



Required Specialized Competencies and Practice Behaviors

Integrated Health and Wellness (IHW) Paths of Study

Competency 1: Demonstrate Ethical and Professional Behavior

Practice Behaviors

1. Select, employ, and document the use of a framework for ethical decision-making in recognition and clarification of conflicting values, ethical dilemmas, and options in a specialized area of practice
2. Demonstrate professional behavior, appearance, and oral, written, and electronic communication to facilitate practice outcomes
3. Address the ethical and professional considerations in their use of technology in a specialized area of practice
4. Identify the need and process for seeking supervision and consultation and engage in self-reflection to guide professional judgment and behavior within their scope of practice in an area of concentration/specialization

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Practice Behaviors

1. Advance and defend specific policy and service delivery options that support social, racial, economic, and environmental justice in a specialized area of practice
2. Identify inequalities and engage in practices that advance human rights to promote social, racial, economic, and environmental justice in a specialized area of practice

Competency 3: Engage Anti-racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Practice Behaviors

1. Reflect on and critically evaluate their own practice and practice settings using social justice, anti-racist, and anti-oppressive lenses
2. Use a supervisory process to continue to engage in critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients, organizations, constituencies and communities

3. Develop a plan for continuous learning/improvement in diversity, inclusion, cultural humility, and anti-racism and anti-oppression
4. Seek and utilize multiple and diverse sources of knowledge and perspectives to strengthen practice

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Practice Behaviors

1. Critically apply practice experience to the conceptualization and the interpretation of research and/or program evaluation
2. Critically apply evidence from research and/or program evaluation to inform practice
3. Use social justice, anti-racist, and anti-oppressive lenses to critique research and evaluation methods and/or findings in an effort to enhance ethically-sound and culturally informed practice, programs, and policies

Competency 5: Engage in Policy Practice

Practice Behaviors

1. Apply critical thinking, client feedback, and practice experience and use social justice, anti-racist, and anti-oppressive lenses to recognize, formulate, analyze, and advocate for policies that advance human rights and social, racial, economic, and environmental justice in a specialized area of practice
2. Analyze specific historical and current contexts that have influenced the development and implementation of social policies in a specialized area of practice

Competency 6: Engage With Individuals and Families

Practice Behaviors

1. Formulate, defend, and demonstrate culturally responsive strategies to engage diverse clients, systems, and constituencies based upon: knowledge of relevant theoretical perspectives, empirical evidence, human behavior, person-in-environment, and interprofessional conceptual frameworks
2. Identify and utilize personal and professional strengths and skills to address barriers to the engagement process with clients in an area of specialization/concentration

Competency 7: Assess Individuals and Families

Practice Behaviors

1. Formulate, defend, and demonstrate culturally responsive strategies to assess diverse clients, systems, and constituencies based upon: knowledge of relevant theoretical perspectives, empirical evidence, human behavior, person-in-environment, and interprofessional conceptual frameworks

2. Identify and utilize personal and professional strengths and skills to address barriers to the assessment process and maximize client self-determination in a mutually collaborative assessment and goal setting process
3. Identify in the assessment process the specific needs and strengths of clients and constituencies, balancing those with agency policies and offerings and referring to outside services as needed

Competency 8: Intervene With Individuals and Families

Practice Behaviors

1. Formulate, defend, and demonstrate culturally responsive, evidence informed, theory informed, and developmentally appropriate interventions to achieve mutually agreed-upon plans and increase resilience and coping capacities of clients in an area of specialization/concentration
2. Identify and utilize personal and professional strengths and skills to negotiate, mediate, and advocate with and on behalf of clients to address barriers to the delivery of services

Competency 9: Evaluate Practice With Individuals and Families

Practice Behaviors

1. Formulate, defend, and demonstrate culturally responsive strategies that include anti-racist and anti-oppressive perspectives in the evaluation of practice in an area of specialization/concentration
2. Identify, monitor, and evaluate intervention processes and outcomes, with specific attention to barriers to access, utilization, and delivery to improve practice effectiveness in an area of specialization/concentration
3. Demonstrate and critique strategies to evaluate practice, processes, and/or outcomes based on relevant theoretical perspectives, empirical evidence, the goals and preferences of clients and constituencies, and understanding of practice contexts in an area of specialization/concentration