

**C-9 P(k). Postdoctoral Residency Level 3 – Specialty Competencies**  
**Police and Public Safety Psychology**  
(Commission on Accreditation, February 2022)

Programs that are accredited in a substantive specialty practice area, as identified in IR C-5 P, are required to provide advanced preparation for practice in the competencies and associated elements associated with the specialty practice area. Specialty competencies must be operationalized in terms of multiple elements and must, at a minimum, reflect the bulleted content for each required specialty competency.

**I. Professional Values and Attitudes**

Postdoctoral residents are expected to:

- demonstrate behavior that reflects the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.
- demonstrate an emerging professional identity consistent with the specialty.
- demonstrate self-reflection regarding one’s personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness.
- demonstrate the ability to develop relationships within a collegial community providing mutual support for sustained competence, particularly with regard to providing services in extremis.

**II. Assessment**

Postdoctoral residents are expected to:

- demonstrate the ability to select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics;
- demonstrate the ability to collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient;
- demonstrate the ability to interpret and integrate assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective; and
- demonstrate the ability to communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.

**III. Intervention**

Postdoctoral residents are expected to:

- demonstrate the ability to develop evidence-based intervention plans specific to the service delivery goals;
- demonstrate the ability to implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables, including those associated with the working conditions and stressors in police and public safety employment;

- demonstrate the ability to apply the relevant research literature to clinical decision making;
- demonstrate the ability to modify and adapt evidence-based approaches effectively when a clear evidence base is lacking; and
- demonstrate the ability to evaluate intervention effectiveness and adapt intervention goals and methods consistent with ongoing evaluation.

#### **IV. Consultation and Interprofessional Skills**

Postdoctoral residents are expected to:

- demonstrate knowledge and respect for the roles and perspectives of other professions, including other health care professionals and police and public safety professionals;
- apply knowledge in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, systems related to health and behavior, and representatives of public safety and other governmental organizations;
- demonstrate knowledge of the occupational contexts in which police and other public safety personnel perform their services, including the paramilitary structure, and its roles in societal and governmental functioning;
- demonstrate knowledge of the essential job functions of police and other public safety service recipients they encounter in their training, as well as the organizational structure and chain of command within their respective organizations; and
- demonstrate knowledge of how occupational identities and roles of police and other public safety personnel interact (and conflict) with personal identity and other social, familial, and community roles.

#### **V. Communications and Interpersonal Skills**

Postdoctoral residents are expected to:

- develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services;
- demonstrate the ability to engage actively with diverse individuals, groups, and communities within the practice of Police and Public Safety Psychology; and
- demonstrate the ability to solicit clarification and understanding when confronted with diverse communities, viewpoints, interpersonal challenges, and professional obstacles.

#### **IV. Psycholegal Skills**

Postdoctoral residents are expected to:

- demonstrate knowledge of relevant published professional practice guidelines (e.g., APA Professional Practice Guidelines for Occupationally Mandated Psychological Evaluations, IACP Preemployment Psychological Evaluation Guidelines, IACP Fitness for-Duty Evaluation Guidelines) and how they pertain to professional activities within the specialty; and

- demonstrate the ability to apply core legal knowledge to the practice of Police and Public Safety Psychology.