

## Competency Profile for Professional Counsellors and Mental Health Practitioners

*Original Competency Profile established for the Consortium for Counselling Regulation of BC, 2005, led by M. Stuhldreier and G. Semchych*

*Expanded Competency Profile approved by the CCPCP Board of Directors – June 2025*

Professional Counsellors and mental health practitioners apply established techniques to the prevention, assessment and treatment of mental health and spiritual related concerns. Adherence to standards of professional practice protects and enhances client wellness while doing no harm. The following skills and abilities describe the core competencies necessary for safe and effective practice.

<b>Appropriate Practice of one or more established Theoretical Approaches such as: A</b>	Cognitive-behavioral modality A1	Affective modality A2	Person-centered modality A3	Family systems modality A4	Integrative modality A5	Holistic modalities A6		
<b>Conduct Needs Assessment related to practitioner’s scope of practice B</b>	Conduct an interview B1	Use assessment tools related to practitioner’s scope of practice B2	Clarify presenting problem B3	Explain scope of practice B4	Evaluate client’s fit with practitioner’s scope of practice B5	Summarize needs B6	Assess for delays related to psycho-social development stages B7	Identify barriers B8
	Perform suicide screening B9	Screen for signs of mental illness B10	Screen for signs of addictive behaviors B11	Assess and report risk situations B12	Identify and clarify client goals B13	Explain and propose treatment options B14	Describe benefits of intervention B15	Formulate agreement or contract with client B16
<b>Develop a Therapeutic Relationship C</b>	Develop rapport C1	Create a safe environment C2	Develop trust C3	Honor client’s cultural beliefs C4	Demonstrate sincerity C5	Demonstrate an unconditional positive regard C6	Demonstrate micro attendance skills C7	Clarify client expectations C8
	Identify transference and counter-transference C9	Demonstrate empathy C10	Establish professional boundaries C11					
<b>Employ Counselling related Interventions D</b>	Identify therapeutic practices specific to client goals D1	Set measurable outcomes D2	Implement therapeutic practices D3	Evaluate efficacy of treatment D4	Employ one-to-one counselling techniques as needed D5	Develop client accountability D6	Identify client’s supports and strengths D7	Prepare for closure D8
	Initiate referrals D9	Support and encourage emotional expression D10	Validate client D11	Distinguish patterns D12	Demonstrate objectivity D13	Identify need or timing for referrals D14		

Competency Profile

**Manage Cases**  
  
E

Document client contact E1	Locate and document additional data/information E2	Assemble client case file E3	Manage records E4	Formulate billing practices E5	Setup safeguards for records E6	Apply security protocols for case files E7	Use standard reporting protocols E8
Recognize and manage crises E9	Identify and use resources E10	Conduct case conference E11	Collaborate with other service providers E12	Document and sign case notes E13	Document and sign assessment E14	Identify and document referral options E15	Appraise need for follow up E16

**Demonstrate a Commitment to Professional Practice**  
  
F

Operate within scope of practice F1	Employ standards F2	Demonstrate ethical behavior F3	Demonstrate a commitment to continuing education F4	Identify personal biases and beliefs F5	Operate in a non-judgmental manner F6	Apply current laws and regulations F7	Defend theoretical approach to treatment F8
Protect client confidentiality F9	Demonstrate a willingness to elicit constructive feedback F10	Demonstrate sensitivity to diversity issues F11	Recognize the value of client diversity and individuality F12				

**Demonstrate Communication Skills**  
  
G

Demonstrate active listening skills G1	Demonstrate probing techniques G2	Demonstrate reflective listening G3	Demonstrate therapeutic questioning techniques G4	Describe defense/resistance mechanisms G5	Identify and interpret non-verbal communication G6	Manage personal non-verbal communication G7	Use counselling terminology G8
Use terminology appropriate to client G9	Write technical and non-technical documentation G10	Read and interpret clinical materials G11	Read and comprehend symptoms related to DSM disorders requiring referral G12	Demonstrate assertiveness skills G13	Demonstrate conflict resolution skills G14		

**Demonstrate Wellness Practices**  
  
H

Demonstrate time management skills H1	Identify personal stressors and develop self-care plan H2	Identify need for and seek supervision H3	Identify personal boundaries H4	Identify signs of burn out H5	Recognize and describe personal stress and seek support as needed H6
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