



Competency-based education rests on a shared view of the nature of competence in professional practice. Social work competence is the ability to integrate and apply social work knowledge, values, skills, and cognitive and affective processes to practice situations in a culturally responsive, purposeful, intentional, and professional manner to promote human and community well-being. The EPAS recognizes a holistic view of competence; that is, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker's critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations.

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## Overview of Dimensions



### **Knowledge**

Theoretical  
Factual  
Practical/Personal



### **Values**

Service  
Social Justice  
Dignity and worth of a person  
Importance of human relationships  
Integrity  
Competence



### **Skills**

Personal  
Interpersonal  
Leadership  
Presentation  
Writing



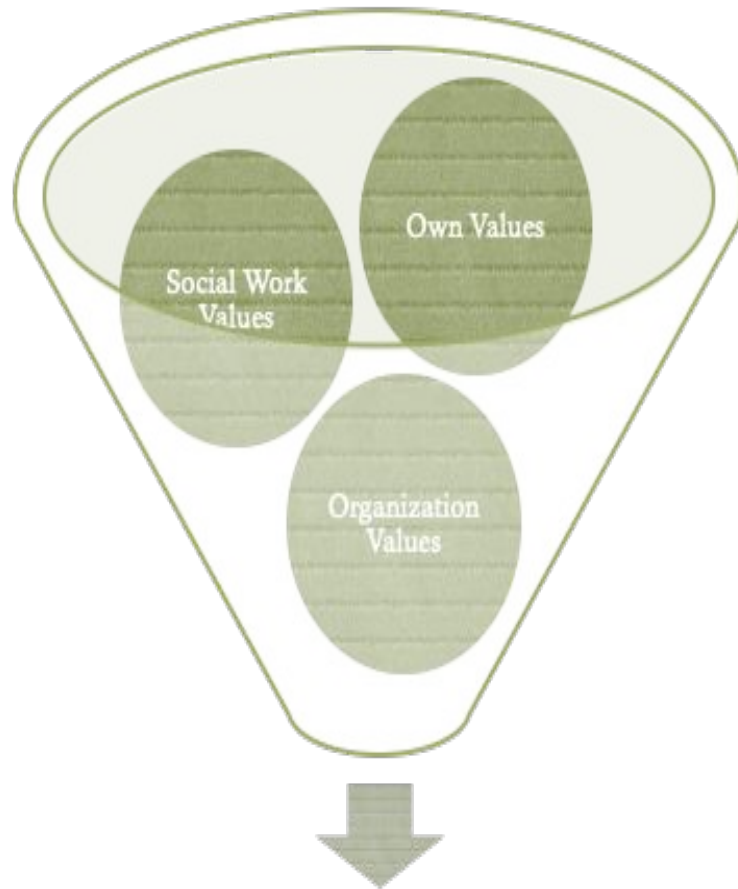
### **Cognitive and Affective Processes**

Critical Thinking and Problem Solving  
Awareness  
Self-Regulation  
Adaptability

# 3 Types of Knowledge

Theoretical	<ul style="list-style-type: none"><li>● Theories that illuminate our understanding of people, situations and events</li><li>● Theories that analyse the role, task and purpose of social work</li><li>● Theories that relate to direct practice, such as practice approaches and perspectives</li></ul>
Factual	<ul style="list-style-type: none"><li>● Social policies, law/legislation</li><li>● Agency policies, procedures and systems</li><li>● Knowledge of people and specific problems</li></ul>
Practice/Practical/Personal	<ul style="list-style-type: none"><li>● Knowledge acquisition</li><li>● Knowledge use</li><li>● Knowledge creation</li></ul>

# Values



**Successful Integration**

National Association of Social Workers (NASW)  
Ethical Principles

- Service
- Social Justice
- Dignity and worth of a person
- Importance of human relationships
- Integrity
- Competence

NOTE: Consider the role of other disciplines

Skill	Definition	Examples
Personal Skills	Abilities and qualities individuals possess to interact with others, adapt to situations, and manage themselves effectively.	Communication, time management, problem-solving, critical thinking, emotional intelligence
Interpersonal Skills	Ability to interact and communicate effectively with others, understand their emotions and needs, and build positive relationships.	Active listening, empathy, conflict resolution, teamwork, negotiation
Leadership Skills	Capabilities to guide and influence others towards common goals, including strategic thinking, decision-making, communication, and motivation.	Strategic thinking, decision-making, communication, delegation, motivation, problem-solving
Presentation Skills	Ability to deliver information effectively to an audience through clear and engaging communication, using visual aids and adapting to the audience.	Structuring content, using visual aids effectively, engaging delivery, adapting to audience needs and expectations
Writing Skills	Ability to convey ideas, information, or thoughts through written communication, including grammar, organization, and clarity.	Grammar, vocabulary, organization, clarity, audience awareness

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## Cognitive and Affect: A model for critical thinking (Huffman et al., 1991)

Cognitive Processes	Affective Process	Behavioral Components
<ul style="list-style-type: none"><li>•Thinking Independently</li><li>•Defining problems accurately</li><li>•Analyzing data for value and content</li><li>•Employing a variety of thinking processes in problem solving</li><li>•Synthesizing</li><li>•Resisting overgeneralizations</li><li>•Employing metacognition</li></ul>	<ul style="list-style-type: none"><li>•Valuing truth above self-interest</li><li>•Accepting change</li><li>•Empathizing</li><li>•Welcome divergent views</li><li>•Tolerating ambiguity</li><li>•Recognizing personal biases</li></ul>	<ul style="list-style-type: none"><li>•Delaying judgment until adequate data is available</li><li>•Employing precise terms</li><li>•Gathering Data</li><li>•Distinguishing fact from opinion</li><li>•Encouraging critical dialogue</li><li>•Listening actively</li><li>•Modifying judgements in light of new information</li><li>•Applying knowledge to new situations</li></ul>