

Real Skills Online

Written guidance

Welcome to Real Skills Online

Real Skills Online Champion's will sign up their organisation's employees to Real Skills Online. You will receive an automated email from realskills@tepou.co.nz inviting you join to Real Skills Online. **Follow the link in this email to access Real Skills Online.**



Welcome to the Real Skills Online assessment tool

Kia ora

You have been invited you to join Real Skills Online.

[Click here to enter Real Skills Online.](#)

Use this link any time you want to access Real Skills Online.

What is Real Skills Online?

Real Skills Online is a workforce development tool with self-assessments for anyone working in the health and disability sectors to develop the knowledge, skills, values and attitudes when working with disabled people or people and whānau with mental health and addiction needs.

You can track your knowledge and skills in several frameworks, such as *Let's get real*. It's free, easy and fun!

Real Skills Online landing page: My Dashboard

My Dashboard is your Real Skills Online landing page. Here you will find your individual **in progress** and **completed** assessments.

Begin a new assessment by clicking **Let's get started**

View your individual results by clicking **View results**

You will see some tabs at the top of the page: **Resources for learning, Frameworks, Team results, Team summary, People and teams, and Help.**



My Dashboard Resources for Learning Frameworks Team results Team summary People and teams Move people Help Olivia ▾

My Dashboard

Real Skills Online lets you rate your knowledge against some of the mental health, addiction and disability frameworks.

In progress

You don't have any assessments in progress.



Let's get started!

Complete

Let's get real
Essential

11 Aug 2020

View results



View all

Select a Framework

Choose a framework to complete a self-assessment against. These include:

1. ***Let's get real***
2. ***Let's get real: Disability***
3. **Te Whare o Tiki**
4. **And Competencies for the peer workforce**

Click **Start**.

Frameworks

Here are the frameworks you can complete a self-assessment against. Click **Start** to begin.

Let's get real

The *Let's get real* framework describes the essential values, attitudes, knowledge and skills we need to deliver effective services in partnership with people who have mental health and addiction needs, wherever and whenever they are in contact with health services. As such it applies to everyone working in health.

Start

Let's get real: Disability

An assessment of the essential knowledge and skills needed to deliver quality services to disabled people, and their families and whānau.

Start

Te Whare o Tiki

An assessment of the knowledge and skills required to effectively respond to the needs of people with co-existing mental health and addiction problems, and their families and whānau.

Start

Competencies for the peer workforce: Core competencies

An assessment of the seven core competencies necessary for the mental health and addiction service user, consumer and peer workforce.

Start

Competencies for the peer workforce: Core competencies + Peer support work

An assessment of the ten core competencies necessary for peer support workers in the mental health and addiction service user, consumer and peer workforce.

Start

Competencies for the peer workforce: Core competencies + Consumer advisors

An assessment of the ten core competencies necessary for consumer advisors in the mental health and addiction service user, consumer and peer workforce.

Start

Let's get real

The intent of *Let's get real* is to:

- have shared values and attitudes when working with people and whānau with mental health and addiction needs.
- develop the knowledge and skills of the workforce described in the seven Real Skills.

Familiarise yourself with the *Let's get real* **values** and **attitudes**.

Click on the **values** and **attitudes** tabs

You might also find the glossary of **Māori terms** helpful "**click to view it now**".

Choose an assessment level: **Essential**, **Enhanced** or **Leadership**. Each has a description for who these indicators apply to.

Click **Start now**.

Let's get real

The *Let's get real* framework describes the essential values, attitudes, knowledge and skills we need to deliver effective services in partnership with people who have mental health and addiction needs, wherever and whenever they are in contact with health services. As such it applies to everyone working in health.

Before you get started

Familiarise yourself with the *Let's get real* values and attitudes by clicking on the buttons below. You might also find the glossary of Māori terms helpful. You can go this at anytime from the drop down menu, or [click to view it now](#).

Select your level to begin an assessment

Now begin your assessment by selecting from the three levels below. We recommend starting at the Essential level before completing other levels based on your work role and experience.

Values

Attitudes

Select an assessment level

Essential

These indicators apply to everyone working in health regardless of context, organisation, role or profession, including people working in voluntary roles.

Start now

Enhanced

These indicators build on and are additional to the essential indicators. They apply to everyone working in mental health and addiction support work and clinical roles, and others who want to further develop their skills to work effectively with people experiencing mental health and addiction needs.

Start now

Leadership

These indicators apply to everyone who is leading, guiding, supporting, educating and resourcing the work of others in health: for example, clinical directors, senior clinicians, portfolio managers, service managers, consumer and peer leaders, mentors, educators, professional advisors, general managers, team leaders, chief executives and board members.

Start now

Completing a self-assessment

Identify areas of the **seven Real Skills** where you are **competent** and areas where you might **need development**.

After completing your assessment of each Real Skill, click **Save and continue** to move onto the next Real Skill.



Working with people experiencing mental health and addiction needs

Working with Māori

Working with whānau

Working within communities

Challenging discrimination

Applying law, policy and standards

Maintaining professional and personal development

Let's get real › Essential

Working with people experiencing mental health and addiction needs

Everyone working in health engages meaningfully and works in partnership with people who experience mental health and addiction needs, and focuses on the person's strengths to support wellbeing and recovery.

Expected outcome

People accessing health care have their mana protected and enhanced, experience respect, engage in shared decision-making and receive support to achieve their health and wellbeing goals.

Engagement

Warmly welcomes and appropriately greets people and whānau accessing services

Competent

Need development



Establishes a connection and rapport with people accessing services

Competent

Need development



Invites people accessing services to bring support person/people

Competent

Need development



You've answered 21/21

Save and continue



Viewing individual results and making an action plan

View results online and **download your results** as a pdf

Create an action plan for the areas where you need to develop your knowledge and skills.

Your organisation may have a template available, or **download the Real Skills Online action plan** template.

Your results

You can use your results to create a plan for the areas where you need to develop your knowledge and skills. Your organisation may have a template available, or you can [download this action plan template](#).

Downloads

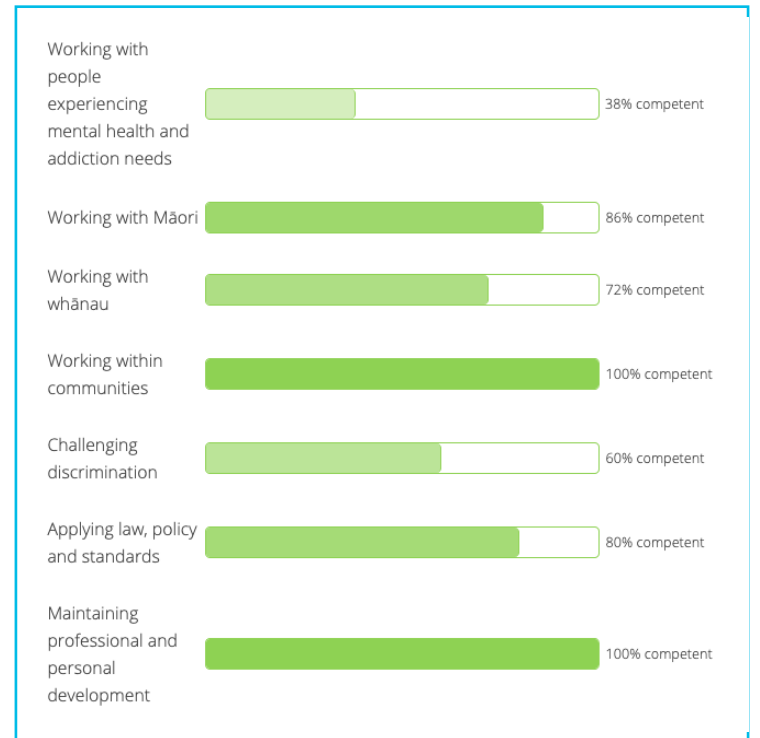
[Download your results](#)
[Download action plan](#)

Framework: Let's get real **Level:** Essential

Your comments

Here you can write some reflections on your assessment.

[Save comments](#)



Increasing your knowledge and skills

Resources for learning will increase your knowledge and skills in the *Let's get real* values, attitudes and seven Real Skills, at the essential, enhanced and leadership levels.

Click the **Resources for learning** tab

Click **each of the seven Real Skills** to access a wide range of new and existing resources from the Te Pou website.

My Dashboard

Resources for Learning

Frameworks

Team results

Team summary

People and teams

Resources for Learning

Resources you can use to develop your knowledge and skills.

Let's get real

Seven
Real Skills

- Working with people experiencing mental health and addiction needs.
- Working with Māori.
- Working with whānau.
- Working with communities.
- Challenging discrimination.
- Applying law, policy and standard.
- Maintaining professional and personal development.

Te Pou o te Whakaaro Nui | Supporting organisations to develop their workforce – Hikitia! Hāpainga! Matua Raki

Sign in/Register

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Working with Māori

Essential level resources for everyone working in health regardless of role, profession or organisation

- Working with Māori online learning modules assist workers to increase their understanding of working effectively with Māori tāngata whai ora and whānau to improve health outcomes. Our very popular Working with Māori e-learning has been updated to reflect the values, attitudes, knowledge and skills of the essential level of the refreshed *Let's get real* Real Skill Working with Māori. The new module is also more easily navigated, accessible and compatible with a wide range of devices and browsers.

Complete Working with Māori e-learning

- Te Kete Ararau is an app developed by Oranga Tamariki. It is an interactive learning resource intended to support day-to-day mahi (work) when engaging with Māori young people and their families. The app includes pronunciation of vowels, greetings and iwi, as well as examples of karakia and waiata.
- Te Taura Whiri i te Reo Māori (Māori Language Commission) website provides language resources such as posters, booklets and wallet cards about Māori greetings, phrases and pronunciation.
- Te Kāhui Māngai (Directory of Iwi and Māori Organisations) is an online tool used to find out basic information about iwi, hapū and marae.
- Kaitakawaenga (Māori liaison) video from the Health Quality & Safety Commission highlights the importance of establishing rapport and understanding Māori customs in health services.
- Whānau Ora information and contact details are available on the Te Puni Kōkiri (Ministry of Māori Development) website. Whānau Ora providers and initiatives help connect whānau with appropriate services and support to achieve better outcomes in a range of areas including health, education, housing and employment.
- Te Whare Tapa Whā section on the Ministry of Health's website provides a brief overview of this Māori model of health developed by Sir Mason Durie.
- He Korowai Oranga - Māori Health Strategy sets the overarching framework that guides health and disability services to achieve the best health outcomes for Māori.
- Rongōā Māori: Traditional Māori healing on the Ministry of Health's website provides a list of funded rongōā Māori providers across Aotearoa.
- Waka Huia spotlight on Moe Milne is a video that highlights the importance of te reo Māori and cultural identity in wellbeing.
- Like Minds: Wairua spirituality is a video from Like Minds, Like Mine that explains the concept of wairua and its importance to Māori tāngata whai ora and whānau. Waka Huia spotlight on Dr Aroha Yates-Smith also highlights the importance of wairua for Māori.
- 100 Māori leaders in mental health showcases key people who have made an impact on Māori mental health.
- Te Au is the National Māori Suicide Prevention Centre of Aotearoa. The website provides information about Māori suicide prevention initiatives across the country.
- Depression.org.nz is a website for people and whānau who are looking for information or support. It features informative videos from Māori clinicians and kaumatua advice.

Enhanced level resources for everyone working in mental health and addiction roles

- Te Rau Ora provide resources that highlight the importance of te reo Māori, te ao Māori, and Māori models of practice in mental health and addiction.
- Te Reo Hāpai - The Language of Enrichment by Kerī Opai provides a collection of Māori words and terms that adequately and accurately reflect the best use of te reo Māori in the mental health, addiction and disability sectors now and into the future.

Help

Click **Help** to find a number of frequently asked questions.

If you need some help or have a query, please contact your organisations Real Skills Online Champion.



Help

If you need some help or have a query about this website, please contact realskills@tepou.co.nz.

Frequently asked questions

What is Real Skills Online?

Real Skills Online is a workforce development tool, created by Te Pou Limited. It has been designed using existing competency frameworks to help readily identify areas individuals and the wider workforce need to develop to enhance engagement with tāngata whai ora.

Why assess against these frameworks?

What should I do with my results?

Can managers see my results?

For the Let's get real frameworks, which level should I do?

What happens if I switch employers?

The webpage looks weird!

Why can't I see the reports tab?



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realskills.tepou.co.nz