

Core competencies in human trafficking, domestic and sexual violence for helping professionals: *Clinician Self-Assessment Tool*

Your honest assessment of these competencies will provide the state task force with more info on system needs to improve future training. This assessment will not be externally evaluated; rather, the intent is to self-assess and identify areas for future growth. Please note while you are taking this survey you will see the term “survivor” primarily used throughout. We acknowledge that professionals in different settings may use terms including victim, patient, client or survivor. Additionally, this tool was created to be inclusive of intersecting forms of violence including human trafficking, domestic and sexual violence. You may have more expertise addressing one type of victimization than another. In the development plan at the end of this document, please note any areas in which you would like to grow when responding to survivors of human trafficking, domestic violence or sexual violence.

Competency Area A: Competencies regarding ethical and legal considerations	Evaluation
Competency	<p>Scale 0-5 Scoring Key:</p> <p>0. I have never heard of and/or do not understand this concept.</p> <p>1. I have heard of this concept.</p> <p>2. I have novice training on this concept (e.g. have seen a presentation).</p> <p>3. I have advanced training on this concept (e.g. workshop, continuing ed class)</p> <p>4. I have integrated this concept into my practice.</p> <p>5. I could train others on this concept.</p>
A. 01 I am able to encourage survivors to make their own choices about their healing process.	0 1 2 3 4 5
A. 02. I know about victims' rights .	0 1 2 3 4 5
A. 03 I know about civil rights .	0 1 2 3 4 5
A. 04 I know about other rights defined by state and local authorities (for example, HIPAA, U-Visa, T-Visa, employment rights, academic accommodations, IDEA, etc.)	0 1 2 3 4 5
A.05 I observe ethical guidelines, including informed consent, confidentiality, reporting child and adult abuse, duty to warn, dual relationships, and other relevant principles regarding sexual violence, intimate partner violence and human trafficking.	0 1 2 3 4 5

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A.06 I know the laws that apply to confidentiality and privilege regarding interviews and records.	0	1	2	3	4	5
A.07 I know the ethical principles that apply to confidentiality regarding interviews and records.	0	1	2	3	4	5
A.08 I know appropriate methods of documentation that maximize confidentiality and safety of clients.	0	1	2	3	4	5
A.09 I know appropriate procedures that maximize safety of providers.	0	1	2	3	4	5
A.10 I am aware of warning signs of vicarious trauma in myself and colleagues.	0	1	2	3	4	5
A.11 I know what vicarious trauma is and understand the importance of addressing it in a timely manner to ensure the continued delivery of high-quality services.	0	1	2	3	4	5
A.12 I know strategies for addressing vicarious trauma in myself and colleagues, including resources available from the Trauma Stewardship Institute .	0	1	2	3	4	5
A.13 I recognize ethical guidelines and boundaries in working with survivors.	0	1	2	3	4	5
A.14 I recognize when I have become too personally involved in a survivor's situation.	0	1	2	3	4	5
A.15 I maintain clear boundaries with clients by not giving out my home phone number or cell phone number.	0	1	2	3	4	5
A.16 I work responsibly and flexibly with boundary issues.	0	1	2	3	4	5
A.17 If unable to resolve an outstanding issue in a collegial manner, report the transgression of ethical or civil rights to appropriate authorities according to standards and procedures of own profession and setting. If survivor confidentiality is involved, the reporting is done with the consent of the client.	0	1	2	3	4	5
A.18 I adhere to my licensing or credentialing board standards.	0	1	2	3	4	5
A.19 I evaluate relationships, interventions, programs, and contracts according to ethical standards.	0	1	2	3	4	5

A.20 I solicit feedback from others on any complex behavior or intervention.	0	1	2	3	4	5
A.21 I know about and conform to recognized practice guidelines, standards of care, agency policies, and relevant accreditation requirements.	0	1	2	3	4	5
A.22 I am aware of cultural factors that influence the occurrence of sexual violence, intimate partner violence and human trafficking.	0	1	2	3	4	5
A.23 I am aware of cultural factors that influence patterns of responses to sexual violence, intimate partner violence and human trafficking at the client’s individual level.	0	1	2	3	4	5
A.24 I know how to provide assessments that are culturally competent and respect human rights.	0	1	2	3	4	5
A.25 I know how to provide interventions that are culturally competent and respect human rights.	0	1	2	3	4	5

Competency Area B: Competencies regarding identification and assessment	Evaluation					
Competency	Scale 0-5 Scoring Key:					
	0. I have never heard of and/or do not understand this concept. 1. I have heard of this concept. 2. I have novice training on this concept (e.g. have seen a presentation). 3. I have advanced training on this concept (e.g. workshop, continuing ed class) 4. I have integrated this concept into my practice. 5. I could train others on this concept.					
B.01 I am aware of the impact of sexual violence on male, female and transgender survivors.	0	1	2	3	4	5
B.02 I am aware of the impact of sexual violence, intimate partner violence and human trafficking in all its forms throughout a lifetime.	0	1	2	3	4	5
B.03 I demonstrate up-to-date knowledge of different characteristics of survivors of human trafficking, sexual assault and intimate partner violence.	0	1	2	3	4	5
B.04 I demonstrate up-to-date knowledge of how survivors are affected, including diagnosis, duration, and recovery processes; and etiology, and the impact of victimization on the survivors' life.	0	1	2	3	4	5
B.05 I recognize the diagnostic challenges associated with survivors.	0	1	2	3	4	5
B.06 I have the capacity necessary to work with clients across multiple systems to meet their needs.	0	1	2	3	4	5
B.07 I understand cultural dynamics related to human trafficking survivors	0	1	2	3	4	5
B.08 I know about societal, cultural, racial, gender, and other issues related to survivors, including the following: identify cultural, economic, and social factors affecting survivors; identify the impact of housing and homelessness on survivors; recognize the dynamics of physical and/or psychological and sexual abuse; and understand the association between violence and survivors.	0	1	2	3	4	5
B.09 I am aware of co-morbidity of sexual violence, intimate partner violence, human trafficking and elder abuse.	0	1	2	3	4	5

B.10 I am aware of co-morbidity of sexual violence, intimate partner violence, human trafficking and child abuse.	0	1	2	3	4	5
B.11 I am aware of co-morbidity of sexual violence, intimate partner violence and human trafficking and abuse against animals.	0	1	2	3	4	5
B.12 I am aware of factors that increase vulnerability to sexual violence, intimate partner violence and human trafficking while in no way blame survivors for these vulnerabilities.	0	1	2	3	4	5
B.13 I understand and am sensitive to the unique needs of survivors, and I have access to resources to learn more about the unique needs of survivors.*	0	1	2	3	4	5
<i>Please rate your competencies to respond to the needs of individuals in these demographics:</i>						
B.14 Varying abilities/disabilities	0	1	2	3	4	5
B.15 Gender	0	1	2	3	4	5
B.16 Age, spanning children, adolescents and elders	0	1	2	3	4	5
B.17 Individuals with limited access to resources	0	1	2	3	4	5
B.18 Mental illness	0	1	2	3	4	5
B.19 Addiction	0	1	2	3	4	5
B.20 I am aware of the importance of protective factors for survivors.	0	1	2	3	4	5
B.21 I am able to identify protective factors of survivors.	0	1	2	3	4	5
B.22 I understand societal factors that contribute to sexual violence, intimate partner violence and human trafficking including power, patriarchy, oppression and privilege.	0	1	2	3	4	5
B.23 I know the emotional, physical, sexual health indicators of sexual violence, intimate partner violence and human trafficking victimization.	0	1	2	3	4	5
B.24 I know the behavioral indicators of sexual violence, intimate partner and human trafficking victimization.	0	1	2	3	4	5

B.25 I know developmentally appropriate questions to be used in repeated screenings in various settings.	0	1	2	3	4	5
B.26 I am aware of individual, cultural, familial, and societal strengths and resiliencies that facilitate disclosing and recovering from sexual violence, intimate partner violence and human trafficking.	0	1	2	3	4	5
B.27 I understand and value cultural, ethnic and racial differences, help-seeking, and alternative healing practices, as well as lifestyles, goals, family and community life	0	1	2	3	4	5
B.28 I continually seek new ways to grow in my understanding of cultural, ethnic and racial differences.	0	1	2	3	4	5
B.29 I demonstrate a willingness to increase my cultural competence through continuing education opportunities related to topics of race, ethnicity, and cultural diversity.	0	1	2	3	4	5
B.30 I demonstrate basic cultural competency with the clients I work with.	0	1	2	3	4	5
B.31 I understand the significant physical and mental health impact of current, ongoing and prior sexual violence, intimate partner violence and human trafficking on survivors.	0	1	2	3	4	5
B.32 I understand how my own and other personal reactions, biases and values regarding sexual violence, intimate partner violence and human trafficking can impact professional interactions.	0	1	2	3	4	5

Competency Area C: Competencies regarding intervention	Evaluation					
Competency	Scale 0-5 Scoring Key:					
	<p>0. I have never heard of and/or do not understand this concept.</p> <p>1. I have heard of this concept.</p> <p>2. I have novice training on this concept (e.g. have seen a presentation).</p> <p>3. I have advanced training on this concept (e.g. workshop, continuing ed class)</p> <p>4. I have integrated this concept into my practice.</p> <p>5. I could train others on this concept.</p>					
C.01 I can communicate non-judgmentally and compassionately with survivors of sexual violence, intimate partner violence and human trafficking.	0	1	2	3	4	5
C.02 I can communicate non-judgmentally and compassionately with families and friends of survivors of sexual violence, intimate partner violence and human trafficking.	0	1	2	3	4	5
C.03 I am aware of the importance of communicating to survivors that they are not alone and that there are resources available to them.	0	1	2	3	4	5
C.04 I understand control tactics used by perpetrators.	0	1	2	3	4	5
C.05 I can provide three examples of control tactics used by perpetrators.	0	1	2	3	4	5
C.06 I understand protective strategies used by survivors.	0	1	2	3	4	5
C.07 I understand how some interventions (e.g., couple counseling, mediation, family counseling) can increase risk to survivors.	0	1	2	3	4	5
C.08 I understand how to work with survivors to increase safety.”	0	1	2	3	4	5
C.09 I understand and use evidence-based best practices and interventions specific to the survivor population and investigate new interventions that appear promising.	0	1	2	3	4	5

C.10 I have access to resources about how to use evidence-based best practices, interventions and promising practices specific to the survivor population.	0	1	2	3	4	5
C.11 I understand critical elements of effective batterer intervention programs - programs that hold batterers accountable while striving to change behavior - in order to be able to make appropriate referrals to batterer intervention services.	0	1	2	3	4	5
C.12 I understand critical elements of effective sex offender treatment programs in order to be able to make appropriate referrals.	0	1	2	3	4	5
C.13 I know how to work collaboratively with various disciplines and service systems on behalf of survivors.	0	1	2	3	4	5
C.14 I am aware of community supportive and preventive services for survivors, their families, and their friends.	0	1	2	3	4	5
C.15 I know how to access supportive and preventive services for survivors, their families, and their friends.	0	1	2	3	4	5
C.16 I can make appropriate linkages to local, state and national domestic and sexual violence referral resources, including domestic violence shelters and programs, rape crisis services, human trafficking coalitions and perpetrator interventions.	0	1	2	3	4	5
C.17 I can make appropriate linkages to other community-based resources meeting the unique needs of survivors such as housing, medical, immigration and financial referrals.	0	1	2	3	4	5
C.18 I can make appropriate linkages to other community-based resources meeting the unique needs of survivors' families, friends, and other support networks.	0	1	2	3	4	5
C.19 I use language and behavior that consistently reflects and enhances the dignity of individuals who have been victims.	0	1	2	3	4	5
C.20 I recognize survivors abilities and strengths and complement survivors respectfully on their abilities., stressors, and coping strategies	0	1	2	3	4	5
C.21 I learn from survivors: how they understand their current situation and life issues, how they live with and manage their current situation, including their victimization and safety concerns.	0	1	2	3	4	5
C.22 I foster survivors' empowerment by doing the following; encourage survivors' independent thinking; support survivors' freedom to make their own decisions; support choice-making and risk-taking as leading to growth; avoid controlling behaviors; and utilize a strength-based model.	0	1	2	3	4	5

C.23 I recognize that survivors truly have the ability to recover.	0	1	2	3	4	5
C.24 I take steps to ensure survivors have access to emotional support to increase their odds of recovery.	0	1	2	3	4	5
C.25 I demonstrate holistic understanding of youth and adults who have been victimized, including an awareness of: basic needs for safety, food, shelter, clothing, affiliation, and dignity that are essential if services are to be effective	0	1	2	3	4	5
C.26 I affirm a victim/survivor's choice to pursue alternative modalities and cultural practices that may contribute to their healing and work collaboratively with providers of such services.	0	1	2	3	4	5
C.27 I am able to clearly understand and communicate effectively with the victim; use language and communication style that is understandable to the victim; am fluent in the common foreign languages spoken by survivors, or seek out culturally competent linguistic support for assessment, treatment and interventions, or refer to providers who have relevant language skill.	0	1	2	3	4	5
C.28 I have been trained in empathic listening to help survivors arrive at their own conclusions and think through safety needs for themselves.	0	1	2	3	4	5
C.29 I know how to help survivors think through safety needs of their family and other members of their household.	0	1	2	3	4	5
C.30 I know how to help survivors think through safety needs of their friends and other support networks.	0	1	2	3	4	5
C.31 I am aware of cultural, familial, and societal barriers that influence service delivery and safety planning for survivors.	0	1	2	3	4	5

Competency Area D: Competencies regarding prevention and awareness	
Competency	Scale 0-5 Scoring Key:
	<p>0. I have never heard of and/or do not understand this concept.</p> <p>1. I have heard of this concept.</p> <p>2. I have novice training on this concept (e.g. have seen a presentation).</p> <p>3. I have advanced training on this concept (e.g. workshop, continuing ed class)</p> <p>4. I have integrated this concept into my practice.</p> <p>5. I could train others on this concept.</p>
D.01 I know how to integrate awareness of and facts about sexual violence, intimate partner violence and human trafficking and its prevention in all areas of practice.	
D.02 I am aware of values and ethical principles regarding social justice and their role in pursuing social change.	
D.03 I am aware of local, state and national prevention resources for sexual violence, intimate partner violence and human trafficking.	
D.04 I provide sexual violence, intimate partner violence, and human trafficking prevention resources to all of my clients, especially if they do not identify as a survivor.	

SCORING SHEET

In the space below, list all competency areas that were scored at 2 or below:

Competency Area A: Competencies regarding ethical and legal considerations

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Competency Area B: Competencies regarding identification and assessment

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Competency Area C: Competencies regarding intervention

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Competency Area D: Competencies regarding prevention and awareness

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Development Plan

Individual Development Plan Template

Identify the top three areas you would like to address	1.	2.	3.
Identify strategies for increasing your knowledge in these areas			
<u>Identify community partners:</u> Who needs to be involved in this process?			
What community agencies can help?			
Whose cooperation do you need in order to expand knowledge of these areas?			
What ways would be the best to receive this information? (online training, literature, articles etc.)			

Action Plan

In what ways will you use the assessment?	Who will be involved?	What activities will be used?	When will it be completed?