

Program Aim

The overarching aim of the training program is to prepare doctoral interns, through a year-long university counseling center internship, for entry-level practice as culturally-competent health service psychologists embodying a solid integration of professional and personal identities and committed to the values and ethics of the profession.

Consistent with the profession-wide core competencies, the internship program provides an array of supervised educational activities which will enable the exiting intern to possess the skills commonly expected of entry-level staff psychologists. These skills encompass areas of competency in both clinical practice and professional functioning.

Competency 1: Research - Application of scientific methods / Scholarly inquiry

Element 1: Disseminate research or other scholarly activities (e.g., case conference, presentation, publication) at the local, regional, or national level

Competency 2: Ethical and Legal Standards

Element 1: Be knowledgeable of and act in accordance with: (1) APA Ethical Principles & Code of Conduct; (2) relevant laws, regulations, rules and policies governing Health Service Psychology at the organizational, local, state, regional, and federal levels; and (3) relevant professional standards and guidelines

Element 2: Recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas

Element 3: Conduct self in an ethical manner in all professional activities

Competency 3: Individual and Cultural Diversity

Element 1: Demonstrate awareness/understanding of how own personal/cultural history, attitudes, and biases may affect how one understands and interacts with people different from themselves

Element 2: Demonstrate 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

Element 3: Demonstrate ability to independently apply knowledge and approach to work effectively with range of diverse individuals and groups across professional roles (e.g., research, services, and other professional activities).

Element 4: Demonstrate effective working with areas of individual and cultural diversity not previously encountered, as well as ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews are different or conflict with own.

Competency 4: Professional Values and Attitudes

Element 1: Behave in ways that reflect values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for welfare of others

Element 2: Engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness

Element 3: Actively seek and demonstrate openness and responsiveness to feedback and supervision

Element 4: Respond professionally in increasingly complex situations with a greater degree of independence as progress across levels of training

Element 5: Meet responsibilities in a reliable and timely manner; prioritizes effectively; communicates about delays.

Competency 5: Communication and Interpersonal Skills

Element 1: Develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services

Element 2: Produce and comprehend verbal, nonverbal, and written communication that is informative and well-integrated; demonstrate a thorough grasp of professional language and concepts

Element 3: Demonstrate effective interpersonal skills and the ability to manage difficult communication well

Competency 6: Assessment

Element 1: Select and apply assessment methods that draw from the best available empirical literature, and that reflect the science of measurement and psychometrics; Individualize assessment/collect relevant data using multiple sources and methods appropriate to the context, professional role, and identified goals and questions of the assessment as well as relevant developmental and diversity characteristics of the service recipient.

Element 2: Interpret assessment results to inform case conceptualization, classification and recommendations following current research, professional standards, and guidelines; Guard against decision-making biases, distinguishing aspects of assessment that are subjective from those that are more objective

Element 3: Accurately and effectively communicate (verbally and in written documents) the findings and implications of the assessment in a manner that is adapted/sensitive to the needs of a range of audiences

Competency 7: Intervention

Element 1: Establish and maintain effective relationships with the recipients of psychological services (e.g., effectively builds rapport/partnership with family, attuned to patient/family, foresees possible threats to productive working alliance; able to manage/respond thoughtfully and effectively)

Element 2: Develop evidence-based intervention plans specific to the service delivery goals; Modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking

Element 3: Provide clinical services that integrate relevant research literature, evaluation/assessment findings, diversity characteristics, developmental, and contextual variables

Element 4: Evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation

Competency 8: Supervision

Element 1: Apply knowledge of supervision models and practices in direct practice

Competency 9: Consultation and Interprofessional/Interdisciplinary Skills

Element 1: Demonstrate knowledge and respect for the roles and perspectives of other professions

Element 2: Apply knowledge of consultation models and practices with individuals/families, other healthcare professionals, interprofessional groups, or systems related to health and behavior