

Table 3: Competencies for CBTp Consultation & Supervision

Support of Engagement	<ul style="list-style-type: none"> * Ability to model and support all of the engagement, normalization, collaboration and exploration skills outlined in Tables 1 and 2, both within the context of the supervision/consultation relationship and through discussion of trainees' provision of CBTp
Support of Formulation and Treatment Planning	<ul style="list-style-type: none"> * Extensive experience with provision of CBTp, which includes experience with formulation and treatment planning for a variety of different presentations including positive and negative symptoms of psychosis (e.g., voices and other hallucinations, paranoia, delusions, negative symptoms and thought disorder) and common comorbidities * Awareness of, and experience with, adaptations to treatment planning that may be necessitated due to cognitive deficits and/or thought disorder * Ability to work collaboratively with trainees to support their development of skills in formulation and treatment planning, by communicating principles in a clear and understandable manner
Support in Selection and Application of CBT Skills	<ul style="list-style-type: none"> * Advanced competence in a provision of all of the general CBT skills listed in Table 1, as well as the CBTp-specific skills and strategies listed in Table 2 * Ability to explain the rationale for provision of different skills and to discuss issues relevant to the selection and pacing of different skills * Ability to model provision of all of these same skills within the context of supervision
Provision of Feedback	<ul style="list-style-type: none"> * Ability to accurately assess the learning needs and level of competence of supervisees and to provide feedback that is developmentally appropriate * Ability to provide constructive criticism in a supportive manner * Ability to reliably and accurately assess CBTp fidelity through the use of standardized fidelity rating measures and to provide constructive feedback based on these ratings.
Assessment of Competence	<ul style="list-style-type: none"> * Ability to accurately assess competence and adherence to CBTp model through observation of supervisee engaging in provision CBTp and through discussion in supervision * Ability to accurately assess competence in formulation and treatment planning through evaluation of formal case formulations and treatment plans submitted by supervisees * Ability to reliably assess adherence to model with use of validated competency measures (e.g., CTSR or CTRS)
CBT Structure of Supervision	<ul style="list-style-type: none"> * Ability to model the structure of a CBTp session within each supervisory meeting: Including check in, review of between meeting work; identification of targets/focal areas of supervision (agenda); appropriate pacing of supervision session; ability to elicit feedback from trainees; and provision of guidance regarding action steps to improve skills