

## Behavioral and Cognitive Psychology Postdoctoral Residency Competencies

### Integration of Science and Practice

- Demonstrate knowledge, skills, and attitudes reflective of foundational research and current publications relevant to behavioral and cognitive psychology from animal and human subject studies, including effectiveness and efficacy studies of behavioral and cognitive assessment and intervention methods. Residents evidence knowledge of, and reliance on,
  - scholarly journals that are refereed (e.g., Journal of Applied Behavior Analysis, Behavior Therapy);
  - specific studies and theoretical publications with documented acceptance in the specialty as demonstrated by citation counts or other criteria; and
  - specific research methodologies.
- Demonstrates (through participation in at least one study) competencies in the use of the methods of randomized clinical trials, quasi-experimental studies, or single-subject research in the study of behavioral and cognitive psychological constructs or interventions.
- Demonstrate integration of foundational and current science in behavioral and cognitive psychology which is evidenced by incorporation of foundational and current science into case conceptualization, assessment, and intervention approaches cutting across major areas within the specialty (e.g., behavior therapy, cognitive therapy, cognitive-behavioral therapy, applied behavior analysis).

### Ethical and Legal Standards/Policy

- Demonstrate knowledge, skills, and attitudes reflected in the application of both APA ethical guidelines, and those of related organizations with which the resident is affiliated, in the practice of behavioral and cognitive psychology.
- Demonstrate knowledge, skills and attitudes reflective of the training program's state and local laws and rules in the practice of behavioral and cognitive psychology.

### Individual and Cultural Diversity

- Demonstrates understanding of cultural and individual diversity issues and how own history may affect interactions with people from different backgrounds, cultures, groups.
- Integrates individual and/or familial differences (which may include, but is not limited to, language, culture, ethnicity, disability, sexual orientation, SES, marital status, etc.) into behavioral and cognitive psychological assessment and treatment plan development and implementation (e.g., use of language

resources, communication with all required individuals, modifying when needed).

- Demonstrate respect for individual and/or familial differences (which may include but is not limited to: language, culture, ethnicity, disability, sexual orientation, SES, marital status, etc.) when providing training, supervision, or feedback to caregiver.

#### Professionalism (professional values attitudes and behavior)

- Demonstrate knowledge, skills, and attitudes reflective of professionalism in the practice of behavioral and cognitive psychology, as evidenced by
  - therapy conducted in a professional manner (is respectful, shows concern for the needs of others (client, family, staff), uses professional language, dresses appropriately);
  - professional conduct that is appropriate given the audience/clientele (e.g., adults, children, individuals with disabilities).
  - articulation of a plan to maintain and improve professional competencies and the evolving knowledgebase of ethics and professional conduct.

#### Reflective Practice, Self-Assessment, and Self-Care

- Demonstrate competencies in conducting self-assessments which use case studies that document effectiveness of behavioral and cognitive psychology.
- Demonstrate specific methods to self-assess adherence to evidence-based behavioral and cognitive psychological approaches through analysis of individual cases.
- Demonstrate competencies to implement a decision making model to determine potential impaired practice and strategies to seek consultation and peer feedback when needed within a hypothetical case context

#### Scientific Knowledge and Methods

- Demonstrate knowledge of a consistent theory of science underpinning the practice of behavioral and cognitive psychology, including the capacity to articulate a foundational philosophy of science relying on one or more accepted philosophies (e.g., mechanism, functional contextualism).
- Demonstrate knowledge reflective of both nomothetic (i.e., group) and idiographic

(i.e., single case) research methodologies and how it relates to the delivery of behavioral and cognitive psychological interventions.

- Demonstrate knowledge reflective of integration of relevant research in the practice of behavioral and cognitive psychology and practices empirically supported research techniques and therapies.

#### Interdisciplinary Systems

- Demonstrate respect for the contribution of other professions (e.g., medicine, occupational therapy) to the delivery of behavioral and cognitive psychological interventions.
- Demonstrate knowledge, skills, and attitudes reflective of integration of the practice of behavioral and cognitive psychology into larger organizational systems (e.g., primary care, supported living settings).

#### Relationships

- Demonstrate knowledge, skills, and attitudes reflective of other professional groups and providers relevant to clients of behavioral and cognitive psychology (e.g., school staff).
- Demonstrate knowledge, skills, and attitudes to effectively develop family and client relationships using evidence-based strategies that promote the effectiveness of behavioral and cognitive psychological interventions.

#### Evidence-based Practice

- Demonstrate the integration of strategies that have been shown to be efficacious and/or effective for targeted symptoms when delivering behavioral and cognitive psychological interventions.
- Demonstrate knowledge, skills, and attitudes reflective that value ongoing implementation of sources of evidence for efficacious/effective behavioral and cognitive psychological interventions.

#### Assessment

- Demonstrate knowledge, skills, and attitudes reflective in using appropriate assessment strategies that promote evidence-based case conceptualizations and that provide clinically useful data to develop and evaluate behavioral and cognitive psychological interventions.

- Demonstrate knowledge, skills, and attitudes reflective in the selection, use, and interpretation of both single-case and group-norm based methods of behavioral and cognitive psychological assessment
- Demonstrate knowledge, skills, and attitudes reflective of how standardized and objective assessment methods are used in the delivery of behavioral and cognitive psychological interventions (e.g., methods for calculating interrater agreement, interpretation of technical information from assessment measures' manuals, differences between criterion-referenced and norm-referenced measures).
- Demonstrate the capacity to communicate assessment findings verbally and through written reports that are clear, concise, and understandable to patients, caregivers and other professionals.

### Intervention

- Demonstrate knowledge, skills, and attitudes reflective of the use of behavioral and cognitive psychological as it relates to case-conceptualization, intervention design, and assessment of intervention effectiveness
- Demonstrate knowledge, skills, and attitudes reflective of theoretical underpinnings for specific intervention design and delivery based on accepted behavioral and cognitive psychological theory.

### Consultation

- Demonstrate knowledge, skills, and attitudes reflective of collaborative approaches to the delivery of behavioral and cognitive consultations.
- Demonstrate communication skills that allow for implementation of behavioral and cognitive consultations.

### Research/Evaluation

- Demonstrate knowledge, skills and attitudes reflective of accepted single-subject experimental research designs (e.g., multiple-baseline designs), nomothetic experimental research designs (e.g., randomized clinical trials), quasi-experimental designs (posttest-only design with nonequivalent groups) and other program evaluation designs (e.g., cost-benefit designs).
- Demonstrate participation in research projects, that lead to submissions to, and attendance at, local and national research conferences.

### Supervision

- Demonstrate knowledge, skills, and attitudes reflective of a behavioral and cognitive psychological approach to all aspects of supervising others to carry out behavior-change procedures (e.g., training, performance management).
- Demonstrate knowledge, skills, and attitudes reflective of jurisdiction-specific laws and rules on delivery of behavioral and cognitive supervision.
- Demonstrate knowledge, skills, and attitudes reflective of professional issues in the delivery of behavioral and cognitive supervision (e.g., informed consent, professional boundaries with supervisees).
- Demonstrate responsiveness to supervision as evidenced by documentation of a) carrying out plans of action, b) asking relevant questions, c) seeking feedback about performance and progress of therapy, and d) accepting positive and corrective feedback.