# NV-PIC Aims and Competencies

**Aim**

*The mission of the Nevada Psychology Internship Consortium (NV-PIC) is to prepare and retain high quality and culturally competent psychologists to provide integrated public behavioral health care for the people of Nevada.*

**Overarching Goal**

The Nevada Psychology Internship Consortium (NV-PIC) represents the collaborative effort of three behavioral health agencies within the Nevada Division of Public and Behavioral Health to share resources and faculty for the purpose of providing a broad and general educational program for doctoral psychology interns. NV-PIC offers one-year, full- time internship positions at treatment centers across Nevada. By the conclusion of the internship year, interns are expected to have demonstrated ability consistent with expectations for an entry-level psychologist in the following competencies:

**NV-PIC Training Competencies**

*Interns will achieve competence appropriate to their professional developmental level in the areas of…*

## Research

* 1. Demonstrates the substantially independent ability to critically evaluate research or other scholarly activities
  2. Integrates evidence-based theoretical/conceptual framework into practice
  3. Utilizes scholarly literature in determining treatment approach
  4. Utilizes supervision to discuss how to apply scientific knowledge in work with clients
  5. Utilizes scholarly literature and other resources to inform practice with diverse clients

## Ethical and Legal Standards

* 1. Demonstrates knowledge and acts in accordance with each of the following:
     1. the current version of the APA Ethical Principles of Psychologists and 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
  2. Recognizes ethical dilemmas as they arise
  3. Applies ethical decision-making processes and seeks supervision and consultation in order to resolve ethical dilemmas
  4. Conducts self in an ethical manner in all professional activities
  5. Articulates professional standards and takes steps to resolve situations that are in conflict with professional standards

## Individual and Cultural Diversity

* 1. Demonstrates an understanding of how one’s own personal/cultural history, attitudes, and biases affects how one understands and interacts with others
  2. Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity
  3. Articulates a framework for working effectively with areas of individual and cultural diversity not previously encountered in professional practice
  4. Demonstrates the ability to independently apply knowledge and approaches in working effectively with a range of diverse individuals and groups, including those whose group membership, demographic characteristics, or worldviews create conflict with one’s own
  5. Demonstrates an understanding of how individual and cultural diversity affects psychological and personality development

## Professional Values, Attitudes, and Behaviors

* 1. Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others
  2. Engages in self-reflection regarding one’s personal and professional functioning
  3. Engages in activities to maintain and improve performance, well-being, and professional effectiveness
  4. Actively seeks and demonstrates openness and responsiveness to feedback
  5. Responds professionally in increasingly complex situations with a greater degree of independence as s/he progresses through internship
  6. Actively participates in scheduled appointments, training activities, and meetings consistently and on-time
  7. Maintains appropriate boundaries in professional and clinical relationships
  8. Writes case notes and other clinical documentation in a professional manner
  9. Completes all required documentation in a timely manner
  10. Follows proper procedure in protecting client information and case files

## Communication and Interpersonal Skills

* 1. Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services
  2. Demonstrates effective interpersonal skills and the ability to manage difficult situations
  3. Uses clear and effective professional written communication
  4. Uses clear and effective professional oral communication

## Assessment

* 1. Demonstrates a thorough working knowledge of psychological diagnostic nomenclature
  2. Demonstrates a thorough working knowledge of differential diagnoses
  3. Demonstrates a thorough working knowledge of clinical interviewing techniques
  4. Utilizes clinical interviews to collect relevant data leading to appropriate diagnoses
  5. Selects appropriate assessment instruments
  6. Accurately administers and scores assessment instruments
  7. Appropriately interprets results of assessment instruments
  8. Identifies and synthesizes relevant data from multiples sources and methods into a holistic understanding of client, client's functioning, and client's treatment needs
  9. Generates recommendations consistent with assessment questions and assessment findings
  10. Considers cultural issues in selection of assessment tools and diagnostic decisions

## Intervention

* 1. Establishes and maintains effective professional relationships with clients
  2. Develops evidence-based intervention plans specific to the service delivery goals
  3. Implements evidence-based interventions
  4. Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking
  5. Evaluates intervention effectiveness, and adapts intervention goals and methods consistent with ongoing evaluation
  6. Appropriately conceptualizes and describes relevant presenting issues
  7. Appropriately discusses hypotheses and approaches to treatment in supervision
  8. Communicates short-term and/or long-term treatment goals with the client and in supervision
  9. Appropriately assesses and intervenes with clients who are at risk of harm to self or others
  10. Demonstrates capacity to manage high-risk clinical situations effectively and ethically
  11. Demonstrates effective listening skills with clients
  12. Demonstrates self-awareness and impact of self on therapeutic relationship
  13. Appropriately uses and responds to non-verbal communication
  14. Demonstrates skill in multiple treatment modalities, e.g., individual, group
  15. Considers cultural issues in case conceptualization, diagnosis, and treatment modality

## Supervision

* 1. Applies knowledge of supervision models and practices in direct or simulated practice
  2. Communicates supervision needs and preferences
  3. Seeks supervision to address challenges and barriers in clinical work
  4. Arrives adequately prepared for supervision
  5. Demonstrates openness and non-defensiveness in supervision
  6. Demonstrates willingness and ability to integrate feedback to improve clinical skills and to further professional development
  7. Works with supervisor to set goals and tracks progress toward achieving goals

## Consultation and Interprofessional/Interdisciplinary Skills

* 1. Demonstrates knowledge and respect for the roles and perspectives of other professions
  2. Applies knowledge of consultation models and practices
  3. Demonstrates an understanding of using a team approach to provide clinical services
  4. Collaborates with supervisors and staff across disciplines

## Public Behavioral Health

* 1. Demonstrates knowledge of the various public and non-profit partner organizations in the community and effectively collaborates and refers, as indicated
  2. Demonstrates understanding of and sensitivity to the specific social and environmental stressors of underserved client populations by appropriately considering these factors in assessment, diagnosis, and treatment planning
  3. Demonstrates knowledge of organizational, local, and state policies, regulations, and statutes and their impact on the profession of psychology and the delivery of services
  4. Identifies opportunities for client advocacy and demonstrates leadership skills as agents of change for systems of care and society at large
  5. Collaborates with supervisors and colleagues to identify client and institutional needs
  6. Proposes changes for client service programs to support needs specific and/or common to the population served

**Evaluation of Competencies:**

A minimum score of “3” (Meets Expectations) is expected for each of the broad competencies and individual training elements in order to demonstrate having achieved competence in the NV-PIC Training Competencies. Please see the Intern Evaluation policy (page 63) for more information.