

Content Outline with integrated exam blueprint

1. Professionalism

a. Professional Values and Attitudes (14.3% of the exam)

i. Integrity

1. Identifies situations that challenge professional values, and seeks supervisor guidance as needed
2. Demonstrates ability to discuss failures and lapses in adherence to professional values with supervisors as appropriate

ii. Deportment

1. Demonstrates awareness of the impact behavior has on client public and profession
2. Knows appropriate language and demeanor in professional communications

iii. Accountability

1. Completes required case documentation promptly and accurately
2. Accepts responsibility for meeting deadlines
3. Understands importance of acknowledgement of errors
4. Takes appropriate action to correct errors that may have been made
5. Utilizes supervision to strengthen effectiveness of practice

iv. Concern for Welfare of Others

1. Understands language of respect in interpersonal interactions with others including those from divergent perspectives or backgrounds
2. Is aware of personal biases and is able to set them aside when working with clients
3. Determines when response to client needs takes precedence over personal needs

v. Professional Identity

1. Can differentiate relevant professional organizations in counseling
2. Understands the need to regularly attend professional workshops and conferences
3. Understands when to consult literature relevant to client care

b. Individual and Cultural Diversity (9.3% of the exam)

i. Self-shaped Diversity

1. Uses knowledge of self to monitor effectiveness as a professional
2. Understands self as a cultural being
3. Initiates consultation about diversity issues with others

ii. Others shaped diversity

1. Demonstrates understanding that others may have multiple cultural and other identities

2. Understands that different aspects of identity may shift in salience with social context
- iii. Interaction self others
 1. Understands how diversity may affect interactions with others
- iv. Application with individual
 1. Demonstrates knowledge of Individual Cultural Difference scholarship literature
 2. Demonstrates knowledge of culturally sensitive evidence based practices
 3. Demonstrates awareness and knowledge of effects of oppression and privilege on self and others
 4. Understands that language can be used in oppressive or liberating ways
- c. Ethical Legal Standards (13.3% of the exam)
 - i. Applies Ethical Standards
 1. Identifies ethical dilemmas effectively *
 2. Consults appropriately with supervisor to act upon ethical and legal aspects of practice
 3. Recognizes and discusses limits of own ethical and legal knowledge
 4. Demonstrates knowledge of legal issues, including child and elder abuse reporting, confidentiality, and informed consent
 5. Understands ethical and legal aspects in case conceptualization
 - ii. Knowledge of ethical legal Standards
 1. Understand the difference between ethical standards and legal precedents
 2. Is aware of current laws/court precedents affecting counseling, including HIPPA, FERPA, etc.
 - iii. Ethical decision- making
 1. Applies ethical decision-making models for ethical issues in counseling
 2. Identifies ethical implications in cases and understands the ethical elements present in ethical dilemma or question
 - iv. Ethical Conduct
 1. Is able to articulate knowledge of own moral principles and ethical values in a professional context in discussions with supervisors and peers about ethical issues
 2. Is able to spontaneously discuss the intersection of personal issues and professional ethics
 - v. Ethical Treatment Issues
 1. Is able to monitor and recognize when a patient/client has completed treatment
 2. Is able to assess when the provider/patient relationship is not healthy and/or should be terminated

3. Demonstrates competency in their ability to effectively terminate with a patient and provide appropriate support, information, guidance and referrals for continued care
- d. Reflective Practice of Self Assessment (9% of the exam)
 - i. Reflective Practice
 1. Is able to describe how others experience him/her and identifies roles one might play within a group
 2. Self-identifies multiple individual and cultural identities
 3. Displays ability to adjust professional performance as situations require
 4. Reviews, critiques, and seeks feedback on own professional performance via video or audio recording
 - ii. Self Assessment
 1. Identifies areas requiring further professional growth
 2. Writes a personal statement of professional goals
 3. Identifies learning objectives for overall training plan
 4. Systemically and effectively reviews, critiques, and seeks feedback on own professional performance via video or audio recording
 - iii. Self Care
 1. Understands how to maintains/alter weekly schedule to allow for self care activities
 2. Can demonstrate how to present work for feedback, and integrate feedback into performance
 3. Is open to supervision/consultation and able to respond to input appropriately.
2. Relational (15.8% of the exam)
 - a. Interpersonal Relationships
 - i. Can demonstrate how to form effective working alliance with clients
 - ii. Understands how to repair ruptures in the working alliance with clients
 - iii. Demonstrates respectful and collegial interactions with those who have different professional models or perspectives
 - b. Affective Skills
 - i. Demonstrates appropriate disclosures regarding problematic interpersonal situations
 - ii. Demonstrates understanding of diverse viewpoints in challenging interactions
 - iii. Understands the importance of accepting and implementing supervisory feedback non-defensively
 - iv. Can acknowledges own role in difficult interpersonal interactions
 - v. Demonstrates how to initiate discussion regarding disagreements with colleagues or supervisors

- vi. Understands the importance of tolerating ambiguity and uncertainty in professional relationships
- vii. Knows how to maintain affective equilibrium and focus on therapeutic tasks in face of client distress
- viii. Understands how to resolve disagreements so they do not escalate negatively
- ix. Demonstrates how to seek clarification in challenging interpersonal communications
- c. Expressive Skills
 - i. Uses professional terms and concepts appropriately and clearly in discussions, case reports, etc.
 - ii. Understands terms and concepts used in professional texts and in others' case reports
 - iii. Prepares clearly written assessment reports
 - iv. Presents clinical process to supervisor/consultant in a succinct, organized, well-summarized way
 - v. Provides oral feedback to client regarding assessment and diagnosis using language the client can understand
- 3. Science (7.8% of the exam)
 - a. Science Knowledge and Methods
 - i. Scientific Mindedness
 1. Uses scientific research and theory to support ideas in case conceptualization and presentation
 2. Generates hypotheses regarding own contribution to therapeutic process and outcome
 3. Formulates appropriate questions regarding case conceptualization
 - ii. Scientific Foundation
 1. Displays understanding of the scientific foundations of counseling competencies
 - iii. Scientific Foundation Practice
 1. Understands the importance and application of evidence based practice in counseling
 2. Cites scientific research and theory to support an argument when appropriate
 3. Evaluates and applies scientific research and theory in the area of practice with client
 - iv. Neuropsychology and Psychopharmacology
 1. Demonstrates current knowledge on the neural bases of human behavior
 2. Demonstrates current knowledge on the effects of psychopharmacological agents on human behavior

4. Application

a. Evidence Based Practice (16% of the exam)

i. Knowledge application Evidence Based Practice

1. Demonstrates knowledge of interventions and explanations for their use based on Evidence Based Practice
2. Understands the limitations and applications of Evidence Based Practices to diverse populations
3. Demonstrates the ability to select appropriate interventions, assessment tools, and consultation methods for different practice problems and populations
4. Writes a statement of own theoretical perspective regarding intervention strategies
5. Demonstrates evidence of an integrated counseling theory that is consistent with evidence-based practice
6. Demonstrates knowledge of group counseling theory that is consistent with evidence-based practice
7. Creates a treatment plan that reflects successful integration of empirical findings, clinical judgment, and client preferences

ii. Knowledge of Measurement and Psychometrics

1. Identifies appropriate assessment measures for cases

iii. Knowledge of Assessment Methods

1. Demonstrates ability to select, administer, score and interpret assessment tools accurately with client populations with awareness of cultural bias in assessment protocols
2. Collects accurate and relevant data from structured and semi-structured interviews and mini-mental status exams

iv. Application of Assessment Methods

1. Articulates relevant developmental features and clinical symptoms as applied to presenting question
2. Demonstrates ability to identify contextual factors, strengths, and problem areas including differential diagnosis when relevant and appropriate.

v. Diagnosis

1. Articulates relevant developmental features and clinical symptoms as applied to presenting question
2. Demonstrates ability to identify problem areas and to use concepts of differential diagnosis

vi. Conceptualization and Recommendations

1. Presents cases and reports demonstrating how diagnosis is based on case material

2. Makes clinical decisions based on holistic, evidence-based appraisal of the person in context. This may include diagnoses, hypotheses and recommendations
- vii. Communication of Assessment Findings
 1. Demonstrates ability to communicate formal and informal assessment finding effectively, including appropriate progress notes
 2. Demonstrates knowledge of organization of test reports and progress notes
- b. Intervention (7.1% of the exam)
 - i. Intervention Planning
 1. Articulates a theory of change and identifies interventions to implement change
 2. Writes case conceptualization reports and collaborative treatment plans incorporating evidence-based practices
 - ii. Skills
 1. Understands and demonstrates how to develop therapeutic rapport with clients
 2. Demonstrates appropriate judgment about when to consult
 - iii. Intervention
 1. Demonstrates application of evidence-based practice in case write up
 - iv. Implementation
 1. Understands how to discuss evidence-based practices during supervision/consultation
 - v. Progress Evaluation
 1. Describes instances of lack of progress and actions taken in response
 2. Demonstrates ability to evaluate treatment progress in context of evidence based interventions
5. Systems (7.4% of the exam)
 - a. Interdisciplinary Systems
 - i. Knowledge of Contributions of other Professions
 1. Understands integrated care
 2. Respects other professionals' roles, functions and expertise
 3. Demonstrates openness and ability to conceptualize the client from the perspectives of other professionals
 - b. Advocacy
 - i. Empowerment
 1. Identifies specific barriers to client improvement, e.g., lack of access to resources
 2. Assists client in development of self-advocacy plans

ii. System Change

1. Identifies target issues/agencies most relevant to systematic intervention
2. Formulates and engages in plan for system advocacy and action
3. Demonstrates understanding of appropriate boundaries and times to advocate on behalf of client