

Core Competency Model

Proficiency in Clinical Assessment: A psychologist is proficient in the most appropriate and valuable assessment strategies for the individual being served and the clinical situation being addressed. Our faculty believes that clinical and behavioral assessment is the cornerstone of psychological practice. As a matter of best practice and out of concern for the individual being served, a thorough and comprehensive assessment should precede all intervention design and implementation. Assessment methods and strategies vary, depending on the nature of the services being provided, the individual's needs, and the setting in which the services will be provided. In all cases, assessment precedes intervention and is an ongoing process.

Proficiency in Clinical Intervention: A psychologist is proficient in the planning and implementation of empirically supported interventions most appropriate for the individual being served and the setting where services are provided. A scientist-practitioner psychologist must be familiar with the research literature relative to the services she or he provides and the populations whom she or he serves. Intervention planning and implementation should be supported by the research literature. When a psychologist recommends certain interventions, she or he should be able to cite the literature base upon which clinical recommendations are formed.

Proficiency in Clinical Research and Practical Application: A psychologist is proficient in the application of research knowledge and analytic skills to clinical services and clinical service delivery systems. Scientist-practitioner psychologists use the methods of science to further the effectiveness of their clinical work. For instance, they formulate measurable treatment objectives at the start of an intervention and design reasonable strategies to measure progress throughout treatment. In some cases, and settings, this involves a valid, standardized self-report scale; in other cases and settings, this may involve single-subject research methods. A scientist-practitioner psychologist should be able to organize casework as a series of clinical findings that they share with other professionals.

Proficiency in Clinical Issues in Individual and Cultural Diversity: A psychologist is sensitive to the influence of culture, ethnicity, and other individual differences (such as gender, age, education, economics, etc.) in the delivery of clinical services. She or he is proficient at incorporating knowledge of individual difference and diversity into her/his practice. Further, a psychologist needs to be aware of her or his personal diversity and how these attributes affect their practice.

Proficiency in Professional Values, Attitudes and Behavior: A psychologist is proficient in the knowledge and application of the principles of the ethical practice of psychology. A psychologist is professional in conduct and demeanor while functioning as a psychologist. A psychologist is aware of standard paths to professional licensure and board certification.

Proficiency in Supervision: A psychologist understands the standards for clinical supervision, ethical issues inherent in supervision, and the basic principles of effective supervision and management. Although a comprehensive training in management and supervision is beyond the scope of this internship, we provide interns with a review of these principles and their application. An open discussion of the managerial roles a psychologist will be assigned in the course of her or his career.

Proficiency in Consultation and Interpersonal Skills: A psychologist is proficient in the knowledge and application of consultation models and methods within diverse clinical settings and with diverse clinical populations. Evaluation of consultative skills will occur through supervisor observations, review of written reports, discussion within seminars, and completion of program evaluation and single-case research projects.

Each intern is expected to demonstrate achievement of specific clinical competencies by the program's end, thereby demonstrating the capability to function autonomously and responsibly as an entry-level professional psychologist. All three program components "field experience and practice, didactic seminars, and mentored projects" are used to train and evaluate interns in the six competency areas. By adhering to this set of competencies and outcomes, the program is capable of training interns to function independently as psychologists across multiple settings.

Proficiency in Communication and Interpersonal Skills: A psychologist is proficient in his/her ability to communicate effectively with clients and their families/caregivers, colleagues and collaborators, trainees, and others across settings.

Competent psychologists demonstrate an ability to communicate clearly and effectively in oral and written modalities to integrate and explain therapeutic concepts, evaluation results, research findings, etc. in a manner that is best suited for the recipient of the communication (e.g., family, colleague, providers in other disciplines, etc.).

Proficiency in Ethical and Legal Standards: A psychologist is proficient in the ethical standards related to the field of psychology as well as the laws in the jurisdiction in which they practice. Demonstrations of professional skills and knowledge of ethical standards occur in all contexts of a psychologist's work, from research to practice, and when discussing clinical cases in consult or training situations.