Alaska Association for Infant & Early Childhood Mental Health

AK-AIMH Competency Guideline Self-Study Guide[1]

Using the self-study grid below, determine if you have had a college/university course, an in-service training, a work experience or a reflective supervision/consultation experience that has contributed to your knowledge or skill in a particular area.   Consider where your strengths lie and what you need to do to "fill in the gaps" to develop greater competency as an Infant Family Associate, Infant Family Specialist, Infant Mental Health Specialist or Infant Mental Health Mentor.

Theoretical Foundations	Education	Work	In-service training(s)
pregnancy and early parenthood (I, II, III & IV)			
infant/young child development and behavior (I, II, III &IV)			
infant/young child & family-centered practice (I, II, III & IV)			
relationship-based, therapeutic practice (I, II, III & IV)			
family relationships & dynamics (I, II, III & IV)			
attachment, separation, trauma & loss (I, II, III & IV)			
psychotherapeutic & behavioral theories of change (III & IV)			
disorders of infancy/early childhood (II, III & IV)			
mental & behavioral disorders-adults (III & IV)			
cultural competence (I, II, III & IV)			
adult learning theory & practice (IV - all)			
statistics (IV - all)			
research & evaluation (IV - all)			

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[1] The Self-Study Guide was developed by MI-AIMH and is being used with permission.

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Law, Regulation & Policy	Education	Work	In-service training(s)
ethical practice (I, II, III & IV)			
government, law & regulation (I, II, III & IV)			
agency policy (I, II, III & IV)			

Systems Expertise	Education	Work	In-service training(s)
service delivery systems (I, II, III & IV)			
community resources (I, II, III & IV)			

Direct Service Skills	Education	Work	In-service training(s)	Reflective supervision/consultation
observation & listening (I, II, III & IV)				
screening & assessment (I, II, III & IV)				
responding with empathy (I, II, III & IV)				
treatment planning (III & IV)				
developmental guidance (III & IV)				
supportive counseling (III & IV)				
parent-infant/toddler psychotherapy (III & IV)				
advocacy (I, II, III & IV)				
life skills (I, II, III & IV)				
safety (I, II, III & IV)				
reflective clinical supervision (IV - clinical)				

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Working with Others	Education	Work	In-service training(s)	Reflective supervision/consultation
building & maintaining relationships (I, II, III & IV)				
supporting others (I, II, III & IV)				
mentoring (II, III)				
coaching & mentoring (IV)				
collaborating (I, II, III & IV)				
resolving conflict (I, II, III & IV)				
crisis management (IV)				
empathy & compassion (I, II, III & IV)				
consulting (IV)				

Communicating	Education	Work	In-service training(s)	Reflective supervision/consultation
listening (I, II, III & IV)				
speaking (I, II, III & IV)				
writing (I, II, III & IV)				
group process (IV)				

Thinking	Education	Work	In-service training(s)	Reflective supervision/consultation
analyzing information (I, II, III & IV)				
solving problems (I, II, III & IV)				
exercising sound judgment (I, II, III & IV)				
maintaining perspective (I, II, III & IV)				
planning & organizing (I, II, III & IV)				

Reflection	Education	Work	In-service training(s)	Reflective supervision/consultation
contemplation (I, II, III & IV)				
self awareness (I, II, III & IV)				
curiosity (I, II, III & IV)				
professional/personal development (I, II, III & IV)				
emotional response (I, II, III & IV)				
parallel process (III & IV)				

Level IV only:

Leading People	Education	Work	In-service training(s)
motivating (IV)			
advocacy (IV)			
developing talent (IV)			

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Administration	Education	Work	In-service training(s)
program management (IV - policy)			
program development (IV - policy)			
program evaluation (IV - policy)			
program funding (IV - policy)			

Research & Evaluation	Education	Work	In-service training(s)	Reflective supervision/consultation
study of infant relationships & attachment (IV – research/faculty)				
study of infant development & behavior (IV – research/faculty)				
study of families (IV – research/faculty)				