

**KAISER PERMANENTE NORTHERN CALIFORNIA
POSTDOCTORAL RESIDENCY PROGRAMS IN CLINICAL PSYCHOLOGY**

The aims, objectives and competencies of the Postdoctoral Residency Programs in Clinical Psychology are as follows:

LEVEL ONE COMPETENCIES

A. Integration of Science and Practice

1) Scientific Foundations of Psychology and Professional Practice

Objectives: Resident...

- Uses theoretical and research knowledge to conceptualize cases and form appropriate treatment goals
- Models a commitment to educational and scholarly endeavors to keep current with research
- Understands the biopsychosocial etiology of psychological disorders, including psychoneuroimmunological factors

2) Research and Program Evaluation

Objectives: Resident...

- Understands the importance of program evaluation to the practice of Health Service Psychology
- Develops and implements program evaluation and/or research projects
- Demonstrates consideration of diversity factors when developing program evaluation project
- Demonstrates competence in evaluating outcomes
- Provides outcomes to colleagues and organizational leaders to improve program

B. Individual and Cultural Diversity

1) Awareness of individual differences based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language and socioeconomic status

Objectives: Resident...

- Independently monitors and applies knowledge of self and others as cultural beings, and the interaction as shaped by individual and cultural diversity of participants in assessment, treatment, research, consultation and supervision
- Demonstrates competence in building rapport with all patients, taking in to account issues of diversity
- Demonstrates competence in knowing when to seek cultural consultation
- Applies knowledge, skills, attitudes and values regarding intersecting and complex dimensions of diversity

C. Ethical and Legal Standards

1) Ethical and Legal Standards, Policies, and Guidelines

Objectives: Resident...

- Demonstrates command and understanding of the APA Ethical Principles and Code of Conduct
- Demonstrates understanding of state and federal laws and APA policies that apply to health service psychology
- Independently and consistently integrates ethical and legal standards into all competencies
- Understands and observes all Kaiser Permanente policies, regulations, and codes of conduct
- Understands and adheres to all Kaiser Permanente postdoctoral residency policies as delineated in the Policy and Procedure Manual for Postdoctoral Residency Programs in Clinical Psychology

LEVEL TWO COMPETENCIES

D. Professional Values, Attitudes, and Behaviors

1) Professionalism

Objectives: Resident...

- Monitors and independently resolves clinical, organizational and interpersonal situations by incorporating professional values and integrity
- Independently accepts personal responsibility across settings and contexts
- Independently acts to safeguard the welfare of others, patients as well as colleagues
- Demonstrates self-reflection in the context of professional practice

- Accurately assesses self in all competency domains
- Actively self-monitors issues related to self-care

E. Communication and Interpersonal Skills

1) Relates effectively and meaningfully with individuals, groups and/or communities

Objectives: Resident...

- Develops and maintains productive and respectful relationships with clients, peers/colleagues, supervisors and managers
- Demonstrates skill in managing difficult communications and resolving conflict
- Oral and written communications are informative, articulate, and succinct and demonstrate a thorough grasp of professional language and concepts

F. Assessment

1) Measurement, Psychometrics, and Diagnosis

Objectives: Resident...

- Understands the strengths and limitations of assessment instruments and diagnostic approaches
- Understands that variables such as substance abuse, poor diet, lack of exercise, sleep problems and other medical conditions can confound assessment results
- Collaboratively selects and implements multiple methods of evaluation in ways that are responsive to and respectful of diverse individuals, couples, families and groups
- Utilizes case formulation and diagnosis for intervention planning in the context of human development and diversity
- Interprets results and organizes the report to accurately answer the presenting question and gives specific recommendations to the referring provider
- Conducts a comprehensible and constructive feedback interview with the patient, explaining results and recommendations

G. Intervention

1) Intervention Planning and Implementation

Objectives: Resident...

- Applies knowledge of evidence-based practice, including biopsychosocial bases of intervention strategies
- Plans interventions, including case conceptualizations that are specific to context and patient preferences
- Displays competent clinical skills and good judgment in evaluating a wide range of diagnoses, taking into consideration complicating medical conditions and diverse patient populations
- Demonstrates increasing competence to conceptualize more complex cases
- Uses evidence-based treatment modalities with flexibility to adapt to patient needs
- Demonstrates competence in the constructive use of own emotional reactions to patients
- Seeks consultation for complex cases, such as those with chronic medical conditions
- Evaluates treatment progress and modifies planning, utilizing established outcome measures when appropriate

H. Consultation and Interdisciplinary Systems

1) Role of the Consultant and Application of Consultation Methods*

Objectives: Resident...

- Demonstrates knowledge and awareness of leadership skills as a consultant and/or psychological liaison in multidisciplinary teams
- Demonstrates knowledge and ability to select appropriate means of assessment/data gathering to answer referral question
- Applies knowledge to provide effective assessment feedback and to articulate appropriate recommendations

2) Interprofessional/Interdisciplinary Skills

Objectives: Resident...

- Knowledgeable and respectful of differing worldviews, roles, professional standards, and contributions of other professionals
- Demonstrates skills that support effective interdisciplinary team functioning
- Participates in and initiates interdisciplinary collaboration directed toward shared goals

I. Community Partnerships

Objective: Resident...

- Provides education and training based on empirical literature to promote healthy behaviors in underserved populations