

PROFESSIONAL COMPETENCIES	REALISATION	PROFICIENCY CRITERIA	LINES OF PROGRESS
<b>C1. The social worker can relate authentically to people and groups of people within his function.</b>	C1.1 The social worker consciously considers interpersonal processes.	<ul style="list-style-type: none"> <li>• The social worker can observe and make sense of inter- and intrapersonal processes and relate them to each other.</li> <li>• The social worker can recognise and describe dynamics, patterns and projections in human interactions.</li> <li>• The social worker reflects on his observations and can interpret human interactions and can act accordingly.</li> <li>• The social worker can direct a relationship functionally and establish authentic contacts.</li> </ul>	
	C1.2 The social worker can deal with cultural and sub cultural differences.	<ul style="list-style-type: none"> <li>• The social worker has insight in the lives of different communities.</li> <li>• The social worker adopts his intercultural skills appropriately when he relates to different communities.</li> <li>• The social worker communicates differently depending on 1) the needs of the people he works with and 2) on their way of communicating. At the same time he remains authentic.</li> </ul>	
	C1.3 The social worker communicates openly and clearly.	<ul style="list-style-type: none"> <li>• The social worker communicates spontaneously but selectively about his inner processes.</li> <li>• The social worker searches for feedback with other people and knows how to value this feedback.</li> </ul>	
	C1.4 The social worker can give space to others and take up space himself.	<ul style="list-style-type: none"> <li>• The social worker keeps an eye to others and sees to it that they can demonstrate themselves and exert power.</li> <li>• The social worker is visibly available for others and exerts power.</li> </ul>	
	C1.5 The social worker can instigate other people and can be instigated by others.	<ul style="list-style-type: none"> <li>• The social worker can create confidence and trust with people.</li> <li>• The social worker can motivate and support people when they go through change.</li> <li>• The social worker relates to people and shows real commitment in his bonds with people.</li> </ul>	

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<b>C2. The social worker can put interactions between people in context and describe them from a generalist perspective.</b>	C2.1 The social worker describes and analyses social situations completely.	<ul style="list-style-type: none"> <li>• The social worker can observe situations in their entirety.</li> <li>• The social worker explores the situation and actively looks for information.</li> <li>• The social worker analyses and understands the situation.</li> <li>• The social worker integrates multiple scientific disciplines and methodical analysis models in his analysis of social situations.</li> <li>• The social worker interprets situations.</li> <li>• The social worker takes up interpretations of all parties in his analysis and interpretation of social situations.</li> </ul>	
	C2.2 The social worker reports in such a way that the information is meaningful, acceptable and understandable for all parties.	<ul style="list-style-type: none"> <li>• The social worker writes adequate reports in a clear style.</li> <li>• The social worker keeps in mind all parties in his reports.</li> </ul>	

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<b>C3. The social worker can act socially and use his general knowledge of social sciences as well as his insights in practical cases.</b>	C3.1 The social worker works on change in a methodically justified way.	<ul style="list-style-type: none"> <li>• The social worker works systematically.</li> <li>• The social worker knows how to deal with problem and needs analyses, objectives, strategies, execution of assignments, evaluation and remedies.</li> <li>• The social worker continually uses the principles of social sciences:               <ul style="list-style-type: none"> <li>○ act two ways (principle of reciprocity)</li> <li>○ start from the interlocutor's perspective (principle of historicity)</li> <li>○ work on real possibilities to change (principle of creativity).</li> </ul> </li> </ul>	
	C3.2 The social worker works on change in a scientifically justified way and keeps an eye to practice at the same time.	<ul style="list-style-type: none"> <li>• The social worker adopts his most recent knowledge in his methodology.</li> <li>• The social worker can search for answers in different scientific fields to new methodical problems.</li> <li>• The social worker knows how to convert theoretical insights and concepts to working methodically.</li> </ul>	
	C3.3 The social worker can justify every step of his methodology to himself, his target audience and himself.	<ul style="list-style-type: none"> <li>• The social worker reflects critically on his methodology.</li> <li>• The social worker justifies his methodology with valid arguments and reasoning.</li> <li>• The social worker can present his reasoning in such a way that his target audience and colleagues will understand and accept it.</li> </ul>	
	C3.4 The social worker is focused in the development of the quality of his social sciences skills.	<ul style="list-style-type: none"> <li>• The social worker checks if results actually correspond with what was expected.</li> <li>• The social worker analyses strengths and weaknesses of his actions.</li> <li>• The social worker plans measures to improve the quality of his social actions.</li> <li>• The social worker carries out these measures.</li> </ul>	

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<b>C4: The social worker integrates ethics in his actions.</b>	C4.1 The social worker can talk about ethics concerning his actions.	<ul style="list-style-type: none"> <li>• The social worker knows about the ethical implications of his actions and those of others (people, organisations, policymakers and communities).</li> <li>• The social worker can communicate about his own values and at the same time respect other values (of people, organisations, policymakers and communities).</li> <li>• The social worker knows how to make a choice in ethical dilemmas.</li> <li>• The social worker can justify his choice ethically.</li> </ul>	
	C4.2 The social worker acts consciously taking into account fundamental values of his profession: <ul style="list-style-type: none"> <li>• social justice and solidarity,</li> <li>• autonomy and self-determination,</li> <li>• honesty.</li> </ul>	<ul style="list-style-type: none"> <li>• The social worker has internalised these fundamental ethical values.</li> <li>• The social worker assesses his actions and those of others starting from the ethical values of the profession.</li> <li>• The social worker uses these assessments to correct his own ethical actions and takes initiatives to stimulate others to do likewise.</li> <li>• The social worker shows this by:               <ul style="list-style-type: none"> <li>○ standing up for vulnerable groups in society</li> <li>○ striving for empowerment, emancipation and diversity.</li> </ul> </li> </ul>	

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<b>C5. The social worker operates from a critical reflection on the interactions between his own job, his professional field and society.</b>	C5.1 The social worker takes into account the social meaning of his work.	<ul style="list-style-type: none"> <li>• The social worker knows about the social meaning of his actions and work.</li> <li>• The social worker develops his actions and work in the perspective of a social project.</li> </ul>	
	C5.2 The social worker meaningfully relates his own work to the network of social provisions.	<ul style="list-style-type: none"> <li>• The social worker connects to the network of social provisions.</li> <li>• The social worker develops his work in such a way that it complements or supplements the network of social provisions.</li> <li>• The social worker adopts the network of social provisions to help clients or target audiences.</li> </ul>	
	C5.3 The social worker contributes to policy processes and quality improvements for the sector, the professional field and the authorities.	<ul style="list-style-type: none"> <li>• The social worker describes the relationship of his own organisation to the sector, the professional field, external policymakers and legislators on various levels (regional, national, European).</li> <li>• The social worker reflects critically on structures and policies of the organisation, of intermediaries and of the authorities and can do a strengths and weaknesses analysis accordingly.</li> <li>• The social worker develops plans to take up issues with external policymakers.</li> <li>• The social worker takes initiatives with higher echelons to contribute to improvements for the target audience.</li> </ul>	

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<b>C6. The social worker can work in teams and in organisations and associate with partners in a network of organisations.</b>	C6.1 The social worker situates his professional activities in the context of the organisation.	<ul style="list-style-type: none"> <li>• The social worker can explain the purpose and working of the organisation from various scientific disciplines and can critically discuss organisational problems from those disciplines.</li> <li>• The social worker knows about the possibilities and limitations of organisational structures and cultures and acts accordingly.</li> </ul>	
	C6.2 The social worker is committed to realising the objectives of the organisation.	<ul style="list-style-type: none"> <li>• The social worker is loyal to the organisation.</li> <li>• The social worker varies his actions depending on the interaction between strategic choices, cultural elements and procedures in an organisation.</li> <li>• The social worker contributes to internal policies.</li> <li>• The social worker is committed to improving quality in the organisation.</li> <li>• The social worker continually searches for possibilities to improve the quality of his own performances as well as of those of the organisation.</li> <li>• The social worker functions well given the possibilities and limitations of the organisation's culture.</li> </ul>	
	C6.3 The social worker aims to realise objectives in team.	<ul style="list-style-type: none"> <li>• The social worker observes group dynamics and can analyse them critically.</li> <li>• The social worker discusses group dynamics with team members in a positive way.</li> <li>• The social worker can create dynamics between process, procedure and product in project-based team work.</li> </ul>	
	C6.4 The social worker sets up partnerships with others.	<ul style="list-style-type: none"> <li>• The social worker can do a strengths and weaknesses analysis of his external partners.</li> <li>• The social worker sets goals and procedures for his collaborations with external partners.</li> </ul>	

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<b>C7. The social worker evolves professionally in the perspective of life long learning.</b>	C7.1 The social worker is critical about how he functions professionally so that he can improve continually and can change.	<ul style="list-style-type: none"> <li>• The social worker can use facts to assess his own weaknesses and strengths.</li> <li>• The social worker can put challenges to improve aspects of his personal development and his professional competencies.</li> <li>• The social worker can formulate issues that call for attention on the basis of this.</li> </ul>	
	C7.2 The social worker develops a personal development plan, follows it up and adapts it in collaboration with his organisation.	<ul style="list-style-type: none"> <li>• The social worker can justify his realistic choice of issues to be improved.</li> <li>• The social worker adopts a personal development plan with practical actions for all of these issues.</li> <li>• The social worker relates these issues and the actions that go with them to the needs of the organisation.</li> <li>• The social worker critically assesses his evolution and remedies it with an eye to the personal development plan.</li> </ul>	
	C7.3 The social worker knows how to critically relate his professional activities to new socio-professional developments all the time.	<ul style="list-style-type: none"> <li>• The social worker regularly reads specialised magazines and other relevant publications.</li> <li>• The social worker has relevant contacts with his field and obtains information from it about recent developments.</li> <li>• The social worker attends seminars and conference and remains up to date as result.</li> <li>• The social worker has his own strategy to remain informed and to use the information obtained in his own profession.</li> </ul>	

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<b>C8. The social worker contributes to the identity and the development of the profession and to the recorded practice in the professional field.</b>	C8.1 The social worker can place the profession and role of the social worker in the range of professions and disciplines.	<ul style="list-style-type: none"> <li>• The social worker can clarify the role and surplus value of the social worker in collaborations with people from other disciplines and to clients.</li> <li>• The social worker can complement people from other fields from his specific role and add value this way.</li> </ul>	
	C8.2 The social worker contributes to the development of practice theory.	<ul style="list-style-type: none"> <li>• The social worker can generalise things from his professional practice.</li> <li>• The social worker can think about and analyse practical experiences from theories of different fields.</li> <li>• The social worker can think about and analyse his own experiences from existing practice theories.</li> </ul>	
	C8.3 The social worker is able to and wants to contribute to applied scientific research which the professional field will benefit from.	<ul style="list-style-type: none"> <li>• The social worker can contribute to formulating meaningful research questions from his experience.</li> <li>• The social worker can contribute to investigating research questions from his experience.</li> <li>• The social worker can critically assess the results of applied scientific research.</li> <li>• The social worker can integrate the results of applied scientific research in his own actions.</li> </ul>	
	C8.4 The social worker shares the knowledge obtained from his practice with colleagues, so that it gets integrated in the professional field.	<ul style="list-style-type: none"> <li>• The social worker takes the initiative to share that knowledge.</li> <li>• The social worker can communicate that knowledge and the theories that are connected to it clearly to colleagues in the field.</li> <li>• The social worker can develop cases that colleagues can learn from, from the knowledge involved and he can guide the learning processes.</li> </ul>	

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<b>C9. The social worker guides people through the network of social organisations, social services and social arrangements.</b>	C9.1 The social worker makes regulations, legislation and social arrangements understandable, useful and accessible to people.	<ul style="list-style-type: none"> <li>• The social worker can explain the contents, impact and resulting obligations and consequences of complicated legislation understandably.</li> <li>• The social worker can translate the contents, impact and resulting obligations and consequences of juridical documents and procedures into plain language and clarify them.</li> <li>• The social worker can assist people in a practical, empowering and educational way when they fill in social services documents and go through procedures.</li> </ul>
	C9.2 The social worker sees to it that people can benefit from the social services and social arrangements they are entitled to.	<ul style="list-style-type: none"> <li>• The social worker understands how legislation, regulations and social arrangements affect and determine (social) relations between (groups of) people.</li> <li>• The social worker has insight in the legal system in general and in legislation, regulations and arrangements of social security and social welfare issues in particular.</li> <li>• The social worker relates the situations, stories and claims of people to the legislation, regulations and social arrangements that apply.</li> <li>• The social worker adequately contributes to activating and creating universal and subjective (basic) rights of people.</li> </ul>
	C9.3 The social worker directs people to the most appropriate services.	<ul style="list-style-type: none"> <li>• The social worker has basic knowledge of the most common social and welfare services and knows how to find these.</li> <li>• The social worker can adequately refer people to the appropriate social and welfare services.</li> </ul>