

COUNSELOR COMPETENCIES ASSESSMENT
Colorado Treatment Services

Employee Name _____

Program _____ Date ____/____/____

TAP 21 *Addiction Counseling Competencies:*
The Knowledge, Skills, and Attitudes of Professional Practice (SMA) 08-4171

Please rate your level of training need in the following areas.

UNDERSTANDING ADDICTION

COMPETENCY 1

Understand a variety of models and theories of addiction and other problems related to substance use.

Knowledge

Terms and concepts related to theory, etiology, research, and practice.

Scientific and theoretical basis of model from medicine, psychology, sociology, religious studies, and other disciplines.

Criteria and methods for evaluating models and theories.

Appropriate applications of models.

How to access addiction-related literature from multiple disciplines.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Openness to information that may differ from personally held views.

Appreciation of the complexity inherent in understanding addiction.

Valuing of diverse concepts, models, and theories.

Willingness to form personal concepts through critical thinking.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 2

Recognize the social, political, economic, and cultural context within which addiction and substance abuse exist, including risk and resiliency factors that characterize individuals and groups and their living environments.

Knowledge

Basic concepts of social, political, economic, and cultural systems and their impact on drug-taking activity.

The history of licit and illicit drug use.

Research reports and other literature identifying risk and resiliency factors for substance use.

Statistical information regarding the incidence and prevalence of substance use disorders in the general population and major demographic groups.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Recognition of the importance of contextual variables.

Appreciation for differences between and within cultures.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 3

Describe the behavioral, psychological, physical health, and social effects of psychoactive substances on the person using and significant others.

Knowledge

Fundamental concepts of pharmacological properties and effects of all psychoactive substances.

The continuum of drug use, such as initiation, intoxication, harmful use, abuse, dependence, withdrawal, craving, relapse, and recovery.

Behavioral, psychological, social, and health effects of psychoactive substances.

The effects of chronic substance use on clients, significant others, and communities within a social, political, cultural, and economic context.

The varying courses of addiction.

The relationship between infectious diseases and substance use.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Sensitivity to multiple influences in the developmental course of addiction.

Interest in scientific research findings.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 4

Recognize the potential for substance use disorders to mimic a variety of medical and mental health conditions and the potential for medical and mental health conditions to coexist with addiction and substance abuse.

Knowledge

Normal human growth and development.

Symptoms of substance use disorders that are similar to those of other medical and/or mental health conditions and how these disorders interact.

The medical and mental health conditions that most commonly exist with addiction and substance use disorders.

Methods for differentiating substance use disorders from other medical or mental health conditions.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Willingness to reserve judgment until completion of a thorough clinical evaluation.
 Willingness to work with people who might display and/or have mental health conditions.
 Willingness to refer for treating conditions outside one's expertise.
 Appreciation of the contribution of multiple disciplines to the evaluation process.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

TREATMENT KNOWLEDGE**COMPETENCY 5**

Describe the philosophies, practices, policies, and outcomes of the most generally accepted and scientifically supported models of treatment, recovery, relapse prevention, and continuing care for addiction and other substance-related problems.

Knowledge

Generally accepted models, such as but not limited to:

- pharmacotherapy
- mutual help and self-help
- behavioral self-control training
- mental health
- self-regulating community
- psychotherapeutic
- relapse prevention.

The philosophy, practices, policies, and outcomes of the most generally accepted therapeutic models.

Alternative therapeutic models that demonstrate potential.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Acceptance of the validity of a variety of approaches and models.
 Openness to new, evidence-based treatment approaches, including pharmacological interventions.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 6

Recognize the importance of family, social networks, and community systems in the treatment and recovery process.

Knowledge

The role of family, social networks, and community systems as assets or obstacles in treatment and recovery processes.

Methods for incorporating family and social dynamics in treatment and recovery processes.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Appreciation for the significance and complementary nature of various systems in facilitating treatment and recovery.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 7

Understand the importance of research and outcome data and their application in clinical practice.

Knowledge

Research methods in the social and behavioral sciences.

Sources of research literature relevant to the prevention and treatment of addiction.

Specific research on epidemiology, etiology, and treatment efficacy.

Benefits and limitations of research.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Recognition of the importance of scientific research to the delivery of addiction treatment.

Openness to new information.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 8

Understand the value of an interdisciplinary approach to addiction treatment.

Knowledge

Roles and contributions of multiple disciplines to treatment efficacy.

Terms and concepts necessary to communicate effectively across disciplines.

The importance of communication with other disciplines.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Desire to collaborate.

Respect for the contribution of multiple disciplines to the recovery process.

Commitment to professionalism.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

APPLICATION TO PRACTICE**COMPETENCY 9**

Understand the established diagnostic criteria for substance use disorders, and describe treatment modalities and placement criteria within the continuum of care.

Knowledge

Established diagnostic criteria, including but not limited to current *Diagnostic and Statistical Manual of Mental Disorders (DSM)* standards and current

International Classification of Diseases (ICD) standards.

Established placement criteria developed by various States and professional organizations.

Strengths and limitations of various diagnostic and placement criteria.

Continuum of treatment services and activities.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Openness to a variety of treatment services based on client need.

Recognition of the value of research findings.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 10

Describe a variety of helping strategies for reducing the negative effects of substance use, abuse, and dependence.

Knowledge

A variety of helping strategies, including but not limited to:

- evaluation methods and tools
- stage-appropriate interventions
- motivational interviewing
- involvement of family and significant others
- mutual-help and self-help programs
- coerced and voluntary care models
- brief and longer term interventions.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Openness to various approaches to recovery.

Appreciation that different approaches work for different people.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 11

Tailor helping strategies and treatment modalities to the stage of dependence, change, or recovery.

Knowledge

Strategies appropriate to the various stages of dependence, change, and recovery.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Flexibility in choice of treatment modalities.

Respect for the client's racial, cultural, economic, and sociopolitical backgrounds.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 12

Provide treatment services appropriate to the personal and cultural identity and language of the client.

Knowledge

Various cultural norms, values, beliefs, and behaviors.

Cultural differences in verbal and nonverbal communication.

Resources to develop individualized treatment plans.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Respect for individual differences within cultures.

Respect for differences between cultures.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 13

Adapt practice to the range of treatment settings and modalities.

Knowledge

The strengths and limitations of available treatment settings and modalities.

How to access and make referrals to available treatment settings and modalities.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Flexibility and creativity in practice application.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 14

Be familiar with medical and pharmacological resources in the treatment of substance use disorders.

Knowledge

Current literature regarding medical and pharmacological interventions.

Assets and liabilities of medical and pharmacological interventions.

Health practitioners in the community who are knowledgeable about addiction and addiction treatment.

The role that medical problems and implications can play in the intervention and treatment of addiction.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Open and flexible with respect to the potential risks and benefits of pharmacotherapies to the treatment and recovery process.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 15

Understand the variety of insurance and health maintenance options available and the importance of helping clients access those benefits.

Knowledge

Existing public and private payment plans including treatment orientation and coverage options.

Methods for gaining access to available payment plans.

Policies and procedures used by available payment plans.

Key personnel, roles, and positions within plans used by the client population.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Willingness to cooperate with payment providers.

Willingness to explore treatment alternatives.

Interest in promoting the most cost-effective, high-quality care.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 16

Recognize that crisis may indicate an underlying substance use disorder and may be a window of opportunity for change.

Knowledge

The features of crisis, which may include but are not limited to:

- family disruption
- social and legal consequences
- physical and psychological
- panic states
- physical dysfunction.

Substance use screening and assessment methods.

Prevention and intervention principles and methods.

Principles of crisis case management.

Posttraumatic stress characteristics.

Critical incident debriefing methods.

Available resources for assistance in the management of crisis situations.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Willingness to respond and follow through in crisis situations.

Willingness to consult when necessary.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 17

Understand the need for and the use of methods for measuring treatment outcome.

Knowledge

Treatment outcome research literature.
 Scientific process in applied research.
 Appropriate measures of outcome.
 Methods for measuring the multiple variables of treatment outcome.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Recognition of the importance of collecting and reporting on outcome data.
 Interest in integrating research findings into ongoing treatment design.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

PROFESSIONAL READINESS**COMPETENCY 18**

Understand diverse cultures, and incorporate the relevant needs of culturally diverse groups, as well as people with disabilities, into clinical practice.

Knowledge

Information and resources regarding racial and ethnic cultures, lifestyles, gender, and age as well as relevant needs of people with disabilities.

The unique influence the client's culture, lifestyle, gender, and other relevant factors may have on behavior.

The relationship between substance use and diverse cultures, values, and lifestyles.

Assessment and intervention methods that are appropriate to culture and gender.

Counseling methods relevant to the needs of culturally diverse groups and people with disabilities.

The Americans with Disabilities Act and other legislation re. human, civil, and clients' rights.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Willingness to explore and identify one's own cultural values.

Acceptance of other cultural values as valid for other individuals.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 19

Understand the importance of self-awareness in one's personal, professional, and cultural life.

Knowledge

Personal and professional strengths and limitations.

Cultural, ethnic, or gender biases.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Openness to constructive supervision.

Willingness to grow and change personally and professionally.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 20

Understand the addiction professional's obligations to adhere to ethical and behavioral standards of conduct in the helping relationship.

Knowledge

The features of crisis, which may include but are not limited to:

- family disruption
- social and legal consequences
- physical and psychological panic states
- physical dysfunction.

Substance use screening and assessment methods.

Intervention principles and methods.

Principles of crisis case management.

Posttraumatic stress characteristics.

Critical incident debriefing methods.

Available resources for assistance in the management of crisis situations.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Willingness to conduct oneself in accordance with the highest ethical standards.

Willingness to comply with regulatory and professional expectations.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 21

Understand the importance of ongoing supervision and continuing education in the delivery of client services.

Knowledge

Benefits of self-assessment and clinical supervision to professional growth and development.

The value of consultation to enhance personal and professional growth.

Resources available for continuing education.

Supervision principles and methods.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Commitment to continuing professional education.

Willingness to engage in a supervisory relationship.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 22

Understand the obligation of the addiction professional to participate in prevention and treatment activities.

Knowledge

Research-based prevention models and strategies.
The relationship between prevention and treatment.
Environmental strategies and prevention campaigns.
Benefits of working with community coalitions.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Appreciation of the inherent value of prevention.
Openness to research-based prevention strategies.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

COMPETENCY 23

Understand and apply setting-specific policies and procedures for handling crisis or dangerous situations, including safety measures for clients and staff.

Knowledge

Setting-specific policies and procedures.
What constitutes a crisis or danger to the client and/or others.
The range of appropriate responses to a crisis or dangerous situation and universal precautions.
Legal implications of crisis response.
Exceptions to confidentiality rules in crisis or dangerous situations.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

Attitudes

Understanding of the potential seriousness of crisis situations.
Awareness for the need for caution and self-control in the face of crisis or danger.
Willingness to request help in potentially dangerous situations.

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

THE EIGHT PRACTICE DIMENSIONS OF ADDICTION COUNSELING**I. Clinical Evaluation**

– Screening

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

– Assessment

Training Need: ___Strong Need ___Moderate Need ___Minimal Need ___No Need

II. Treatment Planning

Training Need: Strong Need Moderate Need Minimal Need No Need

III. Referral

Training Need: Strong Need Moderate Need Minimal Need No Need

IV. Service Coordination

– Implementing the Treatment Plan

Training Need: Strong Need Moderate Need Minimal Need No Need

– Consulting

Training Need: Strong Need Moderate Need Minimal Need No Need

– Continuing Assessment and Treatment Planning

Training Need: Strong Need Moderate Need Minimal Need No Need

V. Counseling

– Individual Counseling

Training Need: Strong Need Moderate Need Minimal Need No Need

– Group Counseling

Training Need: Strong Need Moderate Need Minimal Need No Need

– Counseling Families, Couples, and Significant Others

Training Need: Strong Need Moderate Need Minimal Need No Need

VI. Client, Family, and Community Education

Training Need: Strong Need Moderate Need Minimal Need No Need

VII. Documentation

Training Need: Strong Need Moderate Need Minimal Need No Need

VIII. Professional and Ethical Responsibilities

Training Need: Strong Need Moderate Need Minimal Need No Need

Employee Signature/date