

ENDORSEMENT® COMPETENCY REQUIREMENTS OVERVIEW INFANT MENTAL HEALTH MENTOR

Designations: Clinical (C), Policy (P), or Research/Faculty (RF)

THEORETICAL FOUNDATIONS	DIRECT SERVICE SKILLS	WORKING WITH OTHERS	THINKING	REFLECTION
<p style="text-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 Adult learning theory & practice Statistics Research & evaluation</p> <p>As demonstrated by (example): <i>May practice each of the following oneself, but more importantly facilitates these skills in novice practitioners, students, clients, and other colleagues: Supports provision of information, guidance, and support to families related to the development and care of infants and very young children to further develop their parenting capabilities and the attachment relationship.</i></p>	<p style="text-align: center;"><u>Knowledge Areas</u></p> <p>Observation & listening Screening & assessment Responding with empathy Advocacy Safety Intervention/treatment planning Developmental guidance Supportive counseling Parent-infant/young child relationship-based therapies & practices Reflective supervision</p> <p>As demonstrated by (example): <i>Models, coaches, promotes, and otherwise instructs in the following competencies: 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 style="text-align: center;"><u>Skill Areas</u></p> <p>Building & maintaining relationships Supporting others Coaching & mentoring Collaborating Resolving conflict Empathy & compassion Crisis management Consulting</p> <p>As demonstrated by (example): <i>Actively participates and works cooperatively with interagency teams, planning committees, and ongoing work groups.</i></p>	<p style="text-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>Practices each of the following oneself, but also nurtures these skills in novice staff and other colleagues: Generates new insights and workable solutions to issues related to effective relationship-focused, family-centered care.</i></p>	<p style="text-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>Practices each of the following oneself, but also nurtures these skills in novice practitioners, students, and other colleagues: Consults regularly with others to understand own capacities and needs, as well as the capacities and needs of families.</i></p>
LAW, REGULATION, & AGENCY POLICY	SYSTEMS EXPERTISE	LEADING PEOPLE	COMMUNICATING	ADMINISTRATION (only for Policy)
<p style="text-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 service recipients, colleagues, agency representatives, legislators, and others.</i></p>	<p style="text-align: center;"><u>Knowledge Areas</u></p> <p>Service delivery systems Community resources</p> <p>As demonstrated by (example): <i>Utilizes an expert knowledge of the formal service delivery systems and community resources in decisions and recommendations.</i></p>	<p style="text-align: center;"><u>Skill Areas</u></p> <p>Motivating Advocacy Developing talent</p> <p>As demonstrated by (example): <i>Uses influencing and persuading skills, backed by own and others' expert knowledge, to promote effective infant mental health principles, practice, and programs.</i></p>	<p style="text-align: center;"><u>Skill Areas</u></p> <p>Listening Speaking Writing Group process</p> <p>As demonstrated by (example): <i>Demonstrates clarity, focus, accuracy, and diplomacy when speaking at workshops, meetings, conferences, legislative sessions, committee meetings.</i></p>	<p style="text-align: center;"><u>Skill Areas</u></p> <p>Program management Program development Program evaluation Program funding</p> <p>As demonstrated by (example): <i>Applies research findings to culturally sensitive, relationship-focused policy promoting infant mental health.</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

