

Goal #1: Interns will develop appropriate communication, relationship/ interpersonal skills

Objective(s) for Goal #1:

- A. Develop strong communication and interpersonal skills with clients and families
- B. Develop strong communication skills and interpersonal relationships with other interns colleagues.
- C. Demonstrate appropriate communication and collaboration with supervisor

Competencies Expected:

- 1. Ability to form a strong working alliance with clients
- 2. Ability to work collaboratively and respectfully with all agency staff
- 3. Ability to deal and negotiate conflicts with peers, colleagues and clients
- 4. Ability to maintain appropriate relationship boundaries
- 5. Ability to self-reflect and non-defensively explore the impact of personal issues on the therapeutic dyad
- 6. Ability to utilize the supervisory experience to become progressively more autonomous
- 7. Ability to know when to seek out supervision

Goal #2 : Interns will apply a developed knowledge of relationship-focused, evidence-based interventions

- Objective(s) for Goal #2:**
- A. Acquire competency in individual therapy interventions
 - B. Acquire competency in family therapy interventions (with a focus on dyadic treatment)
 - C. Acquire competency in group therapy interventions

Competencies Expected:

- 1. Ability to empathize with clients and establish a therapeutic alliance
- 2. Knowledge of, and sensitivity to, individual/intrapsychic dynamics
- 3. Ability to help clients formulate treatment goals and objectives
- 4. Awareness of therapeutic process
- 5. Understanding of therapy model
- 6. Ability to integrate theory and technique
- 7. Maturity of clinical judgment
- 8. Capacity to identify and accept severe pathology
- 9. Capacity to evaluate treatment outcome progress
- 10. Proficiency in constructing and utilizing Genograms
- 11. Ability to join family members and reframe problems
- 12. Ability to formulate the case systemically
- 13. Sensitivity to culturally diverse systems
- 14. Ability to recognize transference/countertransference issues
- 15. Ability to understand and facilitate group process
- 16. Ability to work collaboratively with a co-therapist

Goal #3: Interns will demonstrate aptitude in psychological assessment

- Objective(s) for Goal #3:** Completion of well-written psychological assessments reports

Competencies Expected:

- 1. Ability to choose appropriate measure to answer the referral question
- 2. Ability to formulate diagnoses based on data and clinical interview
- 3. Ability to synthesize, summarize and integrate results

4. Ability to write professionally (e.g., appropriate grammar, content, etc.)
5. Ability to complete the reports in a timely fashion

Goal #4: Interns will demonstrate responsible and professional behavior

Objective(s) for Goal #4: A. Clinical Documentation will be consistently and appropriately completed; B. Self-understanding and reflection that allows for willingness to acknowledge and correct problems

Competencies Expected:

1. Ability to complete clinical documentation in a timely fashion
2. Ability to complete clinical documentation that is in accordance with APA Ethical Guidelines, state-of-the-art privacy practices (e.g. HIPAA, and NJ law (e.g. Child Abuse Reporting)
3. Ability to present meaningful clinical documentation that respectful of the client, and mindful of the audience for whom it is intended
4. Intern has the self-understanding and reflection that allows for willingness to acknowledge and correct problems related to professional behavior

Goal #5: Interns will engage in a consultative role

Objective(s) for Goal #5: A. Intern will effectively complete an effective consultation

Competencies Expected:

1. Interns will participate in consultative/training activities
2. Ability to effectively relate to other professionals in accordance with their unique client care roles
3. Ability to integrate and use all relevant data to provide meaningful recommendations to other professionals

Goal #6: Students will enhance their understanding and willingness to process diversity-individual and cultural differences

Objective(s) for Goal #6: A. Interns will understand how diversity issues could impact the client's symptom presentation and treatment response; B. Interns will be able to reflect upon the cultural and power dynamics inherent to the various professional relationships

Competencies Expected:

1. Knowledge of the self in the context of diversity issues
2. Knowledge about the nature and impact of diversity issue in the therapeutic process
3. Knowledge about the impact of diversity issue on one's relationship with peers, colleagues, supervisors and staff members
4. Participation in Cultural Diversity seminar

Goal #7: Intern will behave in an ethical manner

Objective(s) for Goal #7: Interns will demonstrate knowledge and application of ethical matters in their clinical and professional decisions

Competencies Expected:

1. Knowledge of ethical/professional/legal codes, standards & guidelines
2. Specific knowledge about child abuse reporting guidelines
3. Specific knowledge about duty warn issues
4. Demonstrates ethical decision-making in their practice

Goal #8: The intern will demonstrate skills in the application of research and theory

Objective(s) for Goal #8: A. Interns will utilize theoretical and research-based information into their case conceptualizations

Competencies Expected:

1. Ability to apply theoretical knowledge to clinical practice
2. Ability to apply research findings to clinical practice

Goal #9: The intern will utilize supervision and learn to provide supervision in order to further their development

Objective(s) for Goal #9: A. Participation in the supervisory process.

Competencies Expected:

1. Ability to understand concept of reflective supervision
2. Participating during case conferences, testing supervision and mother/baby supervision groups
3. Appropriate supervision of extern and/or mental health associate
4. Intern will attend the majority of their supervision sessions in a timely manner
5. Interns will be appropriately prepared for supervision (bring in charts, reports, etc.)