Competency Self -Assessment

This practice review activity focuses on a “Need to Know to Practice in Alberta” document, the [Competency Profile for Physiotherapists in Canada](https://www.physiotherapyalberta.ca/files/competency_profile_2017.pdf).

* A competency profile can be used to benchmark your abilities and performance.
* It also can be used to describe physiotherapist practice to employers and non-physiotherapists.
* The Competency Profile for Physiotherapists in Canada (2017) describes essential abilities expected of physiotherapists to practice effectively. It is used nationally for planning education, regulation and human resources. Physiotherapist practice is described in seven domains of competence along with measurable performance indicators.
* Compared to Standards of Practice, a competency profile describes a broader range abilities and performance descriptors expected for physiotherapist practice. Practice standards focus on minimum expectations for Alberta-based professional practice. That said some performance descriptors in the Competency Profile overlap with Physiotherapy Alberta’s Practice Standards because they are indicative of good practice.
* Competency profiles evoke a “do better mind set”, whereas practice standards evoke a “good enough” mindset. The former focuses on an individual, their abilities and performance. The later focus on performance expectations for clinical and professional practice in Alberta.
* Upon completion of this review you will have:
* Improved understanding of physiotherapist essential competencies
* Increased awareness of the overlap between physiotherapist competencies and Physiotherapy Alberta practice standards.
* Monitored how well essential competencies are applied to your professional practice
* Identified areas for future improvement in your personal competence
* Identified areas that could be included in your workplace policies or processes. (i.e., performance management, job descriptions, policy development)

# Instructions

* Read the [Competency Profile for Physiotherapists in Canada](https://www.physiotherapyalberta.ca/physiotherapists/what_you_need_to_know_to_practice_in_alberta/competencies_for_physiotherapists).
* Review the Guiding Questions which are intended to foster thinking about a competency and its application to your practice context. (The associated practice standards are listed to build awareness of the overlap between competencies and standards. You can take this review a step further and review standards as well).
* Flag competencies for future action.
* If this activity helped you achieve meaningful and significant improvements in personal learning and patient care or workplace practices, it can be used for the Continuing Competence Program’s Self-Selected activity. To report on this experience for the Continuing Competence Program, go to your Practice Improvement Record.

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| Physiotherapy Expertise | |
| Competencies  * Employ a client-centered approach * Ensure physical and emotional safety of client * Conduct client assessment  Establish a diagnosis and prognosis  * Develop, implement, monitor and evaluate an intervention plan  Complete or transition carePlan, deliver and evaluate programsRelated Practice Standards  * Client Assessment, Diagnosis, Interventions * Client Centered Care * Consent * Performance of Restricted Activities | Guiding Questions  * Do I perform any techniques or high-risk activities or do I work with patient populations where I need to be particularly mindful about my approach to obtaining consent for initial and ongoing treatment? * How well does the current intake and treatment process identify those individuals which may need more attention to ensure their unique emotional/physical needs are met (i.e., screening, scheduling, additional time for education, language)? * Are there any additional assessment or treatment competencies or skills that I would like to acquire to improve myself? Which ones do I want to improve upon in the next two years? * What steps are in place to ensure the regular re-evaluation of goals and modification of treatment? * With patients who attend long term, am I ensuring appropriate re-evaluation? * How am I doing with ensuring timely reassessments are completed? How does the facility support me in ensuring reassessments are completed in a timely fashion? |
| **Notes**  Click or tap here to enter text. | |
| **Ideas for Future Action**  Click or tap here to enter text. | |
| Communication | |
| Competencies  * Use oral and non-verbal communication effectively * Use written communication effectively * Adapt communication approach to context * Use communication tools and technologies effectively  Related Practice Standards  * Communication * Advertising * Fees and Billing | Guiding Questions  * Am I satisfied that my communication style is optimal with all the stakeholders I encounter in my work, (i.e., patients, support workers, clients, managers, co-workers, other HCP, insurers, vendors)? * When I use others to communicate with patients and other stakeholders, how well trained are they in working on my behalf? * Are there any additional communication competencies or processes that need immediately addressing to work more effectively? * How well versed am I in communication theory and practice? * How well verse am in with using communication technologies? * How do I find a balance of using communication technologies (i.e., social media, electronic communication) effectively while meeting the regulatory requirements related to their use? |
| **Notes**  Click or tap here to enter text. | |
| **Ideas for Future Action**  Click or tap here to enter text. | |
| 3. Collaboration | |
| Competencies  * Promote an integrated approach to client services * Facilitate collaborative relationships * Contribute to effective teamwork * Contribute to conflict resolution  Related Practice Standards  * Collaborative Practice | Guiding Questions  * Are there any populations or stakeholder groups, I would like to collaborate with to improve client care? * What are some of the barriers and facilitators to working collaboratively to ensure integrated client services? * Which barriers do I want to address now and which ones could be addressed in the future? * Who should I involved to help facilitate collaborative care? * Does our organization have any explicit expectations for the team? If yes, can I name them? * What strategies do I employ to contribute to teamwork? * How familiar am I with specific conflict management styles and or practices? What is my preferred conflict management style? * How is conflict managed in my workplace? * Do I adopt a structured approach towards conflict resolution? |
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| **Ideas for Future Action**  Click or tap here to enter text. | |
| 4. Management | |
| Competencies  * Support organizational excellence * Utilize resources efficiently and effectively * Ensure a safe practice environment * Engage in quality improvement activities * Supervise others * Manage practice information safely and effectively  Related Practice Standards  * Risk Management * Safety * Infection Control * Quality Improvement * Supervision | Guiding Questions  * What management abilities and skills do I bring to management of:   + Myself   + My practice environment   + Business practices   + Caseload   + Environmental risks and hazard   + Physiotherapy service delivery   + Physiotherapist personnel under my supervision |
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| 5. Leadership | |
| Competencies  * Champion the health needs of clients * Promote innovation in health care * Contribute to leadership in the profession  Related Practice Standards  * No practice standards map to the leadership competency | Guiding Questions  * What type of leader am I? * What strategies do I used when I advocate on behalf of clients? * What am I doing to lead:   + in my workplace   + contribute to my profession at large? * What are some of the leading innovations or technologies that are applicable my practice context? * Are we using them in my practice setting? * What are some of the barriers and facilitators to adopting new and emerging innovations in practice? |
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| 6. Scholarship | |
| Competencies  * Use an evidence-informed approach in practice * Engage in scholarly inquiry * Integrate self-reflection and external feedback to improve personal practice * Maintain currency with developments relevant to area of practice * Contribute to the learning of others  Related Practice Standards  * Evidence-informed practice * Competence | Guiding Questions  * Am I up to date on the current best care practices for my clients? Which areas of practice are my strengths and which could be enhanced? * What steps do I undertake to incorporate evidence into my practice context? * How do I benchmark my practice? What resources do I use? Are my information sources credible? * When was the last time I sought feedback for my practice? * Which tools and strategies are most meaningful for giving me the information I need to improve myself, my patient care or other aspects of performance? |
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| 7. Professionalism | |
| Competencies  * Comply with legal and regulatory requirements * Behave ethically * Embrace social responsibility as a health professional * Act with professional integrity * Maintain personal wellness consistent with the needs of practice  Related Practice Standards  * Competence * Legislative Responsibility * Professional Boundaries * Use of Title * Dual Registration * Conflict of Interest | * What are my professional values? * How does my concept of professionalism and professional values align with expectations set by Physiotherapy Alberta, via this competency profile, the practice standards and the code of ethics? * If I encountered a challenging ethical situation do I have an ethical decision-making framework readily available to guide my decision-making? * What examples of my contributions to society do I have? * Are there any personal factors impacting workplace performance? Which one’s do I want to change? Which are a priority for addressing in the near future? |
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