

Required Specialized Behaviors

1. Negotiate and facilitate through the dynamics of cross-cultural and inclusion related conflicts, tensions, misunderstandings, or opportunities.
2. Develop a plan for continuous learning /improvement in diversity, inclusion, and cultural humility.
3. Seek and utilize feedback from diverse sources to strengthen practice.

Competency Area Three: Advance Human Rights and Social, Economic, and Environmental Justice

Required Generalist Behaviors

1. Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.
2. Engage in practices that advance social, economic, and environmental justice.

Required Specialized Behaviors

1. Develop an advanced understanding of current policy and service delivery pertaining to social, economic, and environmental justice in a specialized area of practice (e.g. aging; health; mental health; children, youth and families; community practice; or AODA).
2. Demonstrate an advanced understanding of policy and service delivery in a specialized area of practice through actions that advance social, economic, and environmental justice.

Competency Area Four: Engage in Practice-informed Research and Research-informed Practice

Required Generalist Behaviors

1. Use practice experience to inform scientific inquiry and research.
2. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.
3. Use and translate research findings to inform and improve practice, policy, and service delivery.

Required Specialized Behaviors

1. Critically apply practice experience to the conceptualization and the interpretation of research.
2. Develop appropriate research designs and/or generate research to inform practice/policy/service delivery.
3. Critically apply research to social work practice with individuals, families, groups, organizations and communities.

Competency Area Five: Engage in Policy Practice

Required Generalist Behaviors

1. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

2. Assess how social welfare and economic policies impact the delivery of and access to social services.
3. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

Required Specialized Behaviors

1. Assess how specialized policies and social delivery initiatives across systems of care affect social service provision.
2. Understand the historical, and current, contexts that have influenced the development and implementation of social policies in a specialized area of practice.
3. Apply practice experience to the formulation, analysis, and implementation of social policy in a specialized area of practice and understand how to appropriately apply social policies to the clients, systems, and constituencies with which you work.

Competency Area Six: Engage with Individuals, Families, Groups, Organizations, and Communities

Required Generalist Behaviors

1. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with individuals.
2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with families.
3. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with groups.
4. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with organizations.

Competency Area Seven: Assess Individuals, Families, Groups, Organizations, and Communities

Required Generalist Behaviors

1. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.
2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.
3. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.
4. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Required Specialized Behaviors

1. Formulate, defend, and demonstrate a strategy to assess diverse clients, systems, and constituencies based upon: knowledge of relevant theoretical perspectives; empirical evidence; clients', systems', and constituencies' goals and preferences; and clients', systems', and constituencies' practice contexts in an area of concentration/specialization.
2. Identify and utilize personal and professional strengths and skills, and address barriers to assessment with diverse clients, systems, and constituencies in an area of specialization.

Competency Area Eight: Intervene with Individuals, Families, Groups, Organizations, and Communities

Required Generalist Behaviors

1. Critically choose and implement interventions to achieve practice goals with clients and constituencies.
2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with client systems.
3. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.
4. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.
5. Facilitate effective transitions and endings that advance mutually agreed-on goals.

Required Specialized Behaviors

1. Formulate, defend, and demonstrate a strategy to intervene with diverse clients, systems, and constituencies based upon: knowledge of relevant theoretical perspectives; empirical evidence; clients', systems', and constituencies' goals and preferences; and clients', systems', and constituencies' practice contexts in an area of concentration/specialization.

2. Identify and utilize personal and professional strengths and skills, and address barriers to intervention with diverse clients, systems, and constituencies in an area of concentration/specialization.

Competency Area Nine: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Required Generalist Behaviors

1. Select and use appropriate methods for evaluation of outcomes.
2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.
3. Critically analyze, monitor, and evaluate intervention and program processes and outcomes.
4. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Required Specialized Behaviors

1. Formulate, defend, and/or demonstrate a strategy to evaluate practice, process, or outcomes with diverse clients, systems, and constituencies based upon: knowledge of relevant theoretical perspectives; empirical evidence; clients', systems', and constituencies' goals and preferences; and clients', systems', and constituencies' practice contexts in an area of concentration/specialization.
2. Critically analyze, monitor, and/or evaluate intervention processes, outcomes, or barriers to improve practice effectiveness in an area of concentration/specialization.

Competency Area Ten: Develop as a Social Work Leader

Required Generalist Behaviors

1. Show initiative by taking the lead in one or more aspects of a problem-solving process; such as problem identification, definition, information gathering and analysis/ discussion, decision-making, implementation, or evaluation.
2. Support collaboration and contribute to group cohesiveness and effectiveness whether as members or leaders of teams.
3. Demonstrate resilience by dealing effectively with pressure, remaining optimistic and persistent under stressful situations, and recovering quickly from setbacks.

Required Specialized Behaviors

1. Serve as role models who lead by example, showing humility, aligning actions with shared values, and demonstrating professionalism in behavior.
2. Prepare for and obtain appropriate levels of licensure and credentialing.
3. Recognize the value of an organizational vision and its implementation in a continuously changing environment.

4. Present and share knowledge in the workplace and at professional meetings and conferences.
5. Develop creative responses to conflict and demonstrate empathy, while at the same time recognizing and confronting sexism, racism, homophobia, and other forms of structural and interpersonal marginalization and discrimination.
6. Engage in appropriate self-care and maintain a work/life balance.