

**ENDORSEMENT® COMPETENCY REQUIREMENTS OVERVIEW
INFANT MENTAL HEALTH SPECIALIST**

THEORETICAL FOUNDATIONS	DIRECT SERVICE SKILLS	WORKING WITH OTHERS	THINKING
<p align="center"><u>Knowledge Areas</u></p> <p>Pregnancy & early parenthood Infant/young child development & behavior Infant/young child & family-centered practice Relationship-focused, therapeutic practice Family relationships & dynamics Attachment, separation, trauma, grief, & loss Psychotherapeutic & behavioral theories of change Disorders of infancy/early childhood Mental & behavioral disorders in adults Cultural competence</p> <p>As demonstrated by (example): <i>For infants, very young children, and families referred and enrolled for services, supports and reinforces parent’s strengths, emerging parenting competencies, and positive parent-infant/ very young child interactions.</i></p>	<p align="center"><u>Knowledge Areas</u></p> <p>Observation & listening Screening & assessment Responding with empathy Intervention/treatment planning Developmental guidance Supportive counseling Parent-infant/young child relationship-based therapies & practices Advocacy Life skills Safety</p> <p>As demonstrated by (example): <i>For infants, very young children, and families referred and enrolled for services, establishes trusting relationship that supports the parent(s) and infant/ very young child in their relationship with each other and that facilitates change.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Building & maintaining relationships Supporting others/mentoring Collaborating Resolving conflict Empathy & compassion Consulting</p> <p>As demonstrated by (example): <i>Collaborates and shares information with staff of child care, foster care, community-based programs, and other service agencies to ensure effective, coordinated services.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Analyzing information Solving problems Exercising sound judgment Maintaining perspective Planning & organizing</p> <p>As demonstrated by (example): <i>Generates new insights and workable solutions to issues related to effective relationship-focused, family-centered care.</i></p>
LAW, REGULATION & AGENCY POLICY	SYSTEMS EXPERTISE	COMMUNICATING	REFLECTION
<p align="center"><u>Knowledge Areas</u></p> <p>Ethical practice Government, law, & regulation Agency policy</p> <p>As demonstrated by (example): <i>Exchanges complete and unbiased information in a supportive manner with families and other team members.</i></p>	<p align="center"><u>Knowledge Areas</u></p> <p>Service delivery systems Community resources</p> <p>As demonstrated by (example): <i>Makes families and service providers/ agencies aware of community resources available to families.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Listening Speaking Writing</p> <p>As demonstrated by (example): <i>Communicates honestly, sensitively, and empathically with families, using non-technical language.</i></p>	<p align="center"><u>Skill Areas</u></p> <p>Contemplation Self-awareness Curiosity Professional/personal development Emotional response Parallel process</p> <p>As demonstrated by (example): <i>Uses reflective practice throughout work with infants/ very young children and families to understand own emotional response to infant/ family work and recognize areas for professional and/ or personal development.</i></p>

For complete details about competencies and requirements, and to begin the process of Endorsement®, please visit www.wa-aimh.org/endorsement and email the WA-AIMH Endorsement® team at: endorsement@wa-aimh.org

