

<b>CSWE EPAS Core Competency and CSWE Description</b> (as written by CSWE)	<b>UW SSW Practice Behaviors</b> (adapted from CSWE illustrative practice behaviors)
<p><b>1: Identify as a professional social worker and conduct oneself accordingly.</b>                      Social workers serve as representatives of the profession, its mission, and its core values. They know the profession’s history. Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth.</p>	<ul style="list-style-type: none"> <li>• advocate for just social structures and equitable client/constituent access to the services of social work in the context of diverse and multidisciplinary settings;</li> <li>• practice personal and critical reflection to assure continual professional growth and development;</li> <li>• attend to professional roles and boundaries;</li> <li>• demonstrate professional demeanor in behavior, appearance, and communication; and</li> <li>• demonstrate the ability to engage in career-long learning, including consistent use of supervision and consultation.</li> </ul>
<p><b>2: Apply social work ethical principles to guide professional practice.</b>                      Social workers have an obligation to conduct themselves ethically and to engage in ethical decision making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.</p>	<ul style="list-style-type: none"> <li>• recognize and manage personal values so that professional values guide practice;</li> <li>• make ethical decisions, in practice and research by critically applying ethical standards including, but not limited to, the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles, and other salient codes of ethics;</li> <li>• tolerate and respect ambiguity in resolving ethical conflicts;</li> <li>• apply ethical reasoning strategies to arrive at principled, informed, and culturally responsive decisions; and</li> <li>• understand the role of consultation and use it appropriately in ethical decision making.</li> </ul>
<p><b>3: Apply critical thinking to inform and communicate professional judgments.</b>                      Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented</p>	<ul style="list-style-type: none"> <li>• distinguish, evaluate, and integrate multiple sources of knowledge, including research-based knowledge, practice wisdom, and client/constituent experience;</li> <li>• critically analyze models of assessment, prevention, intervention, and evaluation, especially in relation to their cultural relevance and applicability, and promotion of social justice; and</li> </ul>

<p>by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.</p>	<ul style="list-style-type: none"> <li>• demonstrate effective listening skills and oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.</li> </ul>
<p><b>4: Engage diversity and difference in practice.</b> Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.</p>	<ul style="list-style-type: none"> <li>• recognize and articulate the ways in which social and cultural structures - including history, institutions and values - oppress some identity groups while enhancing the privilege and power of dominant groups;</li> <li>• develop and demonstrate sufficient critical self-awareness to understand the influence of personal biases and values in working with diverse groups;</li> <li>• recognize and dialogue with others about their understanding of the role of difference and the multiple intersections of oppression and privilege in shaping a person's identity and life experiences; and</li> <li>• demonstrate the ability to be life-long learners and engage the knowledge, strengths, skills, and experience of clients/constituents;</li> </ul>
<p><b>5: Advance human rights and social and economic justice.</b> Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.</p>	<ul style="list-style-type: none"> <li>• understand and articulate the forms and mechanisms of oppression and discrimination and approaches to advancing social justice and human rights;</li> <li>• advocate for human rights and social and economic justice; and</li> <li>• engage in practices that address disparities and inequalities and advance social and economic justice.</li> </ul>
<p><b>6: Engage in research-informed practice and practice-informed research.</b> Social workers use practice experience</p>	<ul style="list-style-type: none"> <li>• use client/constituent knowledge and practice experience to inform scientific inquiry;</li> <li>• use qualitative and quantitative research evidence to inform practice; and</li> </ul>

<p>to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.</p>	<ul style="list-style-type: none"> <li>• know and apply the research literature on social disparities in selecting and evaluating services and policies;</li> </ul>
<p><b>7: Apply knowledge of human behavior and the social environment.</b> Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.</p>	<ul style="list-style-type: none"> <li>• apply theories and conceptual frameworks relevant to understanding people and environments across system levels; and</li> <li>• critique and apply these theories and frameworks to assessment, intervention, and evaluation at multiple system levels.</li> </ul>
<p><b>8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</b> Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.</p>	<ul style="list-style-type: none"> <li>• demonstrate a critical understanding of the history and current form of US social welfare and social service policies, institutions, governance, and financing and use this understanding to formulate policies and strategies that advance social well-being and social and economic justice; and</li> <li>• collaborate with colleagues, clients/constituents, and other actors to advocate for social and economic justice to effect policy change.</li> </ul>
<p><b>9: Respond to contexts that shape practice.</b> Social workers are informed, resourceful, and proactive in</p>	<ul style="list-style-type: none"> <li>• continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide culturally relevant services;</li> </ul>

<p>responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.</p>	<ul style="list-style-type: none"> <li>• engage in efforts to promote sustainable changes in service delivery, strive to improve the quality of social services, work to alleviate disparities in the access and utilization of services as well as the disproportionate representation of persons of color in systems of care; and</li> <li>• recognize and develop understanding of local-global context of practice.</li> </ul>
<p><b>10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.</b> Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.</p>	<p>ENGAGEMENT</p>
	<ul style="list-style-type: none"> <li>• effectively prepare for engagement with individuals, families, groups, organizations, and communities in the context of diverse and multidisciplinary settings;</li> </ul>
	<ul style="list-style-type: none"> <li>• use listening, empathy and other interpersonal skills to establish respectful rapport and engagement with diverse populations in diverse contexts;</li> </ul>
	<ul style="list-style-type: none"> <li>• develop a mutually agreed-on focus of work and desired outcomes with clients/constituents; and</li> </ul>
	<ul style="list-style-type: none"> <li>• affirm and engage the strengths of individuals, families, organizations &amp; communities.</li> </ul>
	<p>ASSESSMENT</p>
	<ul style="list-style-type: none"> <li>• collect, organize, and interpret client/constituent/system data;</li> </ul>
	<ul style="list-style-type: none"> <li>• assess client/constituent/system strengths, stressors, and limitations; and</li> </ul>
	<ul style="list-style-type: none"> <li>• identify and select appropriate and culturally responsive intervention strategies.</li> </ul>
	<p>INTERVENTION</p>
	<ul style="list-style-type: none"> <li>• initiate actions to achieve client/constituent/organizational goals;</li> </ul>
	<ul style="list-style-type: none"> <li>• implement prevention interventions that enhance client/constituent capacities;</li> </ul>
	<ul style="list-style-type: none"> <li>• help and empower clients/constituents to resolve problems;</li> </ul>
<ul style="list-style-type: none"> <li>• negotiate, mediate, and advocate for clients; and</li> </ul>	
<ul style="list-style-type: none"> <li>• facilitate transitions and endings.</li> </ul>	
<p>EVALUATION</p>	
<ul style="list-style-type: none"> <li>• critically analyze, monitor, and evaluate interventions.</li> </ul>	

