

**Generalist (previously “Foundation”) Competencies and Behaviors**

<b>CSWE EPAS 2015 Competencies</b>	<b>CSWE EPAS 2015 Behaviors per Competency</b>
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context
	Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations
	Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication
	Use technology ethically and appropriately to facilitate practice outcomes
	Use supervision and consultation to guide professional judgment and behavior
<b>Competency 2: Engage Diversity and Difference in Practice</b>	Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
	Present themselves as learners and engage clients and constituencies as experts of their own experiences
	Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
	Engage in practices that advance social, economic, and environmental justice
<b>Competency 4: Engage In Practice-informed Research and Research-informed Practice</b>	Use practice experience and theory to inform scientific inquiry and research
	Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings
	Use and translate research evidence to inform and improve practice, policy, and service delivery
<b>Competency 5: Engage in Policy Practice</b>	Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services
	Assess how social welfare and economic policies impact the delivery of and access to social services
	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies
	Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	Collect and organize data, and apply critical thinking to interpret information from clients and constituencies
	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies
	Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies
	Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies
	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies
	Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes
	Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies
	Facilitate effective transitions and endings that advance mutually agreed-on goals
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	Select and use appropriate methods for evaluation of outcomes
	Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes
	Critically analyze, monitor, and evaluate intervention and program processes and outcomes
	Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels