List of Ten Core Competencies and Corresponding Practice Behaviors (CSWE)
FOUNDATION YEAR

Educational Policy and Accreditation Standards (EPAS):

2.1.1. Identify as a professional social worker and conduct oneself accordingly.
Practice Behaviors:
1. Advocate for client access to the services of social work
2. Practice personal reflection and self-correction to assure continual professional development
3. Attend to professional roles and boundaries
4. Demonstrate professional demeanor in behavior, appearance and communication
5. Engage in career-long learning
6. Use supervision and consultation

2.1.2. Apply social work ethical principles to guide professional practice.
Practice Behaviors:
7. Recognize and manage personal values in a way that allows professional values to guide practice
8. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics
9. Tolerate ambiguity in resolving ethical conflicts
10. Apply strategies of ethical reasoning to arrive at principled decisions

2.1.3. Apply critical thinking to inform and communicate professional judgments.
Practice Behaviors:
11. Distinguish, appraise and integrate multiple sources of knowledge, including research based knowledge and practice wisdom
12. Analyze models of assessment, prevention, intervention and evaluation
13. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues

2.1.4. Engage Diversity and Difference in Practice.
Practice Behaviors:
14. Recognize the extent to which a culture’s structure and values may oppress, marginalize, alienate, create or enhance privilege and power
15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
16. Recognize and communicate his/her understanding of the importance of difference in shaping life experiences
17. View him/herself as a learner and engage those with whom he/she works as informants

2.1.5. Advocate for human rights and social justice.
Practice Behaviors:
18. Understand the forms and mechanisms of oppression and discrimination
19. Advocate for human rights and social and economic justice
20. Engage in practices that advance social and economic justice
2.1.6. Engage in research-informed practice and practice-informed research.

Practice Behaviors:
21. Use practice experience to inform scientific inquiry and
22. Use research evidence to inform practice.

2.1.7. Apply knowledge of human behavior in the social environment.

Practice Behaviors:
23. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation
24. Critique and apply knowledge to understand person and environment.

2.1.8. Engage in policy practice to advance social and economic well-being.

Practice Behaviors:
25. Analyze, formulate, and advocate for policies that advance social well-being; and
26. Collaborate with colleagues and clients for effective policy action.

2.1.9. Respond to contexts that shape practice.

Practice Behaviors:
27. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services
28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

2.1.10. Engage, assess, intervene and evaluate with individuals, families groups, organizations and communities.

Practice Behaviors:
**Engagement:**
29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities
30. Use empathy and other interpersonal skills
31. Develop a mutually agreed-on focus of work and desired outcomes

**Assessment:**
32. Collect, organize, and interpret client data
33. Assess client strengths and limitations
34. Develop mutually agreed-on intervention goals and objectives
35. Select appropriate intervention strategies

**Intervention:**
36. Initiate actions to achieve organizational goals
37. Implement prevention interventions that enhance client capacities
38. Help clients resolve problems
39. Negotiate, mediate, and advocate for clients
40. Facilitate transitions and endings

**Evaluation:**
41. Social workers critically analyze, monitor, and evaluate interventions