



Psychologists

Occupational Family/Code – Human Services: HPY

Profile created: 2000 03

Profile updated: 2006 12

Occupation Summary	Selection of Competencies	Knowledge	Skills	Personal Attributes
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You will provide psychological assessment and treatment services to clients requiring the development, implementation and modification of specialized treatment plans and interventions in response to client needs. You will provide consultative services to other staff, ministries, and community organizations in order to develop services aimed at altering problematic behaviours. As well, you may be responsible for developing, implementing, evaluating and providing recommendations on the psychological treatment programs offered by the ministry.



Knowledge

Knowledge is the baseline of information acquired through work and life experiences, learning situations and formal education which enables an individual to perform from an informed perspective.

Acts/Regulations/ Legislation

- Knowledge of applicable acts, regulations, legislation, programs and policies. **(Learn)**
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Theories/Principles

- Knowledge of psychopathology, assessment methods and treatment modalities. **(Bring)**
 - Knowledge of theories and intervention strategies including cognitive behavioural, family systems, crisis intervention, group dynamics and suicide intervention. **(Bring)**
 - Knowledge of research / program evaluation methods used in the development and coordination of psychological services and programs. **(Bring/ Learn)**
 - Knowledge of multicultural beliefs, values and perspectives with particular emphasis on First Nations and Metis. **(Bring/ Learn)**
 - Knowledge of ethical principles and issues relating to the practice of psychology in a forensic setting. **(Bring / Learn)**
 - Knowledge of human resource management practices including strategies to recruit, support and sustain a diverse workforce. **(Bring - Supervisor only/Learn)**
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Technical

- Knowledge of applicable programs/ stakeholders/ issues concerning the treatment of clients. **(Bring/Learn)**
 - Knowledge of structure, responsibilities and operations of government ministries, community based organizations and health districts. **(Learn)**
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Skills

Skills are those demonstrated abilities, or proficiencies which one has learned from their past. These are acquired/developed from past work and life experience, including volunteer work, independent study, life events, community and leisure activities, and formal training.

Skills are demonstrable, measurable and are transferable from one situation to another.

Communication

- Ability to deliver treatment plans that educate, promote understanding and change problematic behaviour of clients. **(Bring)**

Personal attributes which may link with this skill statement include: articulate, respectful, empathetic...

- Ability to deliver workshops / information sessions relating to the theory, etiology and dynamics of psychopathology to other professionals. **(Bring)**

Personal attributes which may link with this skill statement include: articulate, motivated...

Leadership

- Ability to provide consultation, leadership and direction to staff responsible for developing and delivering psychological interventions and specialized treatment modalities to clients. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: understanding, cooperative...

- Ability to guide and coach a diverse group of employees, that results in a team that can meet its goals and objectives, while maintaining a healthy, productive, respectful and safe work environment that is free of discrimination. **(Bring - Supervisor only/Learn)**

Personal attributes which may link with this skill statement include: respectful, supportive, empathetic...



Problem Solving

- Ability to identify and assess the client's circumstances and consider all relevant factors when developing, implementing and modifying specialized treatment plans and interventions in response to client needs. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: discreet, perceptive...

- Ability to collect, review, interpret and evaluate social, statistical and research data in order to develop, implement and evaluate programs. **(Bring)**

Personal attributes which may link with this skill statement include: articulate, objective...

Interpersonal

- Ability to develop partnerships with and facilitate discussion relating to assessment, treatment, intervention strategies and / or the development of resources with clients, colleagues, community based organizations and government ministries. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: understanding, cooperative...

- Ability to listen and clarify concerns and develop interventions which address problematic behaviour of clients. **(Bring)**

Personal attributes which may link with this skill statement include: objective, respectful, empathetic...

- Ability to create an environment that recognizes, supports, respects and welcomes diversity of employees and clients. **(Bring - Supervisor only/Learn)**

Personal attributes which may link with this skill statement include: welcoming, objective, understanding...



Team/Independence

- Ability to work independently and participate as a leader/contributing member of a team(s) within the workplace, community and other government ministries / agencies. **(Bring – Supervisory; Learn - Nonsupervisory)**

Personal attributes which may link with this skill statement include: motivated, understanding...

Organizational

- Ability to plan and balance diverse and conflicting workload pressures, accomplishing program goals while meeting client needs. **(Bring)**

Personal attributes which may link with this skill statement include: motivated, diplomatic...

Analytical

- Ability to develop specialized assessment and long term treatment plans using standardized psychological tests, clinical assessment techniques and therapeutic interventions to change problematic behaviour of clients. **(Bring)**

Personal attributes which may link with this skill statement include: discreet, respectful...

- Ability to interpret and apply the intent of legislation and social policies to complex, controversial and / or ambiguous situations with disputed or limited facts. **(Learn)**

Personal attributes which may link with this skill statement include: understanding, articulate...

- Ability to recognize, assess and appropriately respond to potentially volatile and dangerous situations. **(Learn)**

Personal attributes which may link with this skill statement include: perceptive, objective...



Technical

- Ability to select and conduct appropriate research and evaluation methodologies and provide recommendations on the psychological treatment programs offered by the organization. **(Bring/Learn)**

Personal attributes which may link with this skill statement include: objective, articulate...

- Ability to conduct psychological assessments, interpret findings and, based on available data, formulate conclusions and establish treatment plans for clients. **(Bring)**

Personal attributes which may link with this skill statement include: discreet, perceptive, objective...

Safety/Stress/Security

- Ability to recognize stress in self and others and take steps to minimize its impact on health and well being. **(Bring)**

Personal attributes which may link with this skill statement include: perceptive, understanding...



Personal Attributes

(Bring)

Personal Attributes identify qualities of character, which a person must have to be an effective and successful performer in the job. They are underlying characteristics which are deep and enduring parts of an individual expressed most of the time. They are one's personal style or personal effectiveness, such as feelings, attitudes, habits and traits. Each of these is demonstrated by behavioural examples which allow one to objectively determine whether an individual possesses the required personal attributes.

Attributes, together with the knowledge and skill competencies, help you to predict what a person will do in a given situation.

Personal attributes for Psychologist include:

To Be...

- discreet
- perceptible
- articulate
- objective
- open-minded
- supportive
- understanding
- motivated
- diplomatic
- welcoming
- equitable
- flexible
- cooperative
- respectful
- empathetic
- accommodate individual differences

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