. This article is available in the Better Beginnings Toolkit and was originally published in the Journal of the National AfterSchool Association.