

Social Work Competencies and Associated Core/Foundational Practice Behaviors

2.1.1 Identify as a professional social worker and conduct oneself accordingly

- A. advocate for client access to the services of social work;
- B. practice personal reflection and self-correction to assure continual professional development
- C. attend to professional roles and boundaries
- D. demonstrate professional demeanor in behavior, appearance, and communication
- E. engage in life long learning
- F. use supervision and consultation

2.1.2 Apply social work ethical principles to guide professional practice

- A. recognize and manage personal values in a way that allows professional values to guide practice
- B. make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics² and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principle
- C. tolerate ambiguity in resolving ethical conflicts
- D. apply strategies of ethical reasoning to arrive at principled decisions.

2.1.3 Apply critical thinking to inform and communicate professional judgments

- A. distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom
- B. analyze models of assessment, prevention, intervention, and evaluation
- C. demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

2.1.4 Engage diversity and difference in practice

- A. recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
- B. gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
- C. recognize and communicate their understanding of the importance of difference in shaping life experiences;
- D. view themselves as learners and engage those with whom they work as informants.

2.1.5 Advance human rights and social and economic justice.

- A. understand the forms and mechanisms of oppression and discrimination
- B. advocate for human rights and social and economic justice
- C. Engage in practices that advance social and economic justice

2.1.6 Engage in research-informed practice and practice-informed research

- A. use practice experience to inform scientific inquiry
- B. use research evidence to inform practice

2.1.7 Apply knowledge of human behavior and the social environment.

- A. utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation;
- B. critique and apply knowledge to understand person and environment

2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

- A. analyze, formulate, and advocate for policies that advance social well-being
 - B. collaborate with colleagues and clients for effective policy action
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2.1.9 Respond to contexts that shape practice.

- A. continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services;
 - B. provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.
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2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

2.1.10 (a) Engagement

- A. substantively and affectively prepare for action with individuals, families, groups, organizations, and communities
 - B. use empathy and other interpersonal skills;
 - C. develop a mutually agreed-on focus of work and desired outcomes
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2.1.10(b)—Assessment

- A. collect, organize, and interpret client data
 - B. assess client strengths and limitations
 - C. develop mutually agreed-on intervention goals and objectives
 - D. select appropriate intervention strategies
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2.1.10(c)—Intervention

- A. initiate actions to achieve organizational goals;
 - B. implement prevention interventions that enhance client capacities
 - C. help clients resolve problems
 - D. negotiate, mediate, and advocate for clients
 - E. facilitate transitions and endings
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2.1.10(d)—Evaluation

- A. Social workers critically analyze, monitor, and evaluate interventions
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Advanced Practice Behaviors in Clinical Practice with Individuals and Families

Preparation and Engagement

1. Engage diverse client populations (e.g. gender, race/ethnicity, sexual orientation, age, involuntary clients) in practice with individuals and families
 2. Make emotional connection with clients via verbal articulation of clients' thoughts and feelings underlying their "resistant" behavior in the helping process.
 3. Elicit clients' input in their perception of problems and solutions to the problems.
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Assessment

4. Prepare differential assessment of individual clients and families that reflect an analysis of the interplay between clients' intrapsychic dynamics and familial and systemic influences
 5. Prepare differential assessment of individual clients and families that is complemented by an analysis of clients' strengths and vulnerabilities as they are shaped by internalized coping mechanism and environmental circumstances.
 6. Engage clients in defining the focus of problem areas and the choice of treatment modalities.
 7. Develop a differential intervention plan that integrates approaches from various theoretical modalities to address clients' specific emotional and concrete needs that are relevant to their sociocultural beliefs and background
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Intervention

8. Apply a differential intervention plan that integrates approaches from various theoretical modalities to address clients' specific emotional and concrete needs that are relevant to their sociocultural beliefs and background
 9. Develop and revise a plan of intervention based on an evolving assessment of a client's need or problems
 10. Recognize affective content, underlying messages and themes embedded in the client's presentation
 11. Educate and provide directives to clients who exhibit poor judgment and engage in at-risk behavior
 12. Intervene with the various client systems using agency services (individuals, pairs, and/or families)
 13. Apply family-centered approaches in assessment and intervention
 14. Intervene to modify or restructure clients' environment and mobilize resources for clients.
 15. Utilize a range of interventive skills in relation to time frames and goals for practice
 16. Intervene in times of crisis by developing and implementing a care plan of soliciting concrete services, mitigating stressors as well as marshalling support from the client's formal and informal network in a timely manner.
 17. Validate clients' negative feelings toward the ending of the helping process. Intervene in a variety of supportive approaches when clients exhibit acting out behavior as part of their reactions.
 18. Engage clients in developing and initiating a plan for continuity of care and/or support services for clients.
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Evaluation

19. Reflect, review, and assess the treatment process and outcomes
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Advanced Practice Behaviors in Group Work

Preparation and Engagement

1. Formulate culturally syntonetic group services to meet common client needs in a range of organizational settings (preparation)
 2. Secure organizational sanction and resources for group services (preparation)
 3. Invite clients to join group and contract for individual goals (preparation/ engagement)
 4. Initiate and facilitate group contract regarding group purpose, common need, norms, and mutual expectations (engagement)
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Assessment

5. Identify, evaluate and select membership, group format, and group structure appropriate to group members' psycho-social needs, goals, and capacities; and appropriate to organizational goals and resources (assessment)
 6. Utilize a range of models of group work practice appropriate to client need and capacities and organizational resources (assessment and intervention)
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Intervention

7. Establish mutual aid in groups with diverse populations with a broad range of psycho-social capacities (intervention)
 8. Consciously use professional authority **to initiate, catalyze, and sustain democratic and humanistic process** in a wide range of groups (intervention)
 9. Effectively facilitate group movement through stages of development (intervention)
 10. Help members to identify, evaluate, and select content and activity appropriate to group needs and capacities (intervention)
 11. Facilitate group problem solving and decision making (intervention)
 12. Facilitate indigenous group leadership (intervention)
 13. Help group members to identify and manage group conflict (assessment and intervention)
 14. Identify and help members ameliorate obstacles that impede achievement of group goals (assessment and intervention)
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Evaluation

15. Help members evaluate individual and group achievements and identify unmet and continuing needs (Evaluation)
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Advanced Practice Behaviors In Community Organization, Planning and Development

Preparation and Engagement

1. Apply models of community organization, planning, and development appropriate to community context (preparation)
 2. Select organizing roles appropriate to the community context (preparation)
 3. Engage, delegate, coordinate and empower leadership in a culturally competent manner (Engagement)
 4. Ability to understand problems from multiple perspectives, formulate them into common issues, gather data, and build consensus on issues and goals (Engagement)
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Assessment

5. Conduct a community needs assessment, including assets and challenges, using multiple source of data and tools for assessing communities (Assessment)
 6. Analyze power and decision-making within communities and prepare strategies and tactics which address the analysis (Assessment)
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Intervention

7. Establish and assist informal groups, and formal committees, coalitions (Intervention)
 8. Identify and use a range of strategies and tactics appropriate to the organizing context including conflict and consensus methods (Intervention)
 9. Identify and constructively use conflict (Intervention)
 10. Engage in negotiation, bargaining, and exchange (Intervention)
 11. Influence the political process by engaging in lobbying, advocacy, and educational campaigns (Intervention)
 12. Plan, conduct, and evaluate meetings, programs, conferences, campaigns and demonstrations, including all stages of the planning process (Intervention/ Evaluation)
 13. Work effectively in coalitions and collaborations and other inter-organizational entities (Intervention)
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Evaluation

14. Evaluate the results of the organizing effort and planning projects, and use the evaluation to plan subsequent action and outcomes (Evaluation)
 15. Assess agency and community needs and develop and evaluate programs and services to address needs (Assessment, Intervention, Evaluation)
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Advanced Practice Behaviors in Organization Management and Leadership

Preparation and Engagement

1. Identify and employ resources and staff that will build organizational capacity (Engagement, Assessment and Intervention)
 2. Develop and utilize effective channels of communication, including new technology, within the organization and between organizations (engagement)
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Assessment

3. Evaluate options and consider consequences in designing program components, procedures or policies to assure optimal service to diverse service populations and agency staff (assessment and intervention)
 4. Apply a range of theories to understand and resolve problems of organizational behavior, development and operations (assessment)
 5. Use multiple sources of information and data to assess needs of community, clients, and organization (assessment)
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Intervention

6. Perform effectively and self-reflectively in a range of social work managerial tasks and roles within the organization (intervention)
 7. Strategically uses self and a variety of leadership styles appropriate to the organization, community and cultural context (intervention)
 8. Employ strategies to cope with the impact of institutional oppression on internal organization functioning, staff and clients (intervention)
 9. Identify and constructively manage conflict with both internal and external stakeholders (intervention)
 10. Use strategic planning tools such as Gantt, Pert Charts, for planning (intervention)
 11. Plan, establish, delegate, coordinate, collaborate, and lead staff work groups, committees, meetings and coalitions in a culturally competent manner (intervention)
 12. Develop a marketing plan and budget for a program or agency. (intervention)
 13. Engage, motivate and mobilize others to task completion in a culturally competent manner
 14. Identify, introduce, and use changing information technology (e.g. computerized records and management information systems)
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Evaluation

15. Monitor and evaluate organizational outcomes and determines alternative strategies (evaluation)
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