

Generalist (previously “Foundation”) Competencies and Behaviors

| CSWE EPAS 2015 Competencies | CSWE EPAS 2015 Behaviors per Competency |
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| Competency 1: Demonstrate Ethical and Professional Behavior | 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 |
| Competency 2: Engage Diversity and Difference in Practice | 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 |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 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 |
| Competency 4: Engage In Practice-informed Research and Research-informed Practice | 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 |
| Competency 5: Engage in Policy Practice | 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 |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities | 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 |

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| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities | 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 |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 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 |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 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 |