



# Competency examples

## About the examples:

**WARNING:** The competency statements provided here are examples only. The examples are provided to assist you in the self-assessment process. They provide some ideas to help you to identify your own competencies. You might use the examples inside to help you create your own competency statements.

For example, in the area of psychiatric nursing assessment, formal physical assessments may not be part of what you do in your area of practice. You may, however, engage in other types of assessments that are not listed, such as learning assessments if you are an educator.

This self-assessment tool and the examples have been provided as general information to assist RPNs in the self-assessment process. The examples inside are not meant to include all possible psychiatric nursing competencies. You must consider your own practice when reading the examples.

For instance, you might assess that you do not have much recent practice in the administration of long-acting IM medications. While you have several clients on depot medications you do not administer IM medications. Therefore, a competency example that talks about IM medication administration might not be applicable to you in your practice at this time.

## Where do the examples come from?

These examples have been adapted from the *Pilot Project on Continuing Competence* by John Crawford, RPN, BA, MA PhD (c) and Mike Tarko, RPN, BA, PhD (2000) as well as from the previously mentioned approved psychiatric nursing documents.

The examples have also been adapted from *Registered Psychiatric Nurses: A Competency Profile for the Profession in Canada*<sup>®</sup>.

## What if I would like more examples or need more help?

If you need more examples you may wish to refer to the *Competency Profile* document to assist you in writing your competency statements. Please contact the CRPNM office for information on how to purchase this document. It is also available on-line at [www.crpnm.mb.ca](http://www.crpnm.mb.ca)

If, after reading all of the information in this folder you still require some assistance, please contact the CRPNM Practice Consultant.



# Competency examples

## Communication and Therapeutic Relationships

Registered Psychiatric Nurses use basic and advanced communication skills to establish, promote and maintain unique client-centered relationships. The therapeutic use of self is central to the therapeutic relationship. The RPN is aware of his/her self and any positive and negative attitudes engendered towards individuals and acts appropriately.

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I recognize factors that influence communication processes;  
eg: age, culture/ethnicity, environment, gender, etc.
2. I utilize effective communication skills to establish and promote unique client-centered relationships.
3. I utilize basic communication skills and verbal techniques for effective communication;  
eg: reflecting, seeking clarification.
4. I use non-verbal techniques for effective communication; eg: eye contact, attending behaviour.
5. I recognize non-therapeutic communication;  
eg: advice giving, challenging, judging, etc.
6. I role-model appropriate communication.
7. I utilize communication skills to facilitate psychotherapeutic interventions;  
eg: crisis interventions, behaviour management, group therapy etc.
8. I establish and maintain communication that is congruent with identified goals.
9. I appropriately use advanced communication skills in the therapeutic relationship;  
eg: immediacy, confrontation, self-disclosure.
10. I utilize communication skills for teaching strategies.
11. I document the processes of communication.
12. I define the limits and expectations of the therapeutic relationship.
13. I maintain personal and professional integrity in a therapeutic, client-centered relationship.
14. I identify the effect of the individual on me;  
eg: transference/countertransference.
15. I maintain appropriate boundaries in therapeutic relationships.
16. I am aware of potential boundary violations and address these in therapeutic relationships.
17. I recognize my personal and professional limitations and seek out appropriate resources.



# Competency examples

## Assessment

**Knowledge of psychology, behaviour, development, personality, psychosocial models and the biophysical sciences provide Registered Psychiatric Nurses with a framework for organizing and synthesizing assessment data. RPN's engage in comprehensive and holistic assessments of individuals.**

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I complete comprehensive health assessments; eg: physical assessments, mental status assessment, cultural assessments, psychosocial assessments, risk and safety assessment etc.
2. I use various techniques of data collection; eg: observation, interviewing, history taking, inspection, auscultation, palpation.
3. I develop an understanding of the individual's experiences based on discussions with the individual.
4. I use assessment tools to guide or assist with data collection; eg: depression inventories, Mini Mental Status Assessment, etc.
5. I collect assessment data using a holistic framework. My assessment includes biological, psychological, social, spiritual and cultural assessment.
6. I engage in the assessment of spiritual needs and/or search for meaning, purpose and recovery needs of the individual.
7. I use systematic approaches (nursing process or other problem solving process) in data collection and analysis.
8. I use a variety of sources for data collection that includes individuals, families, health care providers, etc.
9. I incorporate observations and information from other sources into the assessment; eg: family, significant others, health providers, other team members.
10. I assess teaching and learning needs. I assess the individual's abilities and capabilities for collaboration.
11. I validate the data collected with the individual.
12. I make inferences based on data collected to formulate psychiatric nursing interventions and client-focused plans.
15. I assess and analyze the impact of environmental factors on the individual's health and well-being.
16. I document data collected.



# Competency examples

## Planning and Intervention

Registered Psychiatric Nurses engage in systematic problem solving approaches to develop individual, client-centered plans that are based on ongoing assessments and that have realistic and achievable outcomes. Knowledge and experiential bases are integrated into critical thinking and clinical judgment in planning and implementing psychiatric nursing interventions.

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I maximize the individual's participation in the development of his/her plan of care.
2. I incorporate the observations and assessment data into the development of the plan.
3. I prioritize problems identified in the assessment process in consultation with the individual and appropriate others, while respecting the individual's right to self-determination and privacy.
4. I identify and include the individual's strengths and resources into the plan. I include the individual's recovery needs into the plan.
5. I facilitate constructive problem solving; a discussion of alternatives; and, identify acceptable outcomes.
6. I establish plans with specific goals and objectives that are measurable and realistic.
7. I communicate the plan jointly with the individual to appropriate others.
8. I utilize the plan to guide psychiatric nursing interventions.
9. I employ psychiatric nursing interventions based on knowledge and experience with interventions.
10. I use the activities of daily living in a goal-directed manner to foster physical and mental well being.
11. I empower the individual to make appropriate choices and to assume self- responsibility.
12. I encourage independence in self-care and activities of daily living.
13. I perform necessary activities on an individual's behalf when they are unable to do so.
14. I foster a therapeutic environment to include physical, social, economic, spiritual and cultural aspects.
15. I assist individuals to develop physical, psychological, economic and cultural safety.
16. I use available resources to meet the individual's identified needs.
17. I utilize limit setting to assist the individual to develop controls or to ensure safety.
18. I remain current in knowledge of psychotherapeutic interventions; eg: crisis intervention, behaviour management, cognitive therapy, group therapy etc.
19. I remain current in knowledge of service delivery approaches; eg: psychosocial rehabilitation model, recovery model, shared care models etc.
20. I remain current in knowledge about psychopharmacology and the administration of medications.

cont'd...



# Competency examples

## ... Planning and Intervention cont'd

21. I remain current in knowledge about somatic therapies; eg: pharmacological therapy, ECT, IV therapy.
22. I safely perform basic psychomotor nursing skills; eg: monitor vital signs.
23. I safely perform advanced psychomotor nursing skills; eg: IV therapy, NG tubes, stomach tubes etc.
24. I remain current in my ability to identify and respond to psychiatric and medical emergencies.
25. I provide emotional support to individuals and significant others as needed.
26. I identify appropriate teaching methods to prepare and implement teaching plans.
27. I provide education regarding the rationale, benefits and risks of proposed treatment to promote informed consent.
28. I use least restrictive practices in the management of behaviour and promote alternatives to physical restraint; eg: observations, NVCI, environmental modifications.
29. I apply theory, concepts and principles of family assessment and intervention.
30. I apply theory, concepts and principles of community assessment and intervention.
31. I document subjective and objective data, the plan, psychiatric nursing interventions and outcomes.

## Evaluation

**Registered Psychiatric Nurses evaluate the effectiveness of the problem solving process as well as the effectiveness of psychiatric nursing interventions.**

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I establish outcome criteria on which to base evaluation.
2. I assess and document the effectiveness of the plan and the interventions by comparing actual outcomes to expected outcomes.
3. I involve the individual in revising goals, expected outcomes and psychiatric nursing interventions.
4. I document changes to the plan.
5. I evaluate and document the individual's response to psychiatric nursing interventions.
6. I evaluate and modify psychiatric nursing interventions.
7. I evaluate my participation in, and the effectiveness of, establishing and maintaining a therapeutic environment.
8. I evaluate/validate the dynamics of the therapeutic relationship and, if necessary, make modifications.
9. I perform ongoing evaluations concurrent with revisions.



# Competency examples

## Leadership and Collaboration

Registered Psychiatric Nurses have specific skills in communication, facilitation, and consultation. RPN's develop collaborative relationships with others and assume leadership roles in the design and delivery of integrated mental health services.

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I consistently act as a professional role model.
2. I recognize and respect the contribution of others.
3. I organize my time effectively to establish priorities in my psychiatric nursing practice.
4. I ensure documentation is completed in a timely manner.
5. I am flexible, creative and adaptable in meeting the unexpected demands of the practice setting.
6. I support the continuing professional development of others.
7. I share knowledge and skills acquired through continuing education to improve psychiatric nursing practice.
8. I recognize various leadership styles.
9. I participate as a member of a team in formulating team goals and plans.
10. I utilize decision making processes to promote team activities and integration of service.
11. I recognize my own strengths and limitations as a leader.
12. I assume leadership roles.
13. I assume supervisory responsibilities; eg: in-charge responsibilities, supervising or preceptoring of students.
14. I exercise judgment in the delegation and acceptance of responsibilities.
15. I implement effective conflict resolution processes; eg: consensus decision-making, brainstorm solutions, etc.
16. I recognize potential sources of conflict and address these in relationships; eg: beliefs, values, biases, etc.
17. I provide constructive feedback to others and accept suggestions from others.
18. I communicate and consult with other agencies, professionals and relevant persons to ensure integration and continuity of service.
19. I maintain cooperative and collaborative relationships with other agencies, professionals or relevant persons.
20. I recognize the role of the psychiatric nurse as advocate with individuals; and for individuals when they are unable to do so.
21. I advocate for excellence in health and human services by influencing policies and promoting healthy workplaces.



# Competency examples

## Mental Health Promotion and Community Development

Registered Psychiatric Nurses utilize health teaching and mental health promotion in all components of psychiatric nursing to build on existing strengths of individuals, families, groups and communities.

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I am knowledgeable of principles of health promotion, teaching and learning.
2. I apply the triple standard of mental health (employment, leisure, relationships) into psychiatric nursing practice.
3. I foster resiliency, empowerment, and self-efficacy in myself and in others.
4. I apply mental health promotion strategies. eg: skill building, education and awareness.
5. I utilize mental health promotion and population health approaches; eg: stress management, wellness management, and suicide prevention.
6. I use the principles of teaching and learning in the implementation of health teaching plans.
7. I participate in the promotion of mental health and the prevention of illness in the teaching of interpersonal and social skills.
8. I teach coping mechanisms to assist individuals.
9. I support the individual's strengths and resources for self care and mental health promotion.
10. I implement secondary prevention strategies. eg: referrals, support groups.
11. I am current in the knowledge of available community resources and I facilitate access to these resources.
12. I assist individuals to identify and access appropriate community resources to achieve and maintain goals.
13. I implement tertiary prevention strategies. eg: follow-up, case management.
14. I understand the principles and processes of community development.
15. I understand concepts of prevention, early intervention and continuity of care.
16. I recognize the relationship between social, cultural, environmental and economic matters in the mental health of communities.
17. I recognize current social issues that influence the nature of mental health problems.
18. I assist in identifying high risk populations.
19. I identify gaps in services and facilitate integrated service delivery.
20. I assess, plan, implement and evaluate mental health services in community systems at the primary, secondary and tertiary levels.
21. I advocate for the need for mental health services in community systems.



# Competency examples

## Legal Issues and Professional Practice

Registered Psychiatric Nurses must understand and apply relevant legislation to the practice of psychiatric nursing. RPN's have a professional responsibility to remain current and competent in practice and to uphold the Standards and Code of Ethics of the profession.

*Here are examples of competencies in this area. You might use these examples to help you create your own competency statements.*

1. I have a working knowledge of the mental health service delivery system.
2. I recognize the legal issues in the treatment of individuals.
3. I understand the RPN's responsibilities and limitations under relevant and current legislation.
4. I practice in a manner consistent with provincial or territorial legislation; eg: the Registered Psychiatric Nurses Act, the Mental Health Act, the Vulnerable Persons Act, the Personal Health Information Act, and the Protection for Persons in Care Act.
5. I practice in a manner consistent with federal legislation; eg: the Young Offenders Act, the Criminal Code, and the Controlled Substances Act.
6. I make appropriate reports under the provisions of relevant legislation.
7. I activate "duty-to-warn" and reporting procedures as directed in legislation; eg: homicidal expression, child abuse, abuse of persons in care.
8. I provide education regarding relevant aspects of legislation.
9. I understand the legal issues around confidentiality and consent that guide my practice.

10. I practice within agency standards and policies.
11. I recognize the social, legal and ethical implications of my actions and the actions of others.
12. I challenge, and take action on questionable actions or decisions made by other team members.
13. I understand the role of the psychiatric nurse in the health care system in terms of responsibilities, accountability, and scope of practice.
14. I accept responsibility and I am accountable for my practice. I understand that I am accountable to my clients, my employer and the public.
15. I understand and apply ethical principles (such as, autonomy, justice, freedom from harm) and I practice within the CRPNM Code of Ethics.
16. I use the Standards of Psychiatric Nursing Practice to guide my professional practice.
17. I assume responsibility for current knowledge and continuing development. I seek out information to enhance my practice.
18. I implement strategies to manage change within the health and human services delivery systems.
19. I am culturally aware and ensure culturally appropriate service to individuals.

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