

Council on Social Work Education
Educational Policies and Standards (EPAS)
Competencies, Practice Behaviors and Advanced Practice Behaviors

2.1.1 Core Competency: Identify with social work profession

Practice Behaviors:

- a. Advocate for client access to the services of social work;
- b. Practice personal reflection and self correction to assure continual professional development;
- c. Attend to professional roles and boundaries;
- d. Demonstrate professional demeanor in behavior, appearance, and communication;
- e. Engage in career-long learning;
- f. Use supervision and consultation.

2.1.1 Advanced Practice Behaviors:

- g. Continually employ and model conscious use of self, self-reflection, self-monitoring, and self-correction in practice situations.**
- h. Adhere to and model professional roles and boundaries.**
- i. Advocate for client systems in a manner that addresses culturally influenced barriers to services presented by practitioners, organizations and larger systems.**

2.1.2 Core Competency: Apply ethical principles in practice.

Practice Behaviors:

- a. Recognize and manage personal values in a way that allows professional values to guide practice;
- b. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/ International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;
- c. Tolerate ambiguity in resolving ethical conflicts;
- d. Apply strategies of ethical reasoning to arrive at principled decisions.

2.1.2 Advanced Practice Behaviors:

- e. Demonstrate leadership in applying ethical reasoning for problem resolution.**
- f. Systematically question statements of value and recognize the underlying ethics of policies, theories and models.**

2.1.3. Core Competency: Apply critical thinking in practice

Practice Behaviors:

- a. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom;
- b. Analyze models of assessment, prevention, intervention, and evaluation;
- c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

2.1.3. Advanced Practice Behaviors:

- d. Differentially select and implement strategies for assessment and intervention utilizing evidence based practice and best practice methods.**
- e. Produces practice-ready presentations and documents that could include case presentations, journal articles, grant applications, legislative brief/summary(ies).**

2.1.4 Core Competency: Incorporate diversity into practice

Practice Behaviors:

- a. Recognize the extent to which a culture's structure and values may oppress, marginalize, alienate, create, or enhance privilege and power;
- b. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
- c. Recognize and communicate their understanding of importance of difference in shaping life experiences;
- d. View themselves as learners and engage those with whom they work as informants.

2.1.4 Advanced Practice Behaviors:

- e. Transform one's behavior in response to a recognition of one's biases based in difference and culture**
- f. Modify and adapt mainstream knowledge and interventions to meet needs of diverse populations and that challenge oppression**
- g. Apply strengths and empowerment perspectives as practice approaches with diverse groups at multiple levels.**
- h. Examine one's role as the life-long learner in the area of diversity and culture.**

2.1.5 Core Competency: Advocate for human rights and social justice

Practice Behaviors:

- a. Understand the forms and mechanisms of oppression and discrimination;
- b. Advocate for human rights and social and economic justice;
- c. Engage in practices that advance social and economic justice.

2.1.5 Advanced Practice Behaviors:

- d. Demonstrate necessary skills to change social institutions to be more humane and responsive.**
- e. Identify weakness in various systems and develop and propose social policies that promote social justice.**

2.1.6 Core Competency: Engage in informed research

Practice Behaviors:

- a. Use practice experience to inform scientific inquiry;
- b. Use research evidence to inform practice.

2.1.6 Advanced Practice Behaviors:

- c. Design and implement various steps in the research process.**
- d. Integrate qualitative and quantitative research in all aspects of advanced generalist practice.**

2.1.7 Core Competency: Apply knowledge of human behavior in the social environment

Practice Behaviors:

- a. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation;
- b. Critique and apply knowledge to understand person and environment.

2.1.7 Advanced Practice Behavior:

- c. Differentially apply theories and frameworks of human behavior and the environment, recognizing underlying assumptions, values, strengths, and weaknesses of these theories.**

2.1.8. Core Competency: Engage in policy practice to advance social and economic well-being

Practice Behaviors:

- a. Analyze, formulate, and advocate for policies that advance social well-being;
- b. Collaborate with colleagues and clients for effective policy action.

2.1.8 Advanced Practice Behaviors

- c. Analyze, evaluate, formulate, and advocate for policies that respond to emerging local, regional, and societal trends to advance well-being.
- d. Analyze specific policies and practices and their impact on diverse populations.

2.1.9 Core Competency: Respond to contexts that shape practice

Practice Behaviors:

- a. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services;
- b. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

2.1.9 Advanced Practice Behavior:

- c. Analyze context and demonstrate the ability to initiate innovative and resourceful action with regard to emerging local, regional, and societal trends and needs.

2.1.10 Core Competency: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

Practice Behaviors:

- a. Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities;
- b. Use empathy and other interpersonal skills;
- c. Develop a mutually agreed-on focus of work and desired outcomes.
- d. Collect, organize, and interpret client data;
- e. Assess client strengths and limitations;
- f. Develop mutually agreed-on intervention goals and objectives;
- g. Select appropriate intervention strategies;
- h. Initiate actions to achieve organizational goals;
- i. Implement interventions that enhance client capacities;
- j. Help clients resolve problems;
- k. Negotiate, mediate, and advocate for clients;
- l. Facilitate transitions and endings;
- m. Critically analyze, monitor, and evaluate interventions.

2.1.10 Advanced Practice Behaviors:

Engagement

- n. Adapt one's ability to engage diverse clients and client systems.

Assessment

- o. Show increasing ability to independently conduct assessments as a continuing and dynamic process that guides goal and objective setting with clients and client systems at multiple levels.

Intervention

- p. Differentially utilize a variety of evidence based tools and strategies with more depth and breadth to assess client systems at all levels and guide interventions.
- q. Evaluate the multi-system dimension of client problems and design approaches that affect change at multiple client system levels.

Evaluation

- r. Evaluate advanced generalist practice interventions across systems at multiple levels with diverse populations.