

Goals, Objectives and Competencies

Goal #1: Promote the development of generalist practitioners capable of providing psychological services required for independent practice

Objective(s) for Goal #1:

1. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively applying *General Clinical Interviewing and Intervention*
2. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively providing *Individual Counseling and Psychotherapy*
3. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively providing *Group Counseling*
4. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively conducting *Triage/Intake Interviewing*
5. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively providing *Crisis Intervention*
6. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively conducting formal *Psychological Assessment*
7. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively conducting *Outreach and Program Evaluation*
8. To promote the development of interns as generalist practitioners who are knowledgeable of *Consultation* models and capable of effectively providing consultation services
9. To promote the development of interns as generalist practitioners who are knowledgeable and capable of effectively providing *Supervision*
10. To promote the development of interns as generalist practitioners who are knowledgeable and capable in a chosen *Area(s) of Emphasis*

Competencies Expected for Objective #1 *General Clinical Interviewing and Intervention.*

- a. Intern will demonstrate abilities in essential therapy skills including relationship building across therapeutic and supervisory modalities

Competencies Expected for Objective #2 *Individual Counseling and Psychotherapy.*

- b. Intern will be proficient in ongoing assessment and diagnosis throughout the course of providing individual therapy

- c. Intern will integrate their chosen theory(ies) in individual client conceptualization and treatment planning
- d. Intern will integrate evidence-based treatment models as fitting when providing individual therapy
- e. Intern will demonstrate abilities selecting, applying, and evaluating interventions when providing individual counseling

Competencies Expected for Objective #3 *Group Counseling.*

- f. Intern will be proficient in assessing appropriateness for group
- g. Intern will integrate a chosen group theoretical orientation when conducting group counseling
- h. Intern will demonstrate the ability to select and apply a range of group processing interventions
- i. Intern will integrate evidence-based treatment models as fitting when providing group counseling
- j. Intern will be able to work jointly with co-facilitator

Competencies Expected for Objective #4 *Triage/Intake Interviewing.*

- k. Intern will be proficient in gathering pertinent information to identify presenting concerns, symptomatology, and make appropriate disposition

Competencies Expected for Objective #5 *Crisis Intervention.*

- l. Intern will demonstrate the ability to effectively assess the magnitude of client crisis, including risk level
- m. Intern will be capable of applying crisis theory and the appropriate crisis intervention and standard of care

Competencies Expected for Objective #6 *Psychological Assessment.*

- n. Intern will be able to identify when structured psychological assessment is recommended
- o. Intern will be skilled in the selection, administration, scoring, interpretation, and report writing of various tests and batteries
- p. Intern will be capable of using formal assessment as an intervention

Competencies Expected for Objective #7 *Outreach and Program Evaluation.*

- q. Intern will be knowledgeable and capable of effectively creating and delivering outreach programming
- r. Intern will be capable of applying program evaluation theory and models

Competencies Expected for Objective #8 *Consultation.*

- s. Intern will be knowledgeable of the various models and stages of consultation
- t. Intern will demonstrate an ability to effectively provide consultation services to university community

Competencies Expected for Objective #9 *Supervision.*

- u. Intern will be knowledgeable and capable of applying supervision theory(ies)/model(s)
- v. Intern will demonstrate ability to assess and identify supervisee's developmental level
- w. Intern will demonstrate abilities in selecting, applying, and evaluating supervision interventions

Competencies Expected for Objective #10 *Area(s) of Emphasis.*

10-1 ADHD Assessment Area of Emphasis

- x. Intern will be able to identify when structured psychological assessment is recommended
- y. Intern will be skilled in the selection, administration, scoring, interpretation, and report writing of various tests and batteries
- z. Intern will be capable of using formal assessment as an intervention
- aa. Intern will complete identified activities in AoE contract

10-2 Administration Area of Emphasis

- bb. Intern will gain an understanding of administrative related issues, career paths and the positives and negatives of a given path and will be capable of effectively participating in administrative functions and projects
- cc. Intern will complete identified activities in AoE contract

10-3 Animal-Human Interactions Area of Emphasis

- dd. Intern will be knowledgeable of the models and clinical applications of animal-assisted therapy and will be capable of clinical application of direct or indirect methods
- ee. Intern will demonstrate an understanding of theory, research, treatment, and welfare issues related to animal-human interactions
- ff. Intern will complete identified activities in AoE contract

10-4 Behavioral Health and Wellness Area of Emphasis

- gg. Intern will be knowledgeable of theory, research, and practice relevant to the effects of stress on physical and emotional health and demonstrate the ability to effectively communicate knowledge to others
- hh. Intern will complete identified activities in AoE contract

10-5 Career Area of Emphasis

- ii. Intern will be knowledgeable of theory, research and practice relevant to career development and counseling
- jj. Intern will demonstrate ability to effectively assist students in their research and decision-making processes regarding career
- kk. Intern will be skilled in administration, scoring and interpretation of career related tests
- ll. Intern will complete identified activities in AoE contract

10-6 Couples Counseling Area of Emphasis

- mm. Intern will be proficient in ongoing assessment and diagnosis throughout the course of couples counseling
- nn. Intern will integrate their chosen theory(ies) in couples conceptualization and treatment planning
- oo. Intern will integrate evidence-based treatment models as fitting when providing couples counseling
- pp. Intern will demonstrate abilities selecting, applying and evaluating interventions when providing couples counseling
- qq. Intern will complete identified activities in AoE contract

10-7 GLBT Area of Emphasis

- rr. Intern will be knowledgeable of theory, research and practice related to GLBT population
- ss. Intern will demonstrate understanding of intersecting identities with GLBT-identified clients through case conceptualizations, dialogue about readings and experiences, and participation in outreach and/or advocacy
- tt. Intern will complete identified activities in AoE contract

10-8 Group Counseling Area of Emphasis

- uu. Intern will be proficient in assessing appropriateness for group
- vv. Intern will integrate a chosen group theoretical orientation when conducting group counseling
- ww. Intern will demonstrate the ability to select and apply a range of group processing interventions
- xx. Intern will integrate evidence-based treatment models as fitting when providing group counseling
- yy. Intern will be able to work jointly with co-facilitator
- zz. Intern will complete identified activities in AoE contract

10-9 Individual Counseling and Psychotherapy Area of Emphasis

- aaa. Intern will be proficient in ongoing assessment and diagnosis throughout the course of providing individual therapy
- bbb. Intern will integrate their chosen theory(ies) in individual client conceptualization and treatment planning
- ccc. Intern will integrate evidence-based treatment models as fitting when providing individual therapy
- ddd. Intern will demonstrate abilities selecting, applying, and evaluating interventions when providing individual counseling
- eee. Intern will complete identified activities in AoE contract

10-10 Outreach Area of Emphasis

- fff. Intern will be knowledgeable and capable of effectively creating and delivering outreach programming
- ggg. Intern will be capable of applying program evaluation theory and models.
- hhh. Intern will complete identified activities in AoE contract

10-11 Relationship Violence and Alcohol Awareness Programming Area of Emphasis

- iii. Intern will be knowledgeable of theory, research and practice relevant to relationship violence, sexual assault, stalking, and alcohol awareness
- jjj. Intern will be knowledgeable and capable of effectively developing programs that address the needs of students, faculty, and staff related to relationship violence, sexual assault, or alcohol awareness
- kkk. Intern will demonstrate an understanding of how a violence prevention/alcohol awareness unit functions
- lll. Intern will demonstrate an understanding of how campus departments/units interact regarding violence/alcohol issues and effectively contribute to the bridging between WAVE and the campus departments/units
- mmm. Intern will complete identified activities in AoE contract

10-12 Suicide Prevention Area of Emphasis

- nnn. Intern will be knowledgeable of the historical background and development of crisis intervention and suicide prevention.
- ooo. Intern will be knowledgeable of theory/models, research, and practice relevant to suicide prevention
- ppp. Intern will be knowledgeable and capable of effectively using suicide intervention skills in a variety of settings
- qqq. Intern will gain direct experience with suicide prevention activities on campus
- rrr. Intern will complete identified activities in AoE contract

Goal #2: Promote the continuing development of one's professional identity as psychologist

Objective(s) for Goal #2:

1. Support the development of generalist practitioners who value and demonstrate a commitment to engage in *professional/ethical behavior* and attend to legal issues across settings and situations
2. Support the development of generalist practitioners who engage in *self-reflective* practice
3. Support the development of generalist practitioners who are committed to *life-long learning*

Competencies Expected for Objective #1 *professional/ethical behavior*:

- a. Interns will become knowledgeable of ethical guidelines, standards, university policies and center guidelines/procedures, and relevant state and federal laws
- b. Interns will integrate knowledge of the principles and standards of the *Ethical Principles of Psychologists and Code of Conduct* (2002); other relevant standards of practice; university policies; and, Center guidelines and procedures and relevant state and federal laws into practice

Competencies Expected for Objective #2 *self-reflective*:

- c. Interns will demonstrate an ability to realistically assess strengths and areas of growth
- d. Interns will engage in reflectivity regarding professional practice
- e. Interns will demonstrate a willingness to consult and exhibit an openness to feedback
- f. Interns will engage in self-monitoring related to self-care

Competencies Expected for Objective #3 *life-long learning*:

- g. Interns will be committed to increasing knowledge about theory and research in psychology
- h. Interns will apply scientific methods to practice
- i. Interns will demonstrate a willingness to consult and exhibit an openness to feedback

Goal #3: Promote the development of generalist practitioners who value diversity, multicultural sensitivity, and actively foster social justice

Objective(s) for Goal #3:

1. Promote intern's *multicultural self-awareness*
2. Promote intern's development in *cultural sensitivity* in clinical practice and other forms of service delivery.
3. Promote intern's integration of *social justice* concepts to clinical work and in facilitating environmental and systemic change

Competency Expected for Objective #1 *multicultural self-awareness*:

- a. Interns will participate in exploring their own cultural background and experiences as it relates to their professional identity in supervision and training seminars

Competency Expected for Objective #2 *cultural sensitivity*:

- b. Interns will demonstrate cultural empathy and an openness to learn about and understand the world view of those who are different from themselves

Competency Expected for Objective #3 *social justice*:

- c. Interns will be attentive to cultural/social/environmental concerns which could affect how one assesses and intervenes in clinical practice and other forms of service delivery
- d. Actively contribute to the identification and execution of a consultation project with their intern cohort that is centered on social action, responsibility, justice, or advocacy and addresses environmental and systemic issues within New Mexico State University

Interns are required to earn a rating of "3" (intermediate level of proficiency) on each competency identified above. Note: A competency may be measured by one or more items on the Intern Competency and Therapy Skills Evaluation form.