

SRHC TRAINING GOALS AND COMPETENCIES

1.) Evidence-based practice in intervention

A psychologist is proficient in planning and implementing empirically-supported interventions appropriate for the individual being served and the setting where services are provided.

Essentially, you will be asked to develop appropriate intervention strategies which can be referenced to the empirical literature. You should be able to cite that research base when asked by a supervisor (or a client). You should be able to recommend appropriate additional consultations such as psychopharmacology evaluation, medical evaluation, psychological testing, and other services. Your supervisor will review your work and provide feedback and guidance during the implementation.

At the intern level, proficiency in clinical intervention is typically evaluated during clinical supervision when you present your recommended intervention. Your recommendation should be based on two empirical sources: 1) the research literature relative to the presentation and formulation, and 2) your direct observation of unique and specific features of the case. During these times, your ongoing performance is the means by which your intervention proficiency will be evaluated.

- Objective 1.1: Establishes and maintains effective relationships with recipients of psychological services
- Objective 1.2: Develops evidence-based intervention plans including measurable goals
- Objective 1.3: Implements interventions informed by the current scientific literature
- Objective 1.4: Manages patient risk and safety
- Objective 1.5: Appropriately uses “self” in terms of transference, countertransference, and boundaries
- Objective 1.6: Demonstrates the ability to apply the relevant research literature to clinical decision making
- Objective 1.7: Modifies and adapts evidence-based approaches
- Objective 1.8: Evaluates intervention effectiveness

2.) Evidence-based practice in assessment

A psychologist is proficient in the most appropriate and valuable assessment strategies for the individual being served and the clinical situation being addressed.

Essentially, you will be asked to conduct clinical interviews, determine an accurate diagnosis, write reports and develop a comprehensive formulation. This work will be continuously evaluated by your supervisor, who will provide feedback and training around each case.

Your proficiency in clinical assessment is trained and evaluated during clinical supervision. As you present new cases, or present a new focus of interventions, your supervisor will inquire about your case formulation – your understanding of diagnosis and the influence of variables such as behavioral environment, medical factors and culture/ ethnicity. Your formulation is the basis for evaluation of your assessment skills.

- Objective 2.1 Selects and applies assessment methods that draw from the best available empirical literature
- Objective 2.2 Collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the client
- Objective 2.3 Conducts thorough and complete clinical interviews/intakes
- Objective 2.4 Constructs an appropriate test battery based on referral questions
- Objective 2.5 Effectively administers a variety of assessment measures
- Objective 2.6 Accurately scores and interprets a variety of assessment measures
- Objective 2.7 Interprets assessment results to inform case conceptualization, classification, and recommendations
- Objective 2.8 Recognizes and discusses the influence of systemic/environmental influences on the client's functioning and clinical presentation
- Objective 2.9 Formulates and communicates a clinical case in a concise manner
- Objective 2.10 Demonstrates knowledge of DSM-5 diagnostic criteria and differential diagnoses

Objective 2.11 Verbally communicates findings in an accurate and effective manner

Objective 2.12 Integrates assessment data into a meaningful written report

3.) Ethical and legal standards

It is imperative for psychologists to be well-versed in the application of the principles in 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.

You will be expected to adhere to the APA Ethical Principles of Psychologists and Code of Conduct in all of your work as an intern. You will be expected to conduct yourself professionally in all of your interactions with peers, supervisors, and colleagues. During the Ethics Seminar, you will be guided through the process of licensure and exam preparation and you will be introduced to the process of Board Certification.

Objective 3.1 Demonstrates knowledge of and acts in accordance with the APA Ethical Principles and Code of Conduct

Objective 3.2 Demonstrates knowledge of and acts in accordance with all organizational, local, state, and federal laws, regulation, rules and policies relevant to health service psychologists

Objective 3.3 Demonstrates knowledge of and acts in accordance with all professional standards and guidelines.

Objective 3.4 Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve them.

Objective 3.5 Seeks out consultation/supervision regarding ethical and legal issues when appropriate

4.) Cultural and Individual Diversity

Psychologists must demonstrate appropriate knowledge, skills and attitudes about cultural and individual differences in all professional roles. Diversity occurs in both the “macro” and “micro” sense and sensitivity to those aspects of a client’s personhood is essential to proper diagnosis and treatment.

Objective 4.1 Demonstrates an understanding of how one's own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves

- Objective 4.2 Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to diversity
- Objective 4.3 Integrates knowledge of individual and cultural differences in the conduct of professional roles
- Objective 4.4 Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship.
- Objective 4.5 Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews may differ from their own

5.) Research

A psychologist is proficient in the application of research knowledge and analytic skills to clinical services and clinical service delivery systems.

In order to gain experience and training in this competency domain, you will be asked to complete one research project during the program year. You will complete a program evaluation project where you objectively assess some aspect of a service delivery program where you work and present your findings in a report with recommendations and solutions. Possible projects might include: patient satisfaction surveys, evaluating intervention programs, and drafting recommendations for improving clinical standards and systems, etc. This project allows you to apply analytic skills toward specific outcomes that practicing psychologists must achieve every day.

- Objective 5.1 Demonstrates ability to independently critically evaluate and disseminate research or other scholarly activities via professional publication or presentation at the local, regional or national level
- Objective 5.2 Researches empirically-supported interventions appropriate for the patient

6.) Professional values and attitudes

Because clinical psychologists are often pulled in many different directions and where many different “hats” in the course of their job, it is essential to develop systems to manage your practice as efficiently and effectively as possible. The three main areas that will we focus on is in organization, documentation, and developing and maintaining professional relationships with other providers.

- Objective 6.1 Behaves in ways that reflect the values and attitudes of psychology
- Objective 6.2 Engages in self-reflection regarding personal and professional functioning

- Objective 6.3 Demonstrates openness and responsiveness to feedback and supervision
- Objective 6.4 Responds professionally in increasingly complex situations with a greater degree of independence as he/she progresses across levels of training.
- Objective 6.5 Demonstrates adequate time-management skills
- Objective 6.6 Completes clinical documentation in a timely and thorough manner
- Objective 6.7 Manages professional duties and self-care

7.) Interprofessional and Interdisciplinary Consultation

A psychologist is proficient in showing flexibility between being a specialist (e.g., testing) and also a generalist. It is important to be able to utilize the wide-range of clinical skills you have learned and be able to apply them not only to various clinical populations but also in the entire range of the psychological treatment continuum. Providing group therapy in an outpatient clinic is vastly different than conducting group on an inpatient unit with schizoaffective patients or with soldiers suffering from combat stress in a partial hospital setting.

Essentially, you will be asked to demonstrate your clinical ability while moving between the various clinical levels of the Behavioral Health Department at SRHC—often in the same day. Your supervisor will educate you on adjustments that need to be made based on each setting and will work closely with you during the initial stages of working on a new rotation. They will review your work and provide feedback and guidance in conjunction with the site supervisor.

At the intern level, proficiency in clinical flexibility is typically evaluated during clinical supervision when you review cases.

- Objective 7.1 Demonstrates knowledge and respect for the roles and perspectives of other professions.
- Objective 7.2 Demonstrates understanding of theories and models of consultation
- Objective 7.3 Applies knowledge about consultation in direct or simulated consultation

- Objective 7.4 Demonstrates ability to interface and act as a liaison between behavioral health and other health professionals
- Objective 7.5 Demonstrates understanding of the different facets of the treatment continuum within the SRHC Behavioral Health Department

8.) Supervision

Psychologists often serve a supervisors in the clinical settings in which they work. As such, developing this skillset is important to bringing up future skilled clinicians.

- Objective 8.1 Demonstrates knowledge of supervision models and practices
- Objective 8.2 Understands the ethical, legal, and contextual issues related to the supervisor role
- Objective 8.3 Demonstrates knowledge of and effectively addresses limits of competency to supervise
- Objective 8.4 Applies knowledge of supervision in direct or simulated practice with psychology trainees or other health professionals.

9.) Communication and Interpersonal Skills

Ideally, psychologists should be exemplars of excellent communication and healthy interpersonal relationships.

During the internship year your ability to relate to all people (e.g., clients, professional staff, support staff, etc.) is evaluated. Every interaction you have is possible “grist for the mill” in supervision to help you develop your communication and interpersonal skills.

- Objective 9.1 Develops and maintains effective relationships with a wide range of individuals
- Objective 9.2 Produces and comprehends oral, nonverbal, and written communications
- Objective 9.3 Verbal and written communication is informative, articulate, and demonstrates a grasp of professional language and concepts
- Objective 9.4 Demonstrates effective interpersonal skills
- Objective 9.5 Manages difficult communication professionally