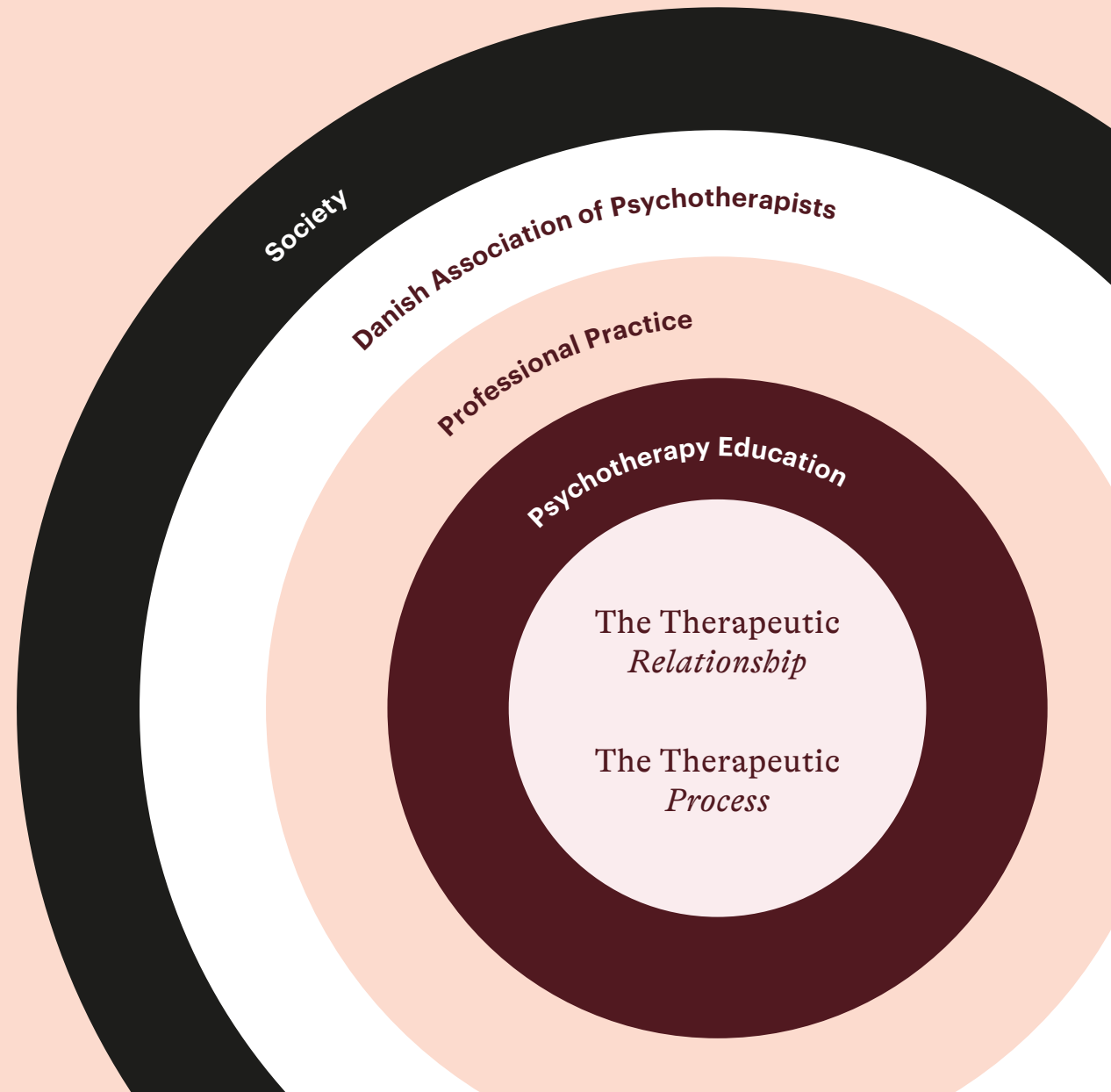




Competency Framework

for psychotherapists MPF



The psychotherapeutic *relationship* and the psychotherapeutic *process*

Managing a psychotherapeutic relationship and conducting psychotherapeutic process requires competencies in the following seven areas

I

In the

personal sphere

the psychotherapist MPF
has developed

1. the ability to be empathic whilst being mindful of self-containment, appropriate boundaries and maintaining self-awareness
2. a capacity for professional empathy, i.e. the ability to adopt a foundational empathic stance combined with *dynamic perception* (see II.7)
3. a capacity for self-reflection and insight
4. the ability to be mindful of and flexible within own psychological patterns and self-organizing processes

II

In the

relational sphere

the psychotherapist MPF
has developed

1. the ability to establish a therapeutic alliance with the client in the context of clear agreements and frameworks
2. the ability to participate in the interpersonal process that rests on a therapeutic relationship of trust within established parameters for the process
3. the ability to take responsibility for the development of equality in the asymmetric therapeutic relationship
4. the ability to adjust to the specific situation of the client (e.g. culture, language, tone, physical appearance) – and to align own verbal and non-verbal communication in accordance with that specific client or situation

II

(continued)

5. the ability to embody and demonstrate unconditional and respectful regard of the client as a person
6. the ability to convey and demonstrate empathy, and to make relevant adjustments if the client does not feel met with empathy
7. the ability to perceive own internal dynamics as well as that of the client, and to recognise the dynamics that arise in and from the interaction between therapist and client – i.e. ability for *dynamic perception*
8. the ability to be aware of and take responsibility for own contribution to – and influence over – the interaction with the client, and to own up to personal fallibility and limitations without letting go of the overall responsibility for, and leadership of, the therapeutic process
9. the ability to accommodate the client's emotional pain and to adopt a stance of hopefulness (the role of 'substitute hope') on behalf of the client for a period of time
10. the ability to be authentic and present in the therapeutic process without becoming *private*
11. awareness that the therapist acts as a role model on multiple levels

III

In the

field of
theory

a psychotherapist MPF has

1. relevant and up-to-date knowledge of research-based psychological theories that underpin applied psychotherapeutic methods
2. knowledge of contemporary research within the field of psychotherapy in general and within relevant specific psychotherapeutic methods applied
3. knowledge of how relevant applied psychotherapeutic methods are positioned in the field of psychotherapy

IV

In the

methodological *field*

a psychotherapist MPF has

1. foundational knowledge and understanding of applied psychotherapeutic methods and the theories that underpin them
2. knowledge of indications and contraindications of applied psychotherapeutic methods
3. the ability to analyse and assess the specific problem or situation presented by the client and determine the suitability of the psychotherapeutic method to address this situation
4. the ability to initiate and manage interventions and change processes which aim at symptom relief, problem solving and personal development whilst also mitigating the risk of future symptoms; improving quality of life, relationship skills and increase awareness of important life choices
5. the ability to continuously move between information gathering, hypothesis development, positioning and intervention in the therapeutic process
6. awareness of and ability to recognise processes on cognitive, emotional and physical levels simultaneously
7. the ability to apply psychotherapeutic methods in differentiated and nuanced ways and to adapt such methods to the specific client in the specific situation
8. the ability to adapt interventions to the client's issues as well as life situation, biography, relational and societal influences
9. a heightened awareness of changes in the relationship as well as an ability to engage with and act appropriately in accordance with such changes
10. awareness of and ability to continuously evaluate the setting, process, collaboration and development within the client relationship
11. knowledge and awareness of different ways of working with and between various types of clients (individual, couples, families, groups or systems)

V

In the

field of **research**

a psychotherapist MPF has

1. knowledge of relevant theoretical frameworks as well as quantitative and qualitative research methods
2. the ability to apply qualitative research methods, in particular action research, phenomenological methods in researching own practice
3. the ability to convey and disseminate knowledge about psychotherapy, e.g. in conversation, teaching, articles, books, etc. and through researching own practice

VI

In the

reflexive **practice**

a psychotherapist MPF has

1. the ability to engage critically and reflexively with applied theories, methods and associated research findings in the field of psychotherapy
2. the ability to adopt a reflexive approach to the specific process and situation of the client whilst maintaining a self-reflexive practice
3. the ability to reflect on own practice both in general and in response to specific situations
4. the ability to evaluate own process and the willingness to be in ongoing professional supervision

VII

In the

area of **ethical** **considerations**

a psychotherapist MPF has

1. the ability to take overall responsibility for the process and care of the client in the asymmetric therapeutic relationship and to strive for equality within this relationship
2. awareness of the differences between psychotherapy and other interventions
3. the ability to perceive and reflect on ethical dilemmas and, in the event of uncertainty or doubt, to be mindful of the obligation to seek professional advice from the Danish Association of Psychotherapists Ethical Advisory Board

VII

(continued)

4. knowledge of what 'good ethical practice' is within own particular method, and the ability to apply 'good ethical practice'
5. awareness of the potential social and religious differences in the relationship with a client and mindful of the obligation to gather additional information and consider the impact of such differences, where necessary
6. knowledge of and compliance with the Danish Association of Psychotherapists Code of Ethics, including the duty of care and confidentiality regarding all personal matters disclosed or experienced during therapy, with the exceptions stated in current Danish legislation (see Danish Association of Psychotherapists Code of Ethics § 2.2)

Education

The psychotherapeutic competencies described in this framework are attained and developed through professional Psychotherapy education programmes

A psychotherapist MPF must have completed

7. a professional 4-year psychotherapy training that has been evaluated and certified by a certifying body appointed by the Danish Association of psychotherapists and prior to that,
 - a. completed a Bachelor's degree followed by a minimum of 3 years' of work experience (see www.dpfo.dk)
 - OR
 - b. an equivalent education that is recognized by the Danish Association of Psychotherapists according to specified application criteria (see www.dpfo.dk)

Professional *practice*

A psychotherapist MPF in
*independent
psychotherapeutic
practice*

1. complies with Danish legislation including, but not limited to, the GDPR data protection act, tax legislation and all other relevant legislation
2. ensures that therapeutic spaces and settings support ethical psychotherapeutic practice
3. aligns practice with ethical code of conduct when collaborating with other professional groups
4. focuses on the promotion and marketing of psychotherapy and makes appropriate distinctions in relation to other non-psychotherapeutic practices promoted or marketed

A psychotherapist MPF in
employment
*in private or
public sector*

1. states and defines clearly the nature and type of the professional role held, as well as the required professional and ethical code of conduct required for the role
2. considers whether there are ethical dilemmas attached to a role and whether psychotherapeutic ethical practice or treatment goals are compromised by taking up the role – this is particularly relevant to public sector roles

A psychotherapist MPF in

continuing
**professional
development**

1. maintains, develops and give high quality attention to the knowledge, skills and competencies described in this competency framework
2. participates in supervision, courses, further and continuing education, conferences and collaboration with colleagues
3. disseminates and conveys knowledge about psychotherapy, e.g. in the form of conversation, teaching, articles, books, etc. and through researching own practice

A psychotherapist MPF
engages in

**evaluation and
implementation**

by

1. being aware of contemporary research findings that are relevant to psychotherapeutic methods and practice
2. implementing relevant new research-based knowledge in own practice
3. adjusting own practice in accordance with such research



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