

Learning needs analysis

The learning needs analysis allows you to rate your capability for each area of assessment practice that is covered in this handbook. This feeds into a learning and development plan to help you address the areas that you rate as low.

It is helpful to discuss your learning needs analysis and plan in supervision in order to test out your views. You can use the handbook to support your learning and development in order to meet your practice development goals.

When you have met your goals, you can revisit the needs analysis to see how your ratings have changed.

Area of learning	Capability level (1-5)	Comments evidence of good practice or areas for development from feedback, practice examples or reflection
I understand the context of assessment and how that impacts on my assessment.	1 2 3 4 5	
I know what adults and carers want from assessment.	1 2 3 4 5	
I understand the purpose of assessment and my role in this.	1 2 3 4 5	
I understand the legal requirements of assessment.	1 2 3 4 5	
I carry out ethical assessments.	1 2 3 4 5	
I am able to build relationships with adults and carers to support assessment.	1 2 3 4 5	
I am able to gather appropriate and proportionate information about a situation.	1 2 3 4 5	
I am able to analyse information to understand the meaning of a situation.	1 2 3 4 5	
I am able to make defensible judgements about needs and eligibility.	1 2 3 4 5	

I am able to act confidently on the basis of my judgement.	1 2 3 4 5	
I know how best to support people to do self-assessment.	1 2 3 4 5	
I understand the role of resource allocation systems.	1 2 3 4 5	
I am able to work with other agencies for the benefit of adults and carers.	1 2 3 4 5	
I am confident about when I can carry out an assessment and when it is too complex.	1 2 3 4 5	
I am confident about when I can carry out an assessment and when there is a need for specialist assessment.	1 2 3 4 5	
I record assessments appropriately and proportionately.	1 2 3 4 5	
I am well prepared to do assessments.	1 2 3 4 5	
I seek the appropriate support for assessments.	1 2 3 4 5	
I make use of quality assurance information about my assessments.	1 2 3 4 5	

*** Good practice suggestion**

Use this learning needs analysis to discuss expectations of assessment practice in your team.