# NV-PIC Aims and Competencies

**Aim**

*The aim 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.*

**Program Structure**

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 and Training Elements**

*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. Disseminates research and other scholarly activities at the local, regional, or national level

## 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; and relevant professional standards and guidelines; and
     2. relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels
  2. Recognizes ethical dilemmas as they arise, applies ethical decision-making processes, and seeks supervision and consultation in order to resolve ethical dilemmas
  3. Conducts self in an ethical manner in all professional activities

## 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
  6. Considers relevant cultural issues in case conceptualization, selection of assessment tools, diagnosis, and determination of treatment modality

## 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. Responds professionally in increasingly complex situations with a greater degree of independence as s/he progresses through internship
  5. Actively participates in scheduled appointments, training activities, and meetings consistently and on-time
  6. Maintains appropriate boundaries in professional and clinical relationships
  7. Completes all required documentation in a timely manner
  8. 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
  5. Is attuned to, incorporates, and responds to clients’ verbal and non-verbal communication

## Assessment

* 1. Demonstrates a thorough working knowledge of psychological diagnostic nomenclature and differential diagnoses
  2. Demonstrates a thorough working knowledge of clinical interviewing techniques and utilizes clinical interviews to collect relevant data leading to appropriate diagnoses/conceptualization
  3. Appropriately and accurately selects, administers, and scores assessment instruments
  4. Appropriately interprets assessment results while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective
  5. Identifies and synthesizes relevant data from multiples sources and methods into a holistic understanding of client and client's treatment needs
  6. Generates recommendations consistent with assessment questions and assessment findings
  7. Communicates the findings and implications of the assessment in an accurate and effective manner to a range of audiences

## Intervention

* 1. Establishes and maintains effective professional relationships with clients
  2. Develops and implements evidence-based interventions specific to the service delivery goals
  3. Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking
  4. Evaluates intervention effectiveness, and adapts intervention goals and methods consistent with ongoing evaluation
  5. Appropriately assesses and intervenes with clients who are at risk of harm to self or others
  6. Demonstrates self-awareness and impact of self on therapeutic relationship

## 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. Appropriately discusses hypotheses and approaches to clinical work in supervision
  5. Demonstrates openness and non-defensiveness to feedback and integrates feedback in order to further professional development and enhance clinical skills
  6. Works with supervisor to set goals and tracks progress toward achieving those goals

## Consultation and Interprofessional/Interdisciplinary Skills

Training Elements:

* 1. Demonstrates knowledge and respect for the roles and perspectives of other professions
  2. Applies knowledge of consultation models and practices with staff across disciplines
  3. Demonstrates ability to work within a team-based approach to clinical services

## Public Behavioral Health

* 1. Demonstrates understanding of the public behavioral health system
  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. Demonstrates the ability to critically evaluate the system of care, including strengths, challenges, and impacts on persons served

**Evaluation of Competencies:**

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