

Supervisor's Self-Assessment for IM+CANS implementation

0 is fluent/mastered

1 is using skills, but not fluent

2 is still learning skills

3 is skill identified, need to build

	Common IM+CANS Supervisor Topics	rating
1.	Explaining to a supervisee why we are using the IM+CANS	
2.	Exploring or Explaining to a supervisee how they might complete the IM+CANS with a client	
3.	Helping a supervisee identify questions they can use to explore an individual/family's culture to help make accurate ratings in the IM+CANS	
4.	Helping a supervisee convert their understanding of the person/family's needs and strengths into consensus action priorities	
5.	Exploring with a supervisee how they can review and discuss ratings with the person/family for accuracy and to ensure consensus	
6.	Explaining how a supervisee can integrate a person/family feedback into the final ratings of the IM+CANS	
7.	Helping a supervisee develop a theory of change based on the actionable needs and strengths	
8.	Helping a supervisee with building actionable needs and strengths into an effective treatment plan	
9.	Helping a supervisee use the ratings on the IM+CANS over time to understand change	
10.	Helping a supervisee use follow-up ratings on the tool to celebrate success with individuals and/or families	
11.	Helping a supervisee identify other individuals involved in the person's treatment to ensure effective use of collaboration	
12.	Helping supervisees understand strengths — how to use strengths as well as build strengths	