

Competency Assessment Toolkit for Professional Psychology

Grid of Usefulness Ratings of Toolkit Assessment Methods to Measure Specific Essential Elements

Assessment Method

Competency	Essential Element	Assessment Method														
		Annual review	Case reviews	Process/outcome data	Rating Forms	Consumer surveys	OSCE	Portfolio reviews	Ratings Performance	Record reviews	Self-assessment	Simulations/role plays	Stand. patient	Stand. oral exams	Written exams	360 Evaluations
Professionalism	Integrity	1	3	1	1	2		2		3	3			3		1
	Department	1	2	1	1	1	2	3	1		2	2	2	1		1
	Accountability	1	1	1	1	1		2		1	2			2		1
	Concern welfare of others	1	1	1	1	1	2		1		1	3	2	2		1
	Professional identity	1	2	3	1	2		1			1			1		1
Reflective prac.	Reflective practice	1	2	3	2		2	1	2		1	3	3	1		1

	Self-assessment		2				2	2			1	3	3	2		1
	Self-care	2			2						1					1
Scientific. know. & methods	Scientific mindedness	2	2	3	2	2	2	2	2		3	2	2	1	1	
	Scientific fndtion. of psych.	2	3		2		3	2	3		3	3	3	2	1	
	Scientific fndtion. practice	2	1	2	2	1	1	1	1	3	2	2	1	1	3	
Relationships	Interpersonal relationships	1	2	1	1	1	1	3	1		1	1	1	2		1
	Affective skills	1	2	1	1	1	2	3	1		1	2	2	2		1
	Expressive Skills	1	1	1	1	1	1	1	1	2	2	2	2	2	1	1
ICD	Self shaped ICD & context	1	2	3	1		3	2	2		1	3	3	1	3	2
	Others shaped by ICD & context	1	1	1	1	1	2	2	1	3	1	2	2	2	3	2
	Interaction self & others shaped by ICD	1	3	1	2	1	1	2	1		1	2	2	2		1
	Apps. based on individual	1	1	1	1	1	2	1	1	3	2	2	2	2	3	

	& cultural context															
Ethical legal standards policy	Ethical, legal, & pro. standards & guidelines	1	1		2		2	2	2	3	1	2	2	1	1	
	Awareness & application of ethical decision making	1	1	2	1	2	1	2	2	2	1	1	1	1	1	
	Ethical conduct	1	3	1	1	1	1	2	1	2	1	1	1	2	3	1
Interdisciplinary systems	Know. shared/distinctive contributions of disciplines	1	3		2	3				3				1	1	
	Functioning in mult- & inter-disciplinary contexts	1	3	3	2	1		2	1		1			2		1
	Participation in interdisc. enhances outcomes	3	1		3			3	3			3		1	3	
	Respectful & productive relation. other disciplines	1	1	3	1	1	2	3	1	3	1					1
Assessment	Measurement &	2	1		2			2		3				2	1	

	psychometrics															
	Evaluation methods	2			2	3		3		3		1		2	1	
	Application methods	2	3	3	2	2	1		1	2	2	2	2	2	3	
	Diagnosis	2	1	2	2	1	1	2	3	2		2	2	1	1	
	Conceptualization & recs.	2	1	2	2	1	2	2		1		2	2	1	2	
	Communication findings	2		1	2	1	1		1		2	1	2	2		2
Intervention	Knowledge interventions	2	3	3	2			1			2			1	1	
	Intervention planning	2	1	2	1	2	2		3	1		2	2	1		
	Skills	2	2	1	3	2	1	2	1	2		1	1	2		
	Implementation	1	1	1	1	1	1	2	1	2	1	2	2	2	3	1
	Progress evaluation	3	1	2	2	2		3	2	2	1			2		2
Consultation	Role of consultant	3	2		2	3		3			3			1	1	
	Address referral question	2	1	2	2	1	1	3	1	2		3	2	2		
	Communication findings	3		1	2	1	1		1	1	2	3	2	2		2
	Application methods	2	1	1	2	1	1	2	1	3	1	3	2	2	3	2

Research & Evaluation	Scientific approach to knowledge generation	1			2			1						3	2	
	Application scientific method to practice	2	1	2	2	1	1	2	1		2	2	1	2	3	
Supervision	Expectations & roles	1			1	2					1			1	2	1
	Processes & procedures	1	3		1	1	1	3	1	3	1	3	2	2	3	1
	Skills development	2	3		2	1	1	2	1	2	2	1	1	2		
	Aware fctrs. affect quality	2	3		2	2		3			1			1	3	
	Participation process	2	1		2	1		2	1		2			2		
	Ethical & legal issues	2	1			2		2	3	1	2			1	2	
Teaching	Knowledge				1			1			2	2	3	1	1	
	Skills	2			1	1		2	1	2	1	2	1	2		1
Administration	Management	2	3		2	1		2		2	1			3	3	1
	Administration	2	3		2	1		2		2	1			3	3	1
	Leadership	1			2	1		1			1			3	3	1

Advocacy	Empowerment	1	2		2	1		2	2		1					1
	Systems change	2	2		2	1		2			1			3		1

Note: 1 = very useful method, 2 = useful, 3 = potentially useful

ICD = Individual and Cultural Diversity