

Profession-Wide Core Competencies

In order to achieve the program goals of preparing psychology trainees for entry-level practice in the nine professional-wide competencies of Health Service Psychology. Through both experiential, didactic, and scholarly based learning experiences, our internship will ensure that the interns become component in the following core competencies:

Competency	Elements	Method/Process
Research	Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including the host institution), regional, or national level.	<p>-Required Presentation: Each intern is required to create and present an evidence-based health care disparities lecture in Grand Rounds.</p> <p>-Journal Club Participation</p> <p>-Encouragement to participate in ongoing faculty research teams.</p>
Ethical and Legal Standards	Interns will be knowledgeable of and act in accordance with the most recent version of the APA Ethical Principles of Psychologists and Code of Conduct, relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels, and relevant professional standards and guidelines. Interns will be able to recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas. Interns will conduct themselves in an ethical manner in all professional activities	<p>-Required internship lectures and Grand Rounds focusing on Ethics.</p> <p>-Institutional training on risk, medical errors, near-misses, and patient safety events.</p> <p>-Monthly Balint meetings focused on recognizing and managing factors that may impact patient care and provider well-being.</p> <p>-Supervision seminar</p> <p>-Participation in rotations and supervision.</p>
Individual and Cultural Diversity	<p><u>Interns will demonstrate:</u></p> <ul style="list-style-type: none"> • An understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves. • Knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service. • The ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles. • The ability to apply a framework for working effectively with areas of individual and cultural diversity. • The ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own. 	<p>-Required Internship lectures</p> <p>-Required Grand Rounds lectures</p> <p>-Interns include individual and cultural diversity in their evaluation, case conceptualization, and treatment planning for patients and families across clinical rotations.</p>

Professional values, attitudes, and behaviors	<p>Interns will behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others. They will engage in self-reflection regarding their personal and professional functioning and engage in activities to maintain and improve performance, well-being, and professional effectiveness. Interns will respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.</p>	<p>-Interns participate in required, comprehensive orientation, which includes co-orientation with incoming psychiatry residents and social work intern(s); topics include interprofessional team building and collaboration, successful functioning in the academic medical center setting, and difficult conversations in the workplace.</p> <p>-Required internship lectures</p> <p>-Interns self-reflect and assess personal experiences in professional services and the impact of provider factors in required monthly Balint meetings.</p> <p>-Interns participate in required individual clinical supervision sessions and (depending on rotation) clinical consultation team meetings that foster self-reflection, self-assessment, effective communication, and integration of formative feedback.</p>
Communication and interpersonal skills	<p>Interns will develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services. They will demonstrate a thorough grasp of professional language and concepts; produce, comprehend and engage in communications that are informative and well-integrated. They will also demonstrate effective interpersonal skills and the ability to manage difficult communication well.</p>	<p>-Orientation described above.</p> <p>-Required rotation experiences with psychiatry faculty.</p> <p>-Clinical documentation</p>
Assessment	<p>Interns will:</p> <ul style="list-style-type: none"> • Demonstrate current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology. • Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural). • Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process. • Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics; collect 	<p>-Required assessment rotation</p> <p>-Interns must complete initial psychological evaluations for new patients across clinical rotations, which may vary in scope and format depending upon purpose, form of intervention, and site/agency requirements.</p>

	<p>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 service recipient.</p> <ul style="list-style-type: none"> • Interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective. • Communicate the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences. 	
Intervention	<p>Interns will establish and maintain effective relationships with the recipients of psychological services, develop evidence-based intervention plans specific to the service delivery goals, and implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables. Interns will demonstrate the ability to apply the relevant research literature to clinical decision making, modify and adapt evidence-based approaches effectively when a clear evidence base is lacking and evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation.</p>	<p>-Outpatient therapy rotation</p> <p>-Required internship didactic seminars</p>
Supervision	<p>Apply supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice examples of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees. They must apply the supervisor skill of observing, evaluating, and giving guidance and feedback in direct or simulated practice.</p>	<p>Interns participate in a required supervision seminar comprised of didactic instruction and experiential learning activities, including observing peers' clinical practice and providing feedback on profession-wide competency domains.</p>
Consultation and interpersonal/interdisciplinary skills	<p>Interns must demonstrate knowledge and respect for the roles and perspectives of other professions. They must apply the knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.</p>	<p>-Comprehensive orientation described earlier.</p> <p>-Clinical rotations with interdisciplinary experiences</p> <p>Interns participate in required, weekly, interdisciplinary department didactics, including Grand Rounds, case presentations, and journal club.</p>