

Competencies

Table 1. Primary competences

Competencies	Definition (summary)
1-Needs analysis	Gathering information about the client's needs by means of methods, clarifying and analysing the needs to a point where meaningful further action can be taken.
2-Goal setting	Proposing and negotiating goals with the client, establishing acceptable and feasible goals, and specifying criteria for evaluating goal fulfilment at a later time.
3-Individual assessment	Carrying out assessment by means of interviewing, testing and observation of individuals in a setting relevant for the service demanded.
4-Group assessment	Carrying out assessment by means of interviewing, testing and observation of groups in a setting relevant for the service demanded.
5-Organizational assessment	Carrying out assessment by means of interviews, surveys, and other methods and techniques which are appropriate for studying organisations in a relevant setting.
6-Situational assessment	Carrying out assessment by means of interviews, surveys, and other methods and techniques which are appropriate for studying situations in a setting.
7- Product definition & requirement analysis	Defining the purpose of the service or product, identifying relevant stakeholders, analysing requirements and constraints, and drawing up specifications for the product or service, taking into consideration the setting in which the service or product is to be used.
8-Service or product design	Designing or adapting services or products in accordance with the requirements and constraints, taking into consideration the setting.
9-Service or product testing	Testing the service or product and assessing its feasibility, reliability, validity, and other characteristics, taking into consideration the setting.
10-Service or product evaluation	Evaluating the service or product with respect to utility, client satisfaction, user friendliness, costs and other aspects which are relevant in the setting in which the service or product is to be used.
11-Intervention planning	Developing an intervention plan that is appropriate for reaching the set goals in a setting relevant for the service demanded.
12-Direct person-oriented intervention	Applying intervention methods that directly affect one or more individuals in accordance with the intervention plan, in a setting relevant for the service demanded.
13-Direct Situation-oriented interve.	Applying intervention methods that directly affect selected aspects of the situation in accordance with the intervention plan, in a setting relevant for the service demanded.
14-Indirect intervention	Applying intervention methods that enable individuals, groups or organisations to learn and take decisions in their own interest.
15-Service-Product implementation	Introducing services or products and promoting their proper use by clients or other psychologists.
16-Evaluation planning	Designing a plan for the evaluation of an intervention, including criteria derived from the intervention plan and the set goals, in a relevant setting.
17-Evaluation measurement	Selecting and applying measurement techniques that are appropriate for effecting the evaluation plan, in a setting relevant for the service demanded.
18-Evaluation analysis	Conducting analyses in accordance with the evaluation plan, and drawing conclusions on the effectiveness of interventions in a relevant setting.
19-Giving Feedback	Providing feedback to clients, using appropriate oral and/or audio-visual means, in a setting relevant for the service demanded.
20-Report writing	Writing reports as to inform clients about the results of assessment, service or product development, interventions, and/or evaluations, in a relevant setting.

Table 2. Enabling competences

Competences	Definition (summary)
1-Professional strategy	Choosing an appropriate strategy for dealing with the problem(s) posed, based on a reflection on the professional situation and one's own primary competences
2-Continuing professional development	Updating and developing one's primary and enabling competences, knowledge and skills in accordance with changes in the field and the requirements of the psychological profession, national and European EFPA Regulations on EuroPsy.
3-Professional relations	Establishing and maintaining relationships with other professionals, as well as relevant organisations.
4-Research and development	Developing new interventions, services and products that fulfil current or future clients' needs and generate new forms of professional activity or business
5-Marketing & sales	Bringing current and new products and services to the attention of actual or potential clients, contacting clients, making business offers, selling services, etc.
6-Account management	Establishing and maintaining relationships with clients, monitoring clients' needs and satisfactions, identifying opportunities for professional activity or business.
7-Practice management	Designing and managing the practice from which services are rendered, whether as a small business or as part of a larger private or public organisation, including financial, personnel, and operational aspects, providing leadership to employees.
8-Quality assurance	Establishing and maintaining a system for quality assurance for the practice.
9-Self-reflection	Critical self-reflection on own practice and competence is a key feature of professional competence.

Table 3. Research-oriented competencies

Competences
1- Developing an adequate conceptual framework and conducting rigorous and updated literature review
2- Describing the objective, method, and data collection process
3- Conducting data analysis and description of results
4- Writing reports using acceptable scientific guidelines
5- Disseminating research conclusions and results