CSWE Ten Core Competencies of Social Work Practice

1. Identify as a professional social worker and conduct oneself accordingly.

   Social Workers:
   a) advocate for client access to the services of social work;
   b) practice personal reflection and self-correction to assure continual professional development;
   c) attend to professional roles and boundaries;
   d) demonstrate professional demeanor in behavior, appearance, and communication;
   e) engage in career-long learning; and
   f) use supervision and consultation.

2. Apply social work ethical principles to guide professional practice.

   Social Workers:
   a) recognize and manage personal values in a way that allows professional values to guide practice;
   b) make ethical decisions by applying standards of the NASW Code of Ethics, and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;
   c) tolerate ambiguity in resolving ethical conflicts; and
   d) apply strategies of ethical reasoning to arrive at principled decisions.

3. Apply critical thinking to inform and communicate professional judgments.

   Social Workers:
   a) distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;
   b) analyze models of assessment, prevention, intervention, and evaluation; and
   c) demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

4. Engage diversity and difference in practice.

   Social workers:
   a) recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
   b) gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
   c) recognize and communicate their understanding of the importance of difference in shaping life experiences; and
   d) view themselves as learners and engage those with whom they work as informants.
5. **Advance human rights and social and economic justice.**
   
   **Social workers:**
   a) understand the forms and mechanisms of oppression and discrimination;
   b) advocate for human rights and social and economic justice; and
   c) engage in practices that advance social and economic justice.

6. **Engage in research-informed practice and practice-informed research.**
   
   **Social workers:**
   a) use practice experience to inform scientific inquiry; and
   b) use research evidence to inform practice.

7. **Apply knowledge of human behavior and the social environment.**
   
   **Social workers:**
   a) utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and
   b) critique and apply knowledge to understand person and environment.

8. **Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**
   
   **Social workers:**
   a) analyze, formulate, and advocate for policies that advance social well-being; and
   b) collaborate with colleagues and clients for effective policy action.

9. **Respond to contexts that shape practice.**
   
   **Social workers:**
   a) continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and
   b) provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

10. **Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

    • **Engagement:**

    **Social workers:**
    a) substantively and effectively prepare for action with individuals, families, groups, organizations, and communities;
    b) use empathy and other interpersonal skills; and
    c) develop a mutually agreed-on focus of work and desired outcomes
• **Assessment:**

  *Social workers:*
  a) collect, organize, and interpret client data;
  b) assess client strengths and limitations;
  c) develop mutually agreed-on intervention goals and objectives; and
  d) select appropriate intervention strategies.

• **Intervention:**

  *Social workers:*
  a) Initiate actions to achieve organizational goals;
  b) Implement prevention interventions that enhance client capacities;
  c) Help clients resolve problems;
  d) Negotiate, mediate, and advocate for clients; and
  e) Facilitate transitions and endings.

• **Evaluation:**

  *Social workers:*
  a) Critically analyze, monitor, and evaluate interventions.