CSWE Core Competencies and Practice Behaviors

1. Identify with the SW profession, its mission and core values, and conduct oneself accordingly.
   • Advocate for client access to services
   • Practice self-reflection and self-correction
   • Engage in life-long learning and professional growth
   • Attend to professional roles and boundaries
   • Use supervision and consultation as needed

2. Apply social work ethical principles to guide professional practice.
   • Make ethical decisions by applying standards of the NASW Code of Ethics and apply international standards of ethics
   • Recognize and manage personal values in a way that allows professional values to guide practice
   • Tolerate ambiguity and cultural differences in resolving ethical conflicts
   • Apply ethical reasoning to arrive at principled decisions

3. Apply critical thinking to inform and communicate professional judgments.
   • Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues
   • Critically appraise and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom
   • Analyze models of assessment, prevention, intervention, and evaluation

4. Engage diversity and difference in practice.
   • Understand diversity in a broad sense that includes an appreciation for both differences and similarities and social change over time
   • Recognize the ways in which a culture’s structures and values may oppress, marginalize, alienate, or enhance privilege and power
   • Appreciate the ways in which diverse cultures may foster strength and resilience
   • Gain sufficient self awareness to minimize the influence of personal biases and values in working with diverse groups
   • Recognize and communicate their understanding of the importance of differences and similarities in shaping life experiences
   • View themselves as learners and engage those with whom they work as informants

5. Advance human rights and social and economic justice.
   • Understand the forms and mechanisms of oppression and discrimination
   • Advocate for human rights and social and economic justice
   • Engage in practices that advance social and economic justice

   • Use research evidence to inform practice
   • Use practice experience to inform scientific inquiry
   • Understand the process of evidence-informed practice

7. Apply knowledge of human behavior and the social environment
- Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation

8. Engage in policy practice to address social and economic well-being and to deliver effective social work services.
   - Analyze, formulate, and advocate for policies that advance social well-being
   - Collaborate with colleagues, clients, administrators, policy makers, and legislators for effective policy implementation and action

9. Respond to contexts that shape practice.
   - Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

10(a). Engagement.
   - Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities
   - Use empathy and other interpersonal skills
   - Develop a mutually agreed-on focus of work and desired outcomes

10(b) Assessment
   - Collect, organize, and interpret client data
   - Assess client strengths and limitations
   - Develop mutually agreed-on intervention goals and objectives
   - Select appropriate evidence-informed intervention strategies

10(c) Intervention
   - Initiate actions to achieve organizational goals
   - Implement prevention interventions that enhance client capabilities
   - Help clients resolve problems
   - Negotiate, mediate, and advocate for clients
   - Facilitate transitions and endings

10(d) Evaluation
   - Critically analyze, monitor, and evaluate social work interventions