

**ENDORSEMENT® COMPETENCY REQUIREMENTS OVERVIEW  
INFANT FAMILY SPECIALIST**

THEORETICAL FOUNDATIONS	DIRECT SERVICE SKILLS	WORKING WITH OTHERS	THINKING
<p align="center"><b><u>Knowledge Areas</u></b></p> <p>Pregnancy &amp; early parenthood            Infant/young child development &amp; behavior            Infant/young child &amp; family-centered practice            Relationship-focused, therapeutic practice            Family relationships &amp; dynamics            Attachment, separation, trauma, grief, &amp; loss            Disorders of infancy/early childhood            Cultural competence</p> <p><b>As demonstrated by (example):</b>  <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"><b><u>Knowledge Areas</u></b></p> <p>Observation &amp; listening            Screening &amp; assessment            Responding with empathy            Advocacy            Safety            Life skills</p> <p><b>As demonstrated by (example):</b>  <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 needed change.</i></p>	<p align="center"><b><u>Skill Areas</u></b></p> <p>Building &amp; maintaining relationships            Supporting others/mentoring            Collaborating            Resolving conflict            Empathy &amp; compassion</p> <p><b>As demonstrated by (example):</b>  <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"><b><u>Skill Areas</u></b></p> <p>Analyzing information            Solving problems            Exercising sound judgment            Maintaining perspective            Planning &amp; organizing</p> <p><b>As demonstrated by (example):</b>  <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"><b><u>Knowledge Areas</u></b></p> <p>Ethical practice            Government, law, &amp; regulation            Agency policy</p> <p><b>As demonstrated by (example):</b>  <i>Exchanges complete and unbiased information in a supportive manner with families and other team members.</i></p>	<p align="center"><b><u>Knowledge Areas</u></b></p> <p>Service delivery systems            Community resources</p> <p><b>As demonstrated by (example):</b>  <i>Makes families and service providers/agencies aware of community resources available to families.</i></p>	<p align="center"><b><u>Skill Areas</u></b></p> <p>Listening            Speaking            Writing</p> <p><b>As demonstrated by (example):</b>  <i>Communicates honestly, sensitively, and empathically with families, using non-technical language.</i></p>	<p align="center"><b><u>Skill Areas</u></b></p> <p>Contemplation            Self-awareness            Curiosity            Professional/personal development            Emotional response</p> <p><b>As demonstrated by (example):</b>  <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](http://www.wa-aimh.org/endorsement) and email the WA-AIMH Endorsement® team at: [endorsement@wa-aimh.org](mailto:endorsement@wa-aimh.org)

