

Texas Department of Family and Protective Services (DFPS) Self Assessment for Investigative Position

The presence of a consistent, dedicated child protective services worker has a positive impact on accurate assessments of child safety and on permanency outcomes for children under the State's care. Turnover of staff reduces accurate assessments of child safety and a child's successful reunification with the family, placement with relatives or adoption. Staff turnover also interferes with the continuity and quality of services to children and families. **Thus, it is important for those considering a career in child welfare to carefully evaluate their own personal characteristics and to understand DFPS work as well.**

The self-assessment is designed to provide you with additional information about whether a position in child protective services is for you and, if so, are you better suited for a specific type of position. The items are related to employees' intentions to remain employed in child welfare. An honest self-assessment can help you make an informed decision about whether employment in child welfare is right for you.

In rating each self-assessment item, reflect carefully on your own personal characteristics and professional career goals as a potential employee in child welfare. **Be as honest as you can in your ratings of each item.** Use a pencil or pen and paper and record your numerical rating for each self-assessment item. There are no right or wrong ratings, only those that will inform you about the extent to which you may or may not be a good fit for a child welfare position in DFPS. Record and total your ratings, then compare your score to the ranges at the end of the self-assessment. Should you be contacted for an interview, please bring in your results for discussion.

Instructions: Read and respond to each item using this scale:

1-Strongly Disagree, 2-Disagree, 3-Agree, 4-Strongly Agree

1. I believe I would enjoy working in public child welfare despite the challenges I may face.
2. I am interested in making child welfare my long-term professional career.
3. I am committed to seeking a position in child welfare even though opportunities for a higher salary may exist elsewhere.
4. I believe the personal and professional benefits outweigh the difficulties and frustrations of working in public child welfare.
5. My personal success in working with clients will not be a significant factor in determining whether I will remain employed in child welfare.
6. I enjoy collecting and evaluating lots of information to make an informed decision.
7. I am comfortable working with law enforcement and other community partners to ensure the safety of children.
8. I am willing to visit disadvantaged and/or dangerous neighborhoods if my work requires it.
9. I am comfortable knocking on a family's door to initiate contact even though they may be hostile when they learn I'm with child protective services.

10. As a child welfare professional, I believe I can have a positive and long-lasting influence on children and families in need.
11. I am willing to complete my casework and either close the case or refer the family for additional services without knowing what ultimately happens with the family.
12. I realize I may encounter situations that could be better for children but that do not warrant agency intervention. In those cases, I will be able to close the case and move on to the next referral
13. I am willing to testify in court as needed.
14. I am committed to working in child protective services even though it requires a considerable amount of time to complete required paperwork and case documentation.
15. I am willing to be on call for work during evenings and on weekends if necessary.
16. I am the kind of person that can handle a lot of ongoing stress and unpredictable situations.

Total your score and compare it to the score ranges and recommendations that follow:

Score range 15-26

Your self-assessment results show that it is **very unlikely** that you are a good fit for a job as a child welfare professional at DFPS. **This job is probably not for you.** Please review some of the other job opportunities with the Department of Family and Protective Services at [accessHRportal](#). Thank you for your interest in child welfare in Texas

Score range 27-38

Your self-assessment results show that you are **somewhat unlikely** to be a good fit for a job as a child welfare professional at DFPS. **This job may not be for you.** Please review some of the other job opportunities with the Department of Family and Protective Services at [accessHRportal](#). Thank you for your interest in child welfare in Texas

Score range 39-49

Your self-assessment results show that you may be a **reasonable fit** for a job as a child welfare professional with the Department of Family and Protective Services. **This job may be for you.** Please begin the application process.

Score range - 50-60

Congratulations! Your self-assessment results show that you may be **an excellent fit** for a job as a child welfare professional with the Department of Family and Protective Services. **This job is probably for you.** Please begin the application process.