

Support Worker Role Profile		
	About the Role	Example
<i>Get to know me</i>	<ul style="list-style-type: none"> <li>As a support worker your main focus will be to get to know the people we support, what their likes and dislikes are and what each individual would like to achieve. It's important that individuals are listened to, understood and respected for being who they are. A key role of yours will be to identify the challenges that a person faces and assist to overcome them.</li> <li>Part of getting to know the people we support is understanding that there are elements of daily routine that they may need support with. Your role will be to enable individuals to learn new skills and develop greater independence.</li> <li>As a Support Worker you will support people to develop and use a variety of communication methods which enable people to communicate with and understand others.</li> </ul>	<p>I may need support with personal care, travel awareness and accessing the community. I want you to assist me whilst maintaining my dignity and provide support respectfully.</p> <p>My senses might affect me in ways you don't experience, please try to understand. I may become anxious at times, I don't always know how to express myself so it's important you get to know me and know how to reduce my anxieties.</p>
<i>Be flexible &amp; creative</i>	<ul style="list-style-type: none"> <li>We all change with time and with this in mind it's imperative that you adapt as the people we support change. You must be able to adopt a flexible approach and identify what the individual wants and how you can support to achieve it.</li> <li>The people we support have goals and aspirations, we want our support workers to be creative and proactive in discovering how goals can be worked towards and achieved together. It is imperative that you have positive expectations for those you support, enabling people to live fulfilling lives.</li> </ul>	<p>My routine is important to me but sometimes I like a change and want something different. Support my choices and understand that I have the right to change my mind.</p> <p>I like to cook, think and explore activities that enable me to develop and engage in my interests or develop new ones.</p>

<p><i>Do the right thing</i></p>	<ul style="list-style-type: none"> <li>• The people we support are vulnerable adults and therefore a part of your role is ensuring that we hold accurate and reliable records relating to medication, daily diaries and any incidents.</li> <li>• As a support worker, an important part of your role is to safeguard the individuals against any perceived or actual risks. You can do this by staying alert at all times, understanding an individual's communication and knowing how to raise an alert if required.</li> <li>• As a Support Worker it is your role to ensure that the individuals we support are empowered to make choices and that these are respected and valued.</li> </ul>	<p>I may not always be able to say how I feel so pay attention to me and see the changes in my behaviour, that's how you'll know if somethings not right. Do the right thing by me and speak to the manager.</p>
<p><b>You're Good At</b></p>		<p><b>Example</b></p>
<p><i>Traits &amp; Competencies</i></p>	<ul style="list-style-type: none"> <li>• Being a support worker with Autism West Midlands means you're a part of our efforts to make a world where people with Autism are universally understood and accepted as equals. In order to achieve this we require people who are:             <ul style="list-style-type: none"> <li>○ Passionate about wanting to make a difference</li> <li>○ Embracing of peoples unique talents and traits</li> <li>○ Confident about doing the right thing</li> <li>○ Committed to providing positive life experiences</li> <li>○ Open and flexible in their approach</li> <li>○ Approachable and enjoy socialising</li> <li>○ Respectful and persevering</li> <li>○ Resourceful and looks for solutions</li> </ul> </li> </ul>	<p>I have a support worker who listens to me, understands me and helps me to do everyday things like having breakfast, doing exercise and going out. He understands that some days I don't want to do anything or may not feel sociable. I may prefer to have time to be by myself, and space to follow my own interests. He knows this isn't anything personal, it's just we all have good days and bad days.</p>