

Core competencies of SGfB counsellors

Basic competencies - multidisciplinary qualifications

Self-competence and personality development

Self-competence manifests itself in the capacity to adequately manage one's own personality, one's own needs, expectations, strengths and limitations and to act responsibly in accordance with the ethical guidelines.

Basic personality and character competencies: values, attitudes and character traits such as initiative, activity, perseverance, willingness to learn.

Social competence

By social competence is meant the capacity to interact with individual clients, groups and people in the professional environment, in accordance with the ethical guidelines. Counsellors have basic socially oriented capacities such as contact, communication and cooperation skills as well as the ability to deal with conflict.

Professional and methodological competencies

Professional and methodological competencies comprise the ability to deal with various matters and counselling situations, to structure them, and manage them strategically and to assess the quality of the actions.

Counsellors have basic methodological skills including guiding processes in building relationships, objective and action oriented problem solving in accordance with the theory of the relevant psychological school and its philosophical guiding principles.

Counselling competencies – specific professional qualifications

SGfB counsellors demonstrate their competencies **in their practice** through

- In-depth professional knowledge in the counselling field
- A thoroughly reflected counselling concept
- Careful attention to bio-socio-cultural influences
- A flexible attitude towards the possibilities and limits of counseling

SGfB counsellors build up relationship processes by

- creating and maintaining a counselling relationship based on trust
- appreciative and appropriate reactions with respect to the relationship offer, the client's feelings, thoughts and behavior
- dealing appropriately with processes of projection and counter projection
- the obligation towards the code of ethics for SGfB counsellors and its application

SGfB counsellors analyze the counselling situation by

- drawing up analyses of situations, problems and resources
- prioritizing problem areas and focusing on the main problem
- choosing appropriate procedures

SGfB counsellors plan and implement interventions by means of:

- a counselling planning aimed at agreed objectives
- creative, individual and situation related conduct of the counselling process
- flexible application of established and effective methods and strategies
- regular evaluation during the counselling process

SGfB counsellors recognize situations of crisis and respond to them:

- with appropriate instruments in dealing with crises
- respecting the limits of their own competencies
- guaranteeing the protection of the individual in situations of risk
- by stabilizing with appropriate interventions
- by referring a client to a specialized professional as required.

SGfB counsellors ensure quality and professional development by

- reflecting their role as counsellor
- ongoing evaluation of their counselling processes
- respecting the obligation of diligence in the documentation of their work
- personal supervision, discussions with professional peers, self-experience, counselling and/or therapy
- a continuous further education
- carefully dealing with one's own resources

Discipline specific competencies

The discipline specific qualifications and counselling competencies are formulated by the respective counselling concepts and methods.

The present document was approved by the General Assembly and adopted on 10.11.2008. Editorial adjustments were undertaken subsequent to the amendments to the statutes of 21st March 2011.