**Competency Assessment**

**Introduction**

The goal of the internship training program is to prepare the individual for the next step in the licensure process and to function as an entry level professional by providing a breadth of knowledge and training experiences through a generalist training program. To evaluate whether an intern is ready to function as an entry level professional, the following Internship Competencies will be assessed:

**Research:** The intern demonstrates knowledge, skills, and competence sufficient to produce new knowledge to critically evaluate and use existing knowledge to solve problems, and to disseminate research. This area of competence requires substantial knowledge of scientific methods, procedures, and practices.

**Assessment:** Intern demonstrates competence in conducting evidence-based assessment consistent with the scope of Health Service Psychology.The intern demonstrates skills in evaluating/assessing individual behavior by observation, interview, administration of psychological instruments, and review of collateral information that leads to appropriate consultation in verbal and/or written format to the person being evaluated and, when applicable, to other health care providers.

**Psychological Intervention:** Intern demonstrates competence in evidence-based interventions consistent with the scope of Health Service Psychology. Intervention is defined broadly to include but not limited to psychotherapy. Interventions may be derived from a variety of theoretical orientations or approaches. The level of intervention includes those directed at an individual, a family, a group, a community, a population, or other systems. The intern demonstrates the ability to provide a case conceptualization based on theoretical orientation that leads to effective treatment planning. Intern can identify and provide most suitable psychological intervention based on theoretical orientation and extant literature. Intern demonstrates the ability to (co)facilitate group therapy.

**Consultation:** Consultation and interprofessional/interdisciplinary skills are reflected in the intentional collaboration of professionals in Health Service Psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional settings. The intern demonstrates the ability to consult and collaborate with other professionals.

**Professionalism:** The intern demonstrates appropriate interactions with professionals, clients, and colleagues and displays a professional appearance.Intern effectively manages all aspects of clinical care. Intern responds professionally in increasingly complex situations with a greater degree of independence across levels of training.

**Individual and Cultural Diversity:** The intern demonstrates knowledge, awareness, sensitivity, and skills when working with diverse individuals and communities who embody a variety of cultural and personal backgrounds and characteristics. The CoA defines cultural and individuals’ differences and diversity as including, but not limited to, age, disability, ethnicity, gender identity, gender expression, language, national origin, race, religion, culture, sexual orientation, and socioeconomic status.

**Ethical and Legal Standards:** The intern demonstrates good knowledge of ethical principles and state law. Intern can assess, manage, and document all high-risk client situations (to include suicidality, homicidally, and other safety issues). Interns are expected to respond ethically and professionally in increasingly complex situations with a greater degree of independence.

**Supervision:** The CoA views supervision as grounded in science and integral to the activities of Health Service Psychology. Supervision involves the mentoring and monitoring of trainees and others in the development of competence and skill in professional practice and the effective evaluation of those skills. Supervisors act as role-models and maintain responsibility for the activities they oversee. The intern actively participates in supervision and over time requires less intensive supervision to effectively function in the clinical setting.

**Communication and Interpersonal Skills:** The CoA views communication and interpersonal skills as foundational to education, training, and practice in Health Service Psychology. These skills are essential for any service delivery/activity/ interaction and are evident across the program’s expected competencies. Intern utilizes appropriate interpersonal skills to communicate effectively with colleagues, supervisors, and clients. Interns are expected to respond professionally in increasingly complex situations with a greater degree of independence across the training year.

Competencies may be evaluated in one or more of the following ways: formal demonstration of skill or knowledge; direct observation of daily work; video/audio tape review; case conferences; assessment reports; case studies; process notes; case notes in professional/medical record; during supervision; and, through feedback from others.

This form was modeled after the University of Chicago Medicine Department of Psychiatry and Behavioral Neuroscience Psychology Trainee Competency Evaluation (Vas, Dave, & Kass, 2015) with the authors’ permission.