### What is competence?

It consists of not only knowledge and skill but also:

- **Knowledge** = training/supervision/ continuing education reviewing literature
- **Skill** = effective clinical and technical skill application
- **Diligence** = consistent attentiveness to client's needs that takes priority over other concerns
- **Actual Performance**
- **Responsible caring**

### III E Other professionals (2, 8)

Recognize the competency of other professionals.

Encourage and support the use of all resources to best serve the interest of client's.

Accept the responsibility to provide continuing professional development to those who employ, supervise or train.

### Today's Objectives

**Part 1: Competence**

- **What is competence?**
- **What are NASP/APA guidelines?**
- Why the big emphasis on competence after graduate training?
- What is “good” Training?
- How do I determine if I am “practicing within boundaries”?
- What are some areas of possible competence limitations?
- What gets you into legal trouble?
- What is best practices?

### NASP II GENERAL (1, 2, 3, 4, 5, 6)

Recognize the strengths and limitations of their training and experience. Engaging only in practices for which they are qualified.

Refrain from any activity in which their personal problems or conflicts may interfere with professional effectiveness. Competent assistance is sought to alleviate conflicts in professional relationships.

Enlist the assistance of other specialists in supervisory, consultative, or referral roles as appropriate in providing services.

Continually obtain additional training, education, and professional development to provide the best possible services to children, families, schools, communities, trainees, and supervisees.

Accurately represent competence levels, education, training, and experience to clients in a professional manner.

Do not use affiliations with persons, associations, or institutions to imply a level of professional competence that exceeds that which has actually been achieved.

### APA adds:

1.04 Boundaries of Competence.

Provide services, teach, and conduct research only within the boundaries of their competence, based on their education, training, supervised experience, or appropriate professional experience.

Provide services, teach, or conduct research in new areas or techniques only after first undertaking appropriate study, training, supervision, and/or consultation from persons who are competent in those areas.

In those emerging areas in which generally recognized standards for preparatory training do not yet exist,

- Take reasonable steps to ensure the competence of their work and to protect clients and others from harm.
Why the big emphasis on competence after graduate training?

1. A degree alone does not guarantee competence for any and all psychological services/situations/populations

2. Our field is dynamic
   - new insights
   - theories modify
   - techniques
   - research findings
   - social issues change

3. We are ever-changing, fallible human beings requiring continuing self-examination, education and self-renewal

4. Outside pressures (Rural, Job, Financial)

What is “good” Training?

- Coursework
- Reading
- Conferences/workshops
- Peer-consultation groups

- Supervised experience
- Experience with consultation
- Experience

How do I determine if I am “practicing within boundaries”?

Questions to assist in deciding if you are “practicing within boundaries”....

- Can I ensure that my client will not be harmed and is safe? And how do I ensure this?
- Have you had training?
- Have you had experience?
- Am I familiar with the current literature on the area and empirically based studies that supports it?
- Should I consult on some issues?
- Do I need supervision? How much and how long?
- What is best for my client?

What are some areas of possible competence limitations?

- Assessments
- Interventions
- Pathology
- Populations
- New areas or issues
- Few resources available
- Personal conflicts
- Emotional and stress level (i.e., professional impairment)

Steinman pg. 13

How do I accurately represented my competence levels, training, and experience?

- Explain services and likely outcomes
- If supervised and by whom
- If intern
- Seek outside services along or in place of yours
- Accept job not trained for without further training/supervision
- Careful of implications of training/title
  (name some)

What gets you into legal trouble?

- If a professional relationship is established
- Breached a duty to client
  (i.e., failed to do what most competent professionals would have done below standard care for the profession)
- Injury or damage to the client is established
- That injury or damage was a result of the therapist’s mistake