



This is to certify that

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Attended The Consortium for Therapeutic
Communities Workshop

TC Competencies Part 1:

**“What are they? – Development
and theoretical underpinnings”**

Tuesday 14th May 2024 (Online)

Remember to cross reference training where it provides underpinning knowledge to support growing competence.

- *This can then be noted on certificates for training*
- *By attending these two workshops, you have gained underpinning knowledge that supports the following TC Practitioner Competencies:*

- 25. Understanding of role**
- 2. Understanding of TC methodologies**
- 6. Communication skills**
- 7. Use of self**
- 8. Capacity to work reflectively**
- 10. Recognises the importance of setting and external environment**
- 13. Recognises the primary task**

	COMPETENCY HEADING	DEFINITION – The TC Practitioner tries to...
Role related Competencies	1 Understanding of role	<ul style="list-style-type: none"> - Better understand the boundaries of their role, the place this has within the wider organisation and the outcomes it is designed to achieve
	2 Understanding of client group	<ul style="list-style-type: none"> - Provide responses of understanding to the particularity of the client within the context of the community - Shows developing insight into the clinical issues extent within the client group - Relates to others as human beings not diagnoses/labels
	3 Clinical observation	<ul style="list-style-type: none"> - Able to accept 'not knowing' and allow time for understanding to emerge - Capacity to observe behaviour / mood / interactions and notice the internal and external dynamics involved - Capacity to formulate a hypothesis
	4 Capacity to acknowledge and use the boundaries of the TC	<ul style="list-style-type: none"> - Developing awareness and capacity to regulate boundaries - Ability to share authority with all members of the community – 'dispersed authority' - Capacity to own and use their own authority - Recognises the significance of space and time and how therapeutic structures are established - Creative / flexible use of TC structure
Therapeutic practice -Related Competencies	5 Understanding of TC methodologies	<ul style="list-style-type: none"> - Shows a willingness to learn and engage with 'methods' - Emotionally open within a 'culture of enquiry' - Developing knowledge and understanding of psychodynamic ideas - Desire to acquire both academic and experiential knowledge in a 'living-learning environment' - Desire to be a part of a containing matrix of relationships and use the community to address and solve problems
	6 Communication skills	<ul style="list-style-type: none"> - Openness to both conscious and unconscious communication and recognises behaviours and affects are communication - Communicates in a clear direct manner and actively listens and engages with others to further their understanding - Can adapt the mode of communication appropriate to the audience - Avoids telling others what to think but provides/creates opportunities for understanding to grow / develop / emerge
	7 Use of self	<ul style="list-style-type: none"> - Sensitivity - attuned and receptive – can takes things in - Capacity to use one's interactions with others therapeutically - Ability to monitor the thoughts and feelings evoked by others and link these to underlying issues of the client - Genuineness – congruence – authenticity – not hiding behind professional status / role
	8 Capacity to work both reflectively and using reflexively	<ul style="list-style-type: none"> - Can think about one's one capacities and deficits in relation to the work - Can work by continually being aware of one's responses to others and one's self - Self reflection /awareness – desire to know why one is drawn to this work - Has self-knowledge - able to self-talk – adopt a third position
	9 Capacity to contain anxiety	<ul style="list-style-type: none"> - Ability to tolerate 'not knowing' - An ability to tolerate stress and recognize personal limits - Can notice and sustain feeling difficult feelings long enough to understand where they derive from and to take appropriate action - Self-contained –can contain their own anxiety - Owns their mistakes - Capacity to retain ones one identity - strength of character
	10 Recognises importance of the environmental setting & external environment	<ul style="list-style-type: none"> - Uses 'daily living' as opportunities for learning – 'opportunity-led work' - Acknowledges the symbolic nature of the environment - Understands 'corrective emotional experience', primary care and therapeutic adaptation - Political / social awareness – can challenge status quo
	11 Understanding of organisational dynamics	<ul style="list-style-type: none"> - Can understand and acknowledge issues of authority, power, leadership - Can understand the varied reasons for organisational anxiety, the defences which operate to avoid this and one's own role in managing this - Aware of own valency – the tendency to take up a familiar role in a group context
	12 Participant observer	<ul style="list-style-type: none"> - Can observe self and others without being compelled to act before reflecting - Can wait, think, talk with others before acting - Capacity to learn from direct experience - capacity to explore and be vulnerable – not defensive / avoidant
	13 Recognises the primary task	<ul style="list-style-type: none"> - Boundaried – able to acknowledge one's own place in the organizational structure - Clarity about one's role – engages directly in the key tasks defined in their job description