

Foundational Helping Competencies

Foundational Helping Skills working with adults (ENACT)

Foundational helping competencies refer to those techniques which are assumed to be universal for the delivery of any effective treatment and are therefore important for helpers to learn and feel confident in when working with clients. Foundational helping competencies typically include those that relate to building a warm, trustworthy relationship between the helper and client such as building rapport, using verbal and non-verbal communication skills, demonstrating empathy and genuineness, and working as a team to help the client feel better. To best help the client's needs, it is important that helpers build these foundational helping skills before learning more advanced skills, such as for a specific treatment. The EQUIP platform includes 15 ENACT foundational helping competencies.

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| <ol style="list-style-type: none"> 1. Non-verbal communication & active listening 2. Verbal communication skills 3. Explanation and promotion of confidentiality 4. Rapport building & self-disclosure 5. Exploration & normalisation of feelings 6. Demonstration of empathy, warmth, & genuineness 7. Assessment of harm to self, harm to others, harm from others & developing collaborative response plan 8. Connection to social functioning & impact on life | <ol style="list-style-type: none"> 9. Exploration of clients' & social support network's explanation for problem (causal & explanatory models) 10. Appropriate involvement of family members & other close persons 11. Collaborative goal setting & addressing client's expectations 12. Promotion of realistic hope for change 13. Incorporation of coping mechanisms & prior solutions 14. Psychoeducation & use of local terminology 15. Elicitation of feedback when providing advice, suggestions & recommendations |
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Foundational Helping Skills working with children/ adolescents (WeACT)

A foundational competencies assessment tool tailored for helpers and educators delivering care to children and adolescent populations in the Child Protection, Education and Mental Health and Psychosocial Support sector. This tool offers competencies that are used in individual settings with a child, and specific items useful in group settings with a group of children. The EQUIP platform includes 13 WeACT foundational helping competencies.

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| <ol style="list-style-type: none"> 1. Non-verbal communication 2. Verbal communication skills 3. Rapport & relationship building 4. Empathy, warmth & genuineness 5. Supporting the reframing of the child's negative thoughts & feelings 6. Ability to identify the child's daily life problems or needs 7. Problem solving – applies problem solving techniques for the child's daily life problems | <ol style="list-style-type: none"> 8. Safe identification of child abuse, exploitation, neglect, violence, & self-harm 9. Giving feedback to the child 10. Acknowledges and promotes child's agency in the session 11. Behaviour management – Demonstrates behaviour management skills 12. Organises group work effectively (Group) 13. Ability to be inclusive (Group) |
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Foundational Helping Skills facilitating groups (GroupACT)*

*suitable for both working with adults and children/ adolescents

This instrument captures core skills related to how facilitators work with groups, focusing on how they structure sessions, facilitate group interactions, and promote group cohesion and is intended to be used during group-based programming. The EQUIP platform includes seven GroupACT competencies.

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| <ol style="list-style-type: none"> 1. Group guidelines and/or ground rules 2. Group participation 3. Fostering empathy amongst group members 4. Collaborative problem solving | <ol style="list-style-type: none"> 5. Addressing barriers to attendance 6. Group confidentiality 7. Time management: appropriate breaks, energisers & pacing |
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Intervention packaged Competencies

Problem Management Plus (PM+) Competencies

Problem Management Plus (PM+) is a manualised structured intervention that aims to improve beneficiaries' ability to solve and manage practical problems. The EQUIP platform includes competencies tailored to PM+ intervention manual and which have also been tested in Ethiopia, Jordan, New York, USA, and Nepal. There are 12 PM+ competencies that cover problem management, behavioural activation, stress management, and interpersonal techniques.

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| <p>Problem Management</p> <ol style="list-style-type: none"> 1. Recognising solvable and unsolvable items 2. Selecting the problem 3. Defining the problem and goal 4. Brainstorming solutions 5. Choosing a solution 6. Developing an action plan for the solution 7. Reviewing managing problems | <ol style="list-style-type: none"> 8. Stress management & relaxation 9. Psychoeducation 10. Introduce new technique (then practice & repeat) 11. Check in and encourage continued practice (assign homework) <p>Behavioural activation</p> <ol style="list-style-type: none"> 12. Scheduling activities and tasks <p>Interpersonal</p> <ol style="list-style-type: none"> 13. Strengthening social support |
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Thinking Healthy Program (THP) Competencies

Thinking Healthy is a manualised structured intervention that takes a psychosocial approach for managing perinatal depression, with a focus on mother and infant wellbeing. The EQUIP platform includes competencies tool tailored to Thinking Healthy manual and which have been tested in Peru. There are 10 THP competencies that cover behavioural activation, cognitive, interpersonal, and stress management competencies.

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| <p>Behavioural activation</p> <ol style="list-style-type: none"> 1. Mood & activity monitoring <p>Cognitive</p> <ol style="list-style-type: none"> 2. Psychoeducation about thoughts, feelings & behaviours 3. Linking thoughts, feelings & behaviours: Connecting thoughts & feelings with personal experience 4. Linking thoughts, feelings & behaviours: Connecting feelings with behaviours. 5. Identifying more difficult & unhelpful thoughts 6. Developing new thoughts, feelings, behaviours & associations: Creating alternative thoughts | <ol style="list-style-type: none"> 7. Developing new thoughts, feelings, behaviours & associations: Differences between new & previous thoughts 8. Keeping track of thoughts (with in-session practice) 9. Reviewing tracking thoughts/homework <p>Interpersonal</p> <ol style="list-style-type: none"> 10. Using a role-play to build communication skills to improve relationships <p>Stress management</p> <ol style="list-style-type: none"> 11. Introducing a new strategy (then practice and repeat) |
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Technique-specific Competencies

Behavioural Activation Competencies

The EQUIP Platform includes six behavioural activation competencies

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| <ol style="list-style-type: none"> 1. Psychoeducation on behavioural activation 2. Connecting mood & activities 3. Mood and activity monitoring | <ol style="list-style-type: none"> 4. Reviewing at-home practice for mood & activity monitoring 5. Activity scheduling/behavioural scheduling 6. Review of between session practice activity/behaviour scheduling |
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Cognitive Competencies

Cognitive Behavioural Therapy practice is the basis for the seven Cognitive Competencies on the EQUIP platform.

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| <ol style="list-style-type: none"> 1. Psychoeducation about thoughts, feelings, & behaviours 2. Linking thoughts, feelings & behaviours: Connecting thoughts & feelings with personal experience 3. Linking thoughts, feelings & behaviours: Connecting feelings with behaviours. 4. Identifying more difficult & unhelpful thoughts 5. Developing new thoughts, feelings, behaviours, & associations: Creating alternative thoughts | <ol style="list-style-type: none"> 6. Developing new thoughts, feelings, behaviours, & associations: Differences between new & previous thoughts 7. Using thought records with in-session practice 8. Reviewing thought records/homework 9. Addressing core beliefs & assumptions |
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Interpersonal Competencies

Competencies within this domain aim to build clients' interpersonal and communication skills and strengthen social support. The EQUIP Platform includes eight Interpersonal Competencies.

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| <ol style="list-style-type: none"> 1. Identifying interpersonal focus of distress 2. 'Sick role' 3. Assessing relationships 4. Using a role-play to build communication skills & improve relationships | <ol style="list-style-type: none"> 5. Building communication skills: communication analysis 6. Managing problems: decision analysis 7. Strengthening social support 8. Encouraging interpersonal change between sessions |
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Motivational Enhancement Competencies

Competencies within this domain focus on supporting clients who struggle with substance use such as harmful drinking. The EQUIP Platform includes seven Motivational Enhancement Competencies.

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| <ol style="list-style-type: none"> 1. Understanding alcohol use & self-monitoring 2. Getting buy-in and developing discrepancies 3. Eliciting change 4. Generating & strengthening commitment | <ol style="list-style-type: none"> 5. Choosing strategies 6. Rolling with resistance 7. Relapse prevention |
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Problem Solving Competencies

Problem solving techniques aim to improve clients' ability to solve practical problems, especially when facing distress. The EQUIP Platform includes seven Problem Solving Competencies.

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| <ol style="list-style-type: none"> 1. Recognising solvable & unsolvable problems 2. Selecting the problem 3. Defining the problem & goal 4. Brainstorming solutions | <ol style="list-style-type: none"> 5. Choosing a solution 6. Implementing a solution 7. Evaluating outcomes of implementing a solution |
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Stress Management & Relaxation Competencies

Competencies in this domain focus on strategies for relaxation and managing symptoms/feelings and/or stressors that might also be affecting a person's physical body. The EQUIP platform includes four Stress Management and Relaxation Competencies.

1. Psychoeducation on stress management & relaxation
2. Identifying physical sensations & coping mechanisms
3. Introducing a new strategy (then practice & repeat)
4. Check in & encourage continued practice (assign homework)