2015 COMPETENCIES

1. **Demonstrate Ethical and Professional Behaviors:** Making ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, model for ethical decision-making *ethical conduct of research*, and additional codes of ethics as appropriate to context; use reflection and self-regulation to manage personal values and maintain professionalism in practice; *demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication*; use technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior. (EPAS 2.1.1)

2. **Engage diversity and difference in practice:** Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice *at the micro, mezzo, and macro levels*; present as learners and engage *clients and constituencies* as experts of their own experience; and apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse *clients and constituencies* (EPAS 2.1.2)

3. **Advance Human rights and social, Economic, and Environmental Justice:** Apply understanding of social, economic, and *environmental* justice to advocate for human rights *at the individual and systems level*; engage in practices that advance social, economic, and *environmental* justice (EPAS 2.1.3)

4. **Engage in Practice-informed Research and Research-informed Practice:** Use practice experience *and theory* to inform scientific inquiry and research; *apply critical thinking to engage in* analysis of quantitative and qualitative research methods and research finding; use and translate research *evidence* to inform and improve practice, policy, and service delivery (EPAS 2.1.4)

5. **Engage in Policy Practice:** *Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services*; assess how social welfare and economic policies impact the delivery of and access to social services (EPAS 2.1.5)

6. **Engage with Individuals, Families, Groups, Organizations, and Communities:** Apply knowledge of human behavior and the social environment, *person-in-environment, and other multidisciplinary theoretical frameworks*
to engage with clients and constituencies; use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies (EPAS 2.1.6)

7. Assess Individuals, Families, Groups, Organizations, and Communities: Collect and organize data, and apply critical thinking to interpret information from clients and constituencies; 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; develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies (EPAS 2.17)

8. Intervene with Individuals, Families, Groups, Organizations, and Communities: Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies; apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies; use inter-professional collaboration as appropriate to achieve beneficial practice outcomes; negotiate, mediate, and advocate with and on behalf of clients and constituencies (EPAS 2.1.8)

9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities: Select and use appropriate methods for evaluation of outcomes; apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes; critically analyze, monitor, and evaluate intervention and program processes and outcomes; apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels (EPAS 2.1.9)