

Assessment of Competencies

Tool to Assess your Intern on

Competency 2

Engage Diversity and Difference in Practice

Competency 3

Advance Human Rights and Social,
Economic and Environmental Practice



School of Social Work

How do you assess your intern's level of competence?

The following slides include charts to help assess your intern's level of competence, specifically on Competencies 2 and 3

- Focus on the *external expression of learning*, such as language, action and behavior.
- Include what your intern says/does in a client interview, agency/community meeting, role play, intervention plan, grant presentation, evaluation report, in supervision etc.
- The charts are a guide; your intern does not need to demonstrate all behaviors for a certain level.

Why these two competencies?

Competency 2 – “Engaging diversity and difference in practice”

Competency 3 – “Advancing human rights and social, economic, and environmental justice”

These are difficult competencies to assess –

How do you know if your intern understands and applies these concepts in practice?

- Each competency has several practice indicators or components
- Evaluate competence based on observations, conversations, and application in practice

Assessing Competence

- The following slides provide examples of how competence can be assessed for a specific practice indicator associated with Competencies 2 and 3.
- The examples should guide you in assessing your intern's ability to demonstrate that they understand and have applied the concepts.

Competency 2

Engage Diversity and Difference in Practice

Practice Indicators	Pre competence	Emerging Competence	Competence	Advanced Competence
Apply and communicate the importance of diversity and difference in shaping life experiences in practice	Never or rarely engages in conversations around diversity or difference; shows little to no comprehension of concepts	Sometimes engages in talk about diversity and the impact on clients, providers and systems	Consistently talks about diversity; addresses power and privilege; initiates conversations; discusses intersectionality	Applies strategies to address the impact of oppression and racism
		Articulates role of oppression; reaches out for help understanding and addressing racism	Identifies and addresses oppression and/or inequity when seen in practice	Utilizes/creates interventions that consider culture and impact of difference
		Acknowledges that personal experiences, histories, and identities shape our views	Consistently asks questions exploring identities and life experience; assessment includes sociopolitical context	Reaches out to supervisor on how to reduce oppression in the setting

Engage Diversity and Difference in Practice

Competency 2 (cont'd.)

Practice Indicators	Pre competence	Emerging Competence	Competence	Advanced Competence
Presents as learner and engages clients/constituencies as experts of their own experience	Often close-minded, defensive, uncomfortable with mistakes and critiques	Open to feedback, shows curiosity without preconceived notions	Seeks feedback, consistently integrates feedback into changed behavior	Responds to others' mistakes empathically in a way that teaches others
	Makes assumptions, doesn't ask questions; fails to acknowledge the impact of various identities e.g, age, race, gender identity	Asks open-ended questions, actively listens to clients, acknowledges identities, suspends judgment, speaks from own identity, not others	Seeks out further education/information on clients' culture and identity, explores differences, asks more refined culturally aware questions	Seeks out practitioners from other backgrounds for consultation; consistently and openly engages with clients around identity intersectionality

Engage Diversity and Difference in Practice

Competency 2 (cont'd.)

Practice Indicators	Pre competence	Emerging Competence	Competence	Advanced Competence
Apply self-awareness and self-regulation to manage personal biases and values in work with diverse clients/constituencies	Never or rarely demonstrates self-reflection or self-awareness, resistant to critique	Identifies identities and positionality - e.g., explicitly talks about being of color/white in relation to others, identifies some personal values	Recognizes and discusses struggles with biases; openly recognizes power differentials; takes risks to grow; consistently identifies identities and values	Articulates and critiques understanding of relative power and oppression within context of society, internship, and the profession; makes attempts to reduce power inequalities as feasible
		Sometimes aware of impact of self- e.g.,. Critiques how one presents physically, verbally, demographically, etc. Asks for and receives critique of work with clients from whom they significantly differ	Seeks out critique and self-critiques work with clients; critiques experience based on ability, ethnicity, culture, class etc.	Consistently aware and critical of impact of self; shares growth and self-awareness with others; continuously works to recognize and prevent biases

Advance Human Rights and Social, Economic & Environmental Justice – Competency 3

Practice Indicators	Pre competence	Emerging Competence	Competence	Advanced Competence
Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and systemic levels	Never or rarely engages in conversations around these concepts	Sometimes questions systems: why policies work for some and not others	Consistently articulates concepts and connection to social work practice	Engages with and supports empowerment of marginalized and vulnerable people to access community resources, opportunities and decision-making
		Integrates right to basic needs as foundation of practice, e.g., advocates for housing, food stamp policy change		
	Does not have a working definition of these concepts and/or does not articulate connection to social work practice	Articulates barriers to justice and access to various “goods”	Identifies and articulates global, historical and current injustices, e.g., ethnic cleansing, colonial expansionism, and xenophobia	Brokers strategies to further equitable access to resources/services for clients/communities
		Incorporates strategies to address injustices in client/community interventions		

Advance Human Rights and Social, Economic & Environmental Justice – Competency 3

Practice Indicators	Pre competence	Emerging Competence	Competence	Advanced Competence
Engage in practice that advances social, economic, and environmental justice	Never or rarely discusses methods to eliminate oppressive structural barriers	Articulates how practice and/or policies affect clients and how to engage in change efforts even at small levels	Participates in advocacy efforts, e.g., attends marches, meets with elected official, writes op-ed letter, drafts policy with justice underpinning	Leads advocacy efforts through community, policy, and/or research methods
		Articulates the role of advocacy in addressing injustices	Partners with client/community or its systems for advocacy	Actively assists others in addressing discriminatory structural and cultural barriers on local, national or global levels

Feedback on Guidelines

- Please let us know if you used these guidelines to assess your intern's competence.
- Would similar guidelines be helpful in assessing your intern on the other 7 competencies?
- Let us know what you found helpful in our [1-minute survey!](#)