The 2013 Prevention Specialist Job Analysis identified six performance domains for the IC&RC Prevention Specialist Examination:

Weight on Exam:
1. Planning and Evaluation 30%
2. Prevention Education and Service Delivery 15%
3. Communication 13%
4. Community Organization 15%
5. Public Policy and Environmental Change 12%
6. Professional Growth and Responsibility 15%

Domain 1: Planning and Evaluation

Task 1 Determine the level of community readiness for change.
Knowledge of:
1. information gathering and data analysis techniques
2. stages of community readiness
Skill In:
1. collecting, organizing, and interpreting data
2. assessing and building community resources and readiness
3. identifying and engaging key stakeholders

Task 2 Identify appropriate methods to gather relevant data for prevention planning.
Knowledge of:
1. information gathering and data analysis techniques
2. prevention program evaluation instruments/models
3. validity and reliability of evaluation instruments/models
Skill In:
1. collecting, organizing, and interpreting data
2. assessing and building community resources and readiness

Task 3 Identify existing resources available to address the community needs.
Knowledge of:
1. information gathering and data analysis techniques
2. financial, human, and organizational resources
Skill In:
1. assessing and building community resources and readiness
2. collecting, organizing, and interpreting data
3. capacity building
4. community engagement

Task 4 Identify gaps in resources based on the assessment of community conditions.
Knowledge of:
1. logic models as a planning and evaluation tool
2. information gathering and data analysis techniques
3. financial, human, and organizational resources
Skill In:
1. assessing and building community resources and readiness
2. collecting, organizing, and interpreting data
Task 5 Identify the target audience.
Knowledge of:
1 continuum of care
2 Risk and Protective Factor Theory and other theories relevant to prevention
3 community characteristics
Skill In:
1 collecting, organizing, and interpreting data
2 cultural responsiveness

Task 6 Identify factors that place persons in the target audience at greater risk for the identified problem.
Knowledge of:
1 continuum of care
2 Risk and Protective Factor Theory and other theories relevant to prevention
3 community characteristics
Skill In:
1 information gathering and data analysis
2 cultural responsiveness

Task 7 Identify factors that provide protection or resilience for the target audience.
Knowledge of:
1 continuum of care
2 Risk and Protective Factor Theory and other theories relevant to prevention
3 community characteristics
Skill In:
1 information gathering and data analysis
2 cultural responsiveness

Task 8 Determine priorities based on comprehensive community assessment.
Knowledge of:
1 strategies to build community capacity
2 logic models as a planning and evaluation tool
3 Theory of Change concepts
4 problem prioritization strategies
Skill In:
1 collecting, organizing, and interpreting data

Task 9 Develop a prevention plan based on research and theory that addresses community needs and desired outcomes.
Knowledge of:
1 logic models as a planning and evaluation tool
2 Risk and Protective Factor Theory and other theories relevant to prevention
3 evidence-based prevention interventions in behavioral health
4 components of effective prevention program planning
5 community characteristics
Skill In:
1 developing and implementing effective, outcome focused prevention programming
2 interpreting and applying prevention program evaluation activities
3 collecting, organizing, and interpreting data
Task 10 Select prevention strategies, programs, and best practices to meet the identified needs of the community.

Knowledge of:
1 Risk and Protective Factor Theory and other theories relevant to prevention
2 strategies to build community capacity
3 problem prioritization strategies
4 evidence-based prevention interventions in behavioral health
5 components of effective prevention program planning
6 community characteristics

Skill In:
1 implementing effective, outcome focused prevention programming
2 collecting, organizing, and interpreting data
3 cultural responsiveness

Task 11 Implement a strategic planning process that results in the development and implementation of a quality strategic plan.

Knowledge of:
1 assessment, capacity building, planning, implementation, and evaluation methods
2 sustainability strategies
3 cultural diversity

Skill In:
1 conducting activities consistent with strategic prevention planning models
2 implementing effective, outcome focused prevention programming
3 cultural responsiveness

Task 12 Identify appropriate prevention program evaluation strategies.

Knowledge of:
1 components of effective prevention program planning
2 prevention program evaluation instruments/models
3 validity and reliability of evaluation instruments/models

Skill In:
1 implementing effective, outcome focused prevention programming
2 collecting, organizing, and interpreting data
3 interpreting and applying prevention program evaluation findings

Task 13 Administer surveys/pre/posttests at work plan activities.

Knowledge of:
1 information gathering and data analysis techniques
2 prevention program evaluation instruments/models
3 validity and reliability of evaluation instruments/models

Skill In:
1 collecting, organizing, and interpreting data
Task 14 Conduct evaluation activities to document program fidelity.
Knowledge of:
1 information gathering and data analysis techniques
Skill In:
1 collecting, organizing, and interpreting data

Task 15 Collect evaluation documentation for process and outcome measures.
Knowledge of:
1 information gathering and data analysis techniques
2 prevention program evaluation instruments/models
3 validity and reliability of evaluation instruments/models
Skill In:
1 collecting, organizing, and interpreting data

Task 16 Evaluate activities and identify opportunities to improve outcomes.
Knowledge of:
1 guidelines for program adaptation
2 prevention program evaluation instruments/models
3 information gathering and data analysis techniques
Skill In:
1 collecting, organizing, and interpreting data
2 interpreting and applying prevention program evaluation findings

Task 17 Utilize evaluation to enhance sustainability of prevention activities.
Knowledge of:
1 strategies needed to build community capacity
2 evidence-based prevention interventions in behavioral health
3 sustainability strategies
4 validity and reliability of evaluation instruments/models
Skill In:
1 interpreting and applying prevention program evaluation findings
2 collecting, organizing, and interpreting data

Task 18 Provide applicable workgroups with prevention information and other support to meet prevention outcomes.
Knowledge of:
1 financial, human, and organizational resources
2 strategies to build community capacity
3 logic models as planning and evaluation tools
4 Risk and Protective Factor Theory and other theories relevant to prevention
Skill In:
1 conducting strategic planning activities
2 collecting, organizing, and interpreting data
Task 19 Incorporate cultural responsiveness into all planning and evaluation activities.

Knowledge of:
1 guidelines for program adaptation
2 components of effective prevention program planning
3 prevention program evaluation instruments/models
4 validity and reliability of evaluation instruments/models

Skill In:
1 selecting culturally relevant evaluation instruments/models
2 interpreting and applying prevention program evaluation findings

Task 20 Prepare and maintain reports, records, and documents pertaining to funding sources.

Knowledge of:
1 financial, human, and organizational resources
2 information gathering and data analysis techniques
3 best practices in documentation

Skill In:
1 collecting, organizing, and interpreting data
2 interpreting and applying prevention program evaluation findings

Domain 2: Prevention Education and Service Delivery

Task 1 Coordinate prevention activities.

Knowledge of:
1 group processes
2 training and group facilitation techniques
3 interagency dynamics and/or power relationships
4 prevention program best practices and models
5 target audience
6 financial, human, and organizational resources
7 appropriate evaluation instruments and delivery
8 culturally appropriate materials for the target audience

Skill In:
1 effective written and interpersonal communication
2 facilitating group processes
3 working within existing organizational and community structures
4 working with diverse populations
5 following a work plan

Task 2 Implement prevention education and skill development activities appropriate for the target audience.

Knowledge of:
1 cultural diversity
2 prevention program best practices
3 learning styles, instructional strategies, and presentation methods
4 Risk and Protective Factor Theory and other theories relevant to prevention
5 guidelines for program adaptation
6 training and group facilitation techniques
7 culturally appropriate materials for the target audience
Skill In:
   1 demonstrating cultural competence and sensitivity
   2 obtaining copyright permission prior to implementing copyrighted materials/content
   3 effective written and interpersonal communication
   4 facilitating group processes
   5 working with diverse populations

Task 3 Provide prevention education and skill development programs that contain accurate, relevant, and timely content.
   Knowledge of:
   1 information gathering techniques and data sources
   2 training evaluation models, instruments, and processes
   3 cultural diversity
   4 prevention program best practices
   5 learning styles, instructional strategies, and presentation methods
   6 Risk and Protective Factor Theory and other theories relevant to prevention
   7 guidelines for program adaptation
   8 training and group facilitation techniques
   9 current behavioral health trends and research

Skill In:
   1 collecting, organizing, and interpreting data
   2 synthesizing prevention theories and models
   3 interpreting evaluation data and revising programming as necessary
   4 demonstrating cultural competence and sensitivity
   5 obtaining copyright permission prior to implementing copyrighted materials/content
   6 effective written and interpersonal communication
   7 facilitating group processes
   8 working with diverse populations
   9 working within the context of the organizational culture

Task 4 Maintain program fidelity when implementing evidence-based practices.
   Knowledge of:
   1 principles and guidelines of fidelity and adaptation
   2 prevention intervention protocols

Skill In:
   1 modifying and implementing instructional materials
   2 maintaining core components when modifying evidence-based programs

Task 5 Serve as a resource to community members and organizations regarding prevention strategies and best practices.
   Knowledge of:
   1 policies, procedures, and legal/programmatic limitations that guide the practice of related professions
   2 current evidence-based strategies and best practices
   3 prevention resources for instructional programming
   4 current behavioral health trends and research
   5 Risk and Protective Factor Theory and other theories relevant to prevention
   6 assessment, capacity building, planning, implementation, and evaluation methods
Skill In:
1 implementing evidence-based practices
2 networking and outreach to community stakeholders
3 providing technical assistance
4 effective written and interpersonal communication

Domain 3: Communication

Task 1 Promote programs, services, and activities, and maintain good public relations.
Knowledge of:
1 policies, procedures, regulations, and ethical codes that guide interactions with the media and public
2 learning styles, instructional strategies, and presentation methods
3 cultural diversity and social justice
4 media literacy and advocacy
5 effective communication methods
6 behavioral health promotion
7 current behavioral health trends
8 media outlets

Skill In:
1 developing, modifying, and implementing culturally appropriate materials
2 developing and implementing media strategies
3 identifying target audience
4 advocacy and public health promotion
5 effective written and interpersonal communication
6 utilizing media outlets
7 evaluating effectiveness of media campaign

Task 2 Participate in public awareness campaigns and projects relating to health promotion across continuum of care.
Knowledge of:
1 public health models
2 information gathering and data analysis techniques
3 logic models as planning and evaluation tools
4 continuum of care
5 community engagement
6 behavioral health promotion
7 shared risk and protective factors between physical health, substance use, and other behavioral health disorders
8 prevention interventions to reduce the factors between physical health disorders such as depression, substance use, and conduct disorders
9 current behavioral health trends and research
10 local, state, and national behavioral health systems and their strategic goals
11 policies, procedures, regulations, and ethical codes that guide interactions with the media and public
12 media and advocacy resources
13 copyright laws and reference procedures
Skill In:
1 identifying target populations
2 identifying change agents
3 collaboration
4 networking
5 advocacy and public health promotion
6 integrating behavioral and physical health
7 effective written and interpersonal communication
8 cultural responsiveness
9 conducting evaluation methods

**Task 3 Identify marketing techniques for prevention programs.**

Knowledge of:
1 effective marketing strategies
2 cultural diversity
3 target audience
4 media literacy and advocacy
5 communication models
6 financial, human, and organizational resources
7 current trends in media marketing

Skill In:
1 collecting, organizing, and interpreting data
2 effective written and interpersonal communication
3 facilitating focus groups
4 engaging the media
5 building sustainable relationships and alliances
6 creative processes
7 involving target audience in all stages of the marketing campaign
8 planning a media campaign

**Task 4 Apply principles of effective listening.**

Knowledge of:
1 principles of ethics
2 rules/laws related to mandated reporting
3 target audience
4 interviewing techniques

Skill In:
1 effective written and interpersonal communication
2 demonstrating cultural competence and sensitivity
3 active listening

**Task 5 Apply principles of public speaking.**

Knowledge of:
1 audience characteristics
2 culturally appropriate materials for the target audience
3 subject matter
4 desired outcomes
Skill In:
1 effective written and interpersonal communication
2 researching topic materials
3 organizing presentation logically
4 story telling
5 leading discussion
6 handling unexpected issues
7 seeking and utilizing feedback
8 identifying appropriate visual aids
9 utilizing technological resources in presentation delivery
10 building rapport

Task 6 Employ effective facilitation skills.
Knowledge of:
1 audience characteristics
2 learning styles, instructional strategies, and presentation methods
3 subject matter
4 meeting agenda
5 communication models

Skills in:
1 modeling appropriate behaviors and communication skills
2 ensuring outcome-based decisions
3 creating comfortable environments
4 encouraging participation
5 preventing and managing conflict
6 listening and observation
7 facilitating group processes
8 ensuring quality decisions
9 time management

Task 7 Communicate effectively with various audiences.
Knowledge of:
1 group processes
2 training and group facilitation techniques
3 learning styles, instructional strategies, and presentation methods
4 subject matter
5 interagency dynamics and/or power relationships
6 federal and local confidentiality laws
7 audience characteristics
8 communication models

Skills In:
1 effective written and interpersonal communication
2 facilitating group processes
3 working within existing community structures and norms
4 demonstrating cultural competence and sensitivity
5 synthesizing prevention theory and models
6 active listening
7 seeking and utilizing feedback
Task 8 Demonstrate interpersonal communication competency.

Knowledge of:
- 1 basic communication theories
- 2 learning styles, instructional strategies, and presentation methods

Skill In:
- 1 effective written and interpersonal communication
- 2 networking and outreach to community partners
- 3 facilitating group processes
- 4 cultural competence and sensitivity
- 5 active listening

Domain 4: Community Organization

Task 1 Identify the community demographics and norms.

Knowledge of:
- 1 information gathering techniques and data analysis techniques
- 2 basic terms in epidemiology

Skill In:
- 1 collecting, organizing, and interpreting data
- 2 effective written and interpersonal communication

Task 2 Identify a diverse group of stakeholders to include in prevention programming activities.

Knowledge of:
- 1 cultural diversity
- 2 strategies for engaging community members
- 3 community characteristics
- 4 community sector representatives

Skill In:
- 1 implementing capacity-building strategies among diverse groups
- 2 demonstrating cultural competence and sensitivity
- 3 identifying current and emerging community leaders

Task 3 Build community ownership of prevention programs by collaborating with stakeholders when planning, implementing, and evaluating prevention activities.

Knowledge of:
- 1 capacity-building strategies
- 2 engagement strategies
- 3 effective written and interpersonal communication
- 4 role of community ownership

Skill In:
- 1 identifying current and emerging community leaders
- 2 facilitating group processes
- 3 providing community training
- 4 working with existing organizational and community structures
- 5 fostering shared leadership
Task 4  Offer guidance to stakeholders and community members in mobilizing for community change.

Knowledge of:
1 training and group facilitation techniques
2 level of community readiness
3 assessment, capacity building, planning, implementation, and evaluation methods
4 intercommunity organizational structures and patterns of communication
5 strategies for moving leaders to higher levels of readiness
6 advocacy strategies

Skill In:
1 transferring ownership of prevention programs to the community
2 increasing level of involvement of local and state organizations and cultural groups
3 training, mentoring, and organizing community groups, volunteers, and other stakeholders
4 effective written and interpersonal communication

Task 5  Participate in creating and sustaining community-based coalitions.

Knowledge of:
1 group processes
2 cultural diversity
3 identifying current and emerging community leaders
4 intercommunity organizational structures and patterns of communication
5 interagency dynamics and/or power relationships
6 financial, human, and organizational resources
7 strategies for engaging community members
8 assessment, capacity building, planning, implementation, and evaluation methods

Skill In:
1 training, mentoring, and organizing community groups and volunteers
2 facilitating group processes
3 effective written and interpersonal communication
4 cultural responsiveness
5 conducting strategic planning activities

Task 6 Develop or assist in developing content and materials for meetings and other related activities.

Knowledge of:
1 prevention principles
2 evidence-based practices
3 Risk and Protective Factor Theory and other theories relevant to prevention
4 prevention program evaluation instruments/models
5 logic models as a planning tool
6 current behavioral health trends and research
7 learning styles, instructional strategies, and presentation methods
8 resources for education, training, and professional development related to prevention
9 culturally appropriate materials for the target audience

Skill In:
1 effective written and interpersonal communication
2 collecting, organizing, and analyzing data
3 developing, modifying, and implementing materials for the target audience
Task 7 Develop strategic alliances with other service providers within the community.

Knowledge of:
1 group processes
2 cultural diversity
3 intercommunity organizational structures and patterns of communication
4 interagency dynamics and/or power relationships
5 financial, human, and organizational resources

Skill In:
1 negotiation
2 effective written and interpersonal communication
3 networking and outreach to community partners
4 building sustainable relationships and alliances
5 demonstrating cultural competence and sensitivity

Task 8 Develop collaborative agreements with other service providers within the community.

Knowledge of:
1 intercommunity organizational structures and patterns of communication
2 policies, procedures, and legal/programmatic limitations that guide the practice of related professions
3 key leaders of other services providers
4 interagency dynamics and/or power relationships
5 elements of formal agreements

Skill In:
1 working within existing community structures and norms
2 building sustainable relationships and alliances
3 effective written and interpersonal communication

Task 9 Participate in behavioral health planning and activities.

Knowledge of:
1 local, state, and national behavioral health systems and their strategic goals
2 community planning
3 current behavioral health trends and research
4 continuum of care
5 shared risk and protective factors between physical health, substance use, and other behavioral health disorders
6 prevention interventions to reduce the incidence of behavioral health disorders such as depression, substance use, and conduct disorders
7 behavioral health promotion

Skill In:
1 collaboration
2 integrating behavioral health and physical health
3 networking
4 advocacy and public health promotion
5 training, mentoring, and organizing community groups and volunteers
6 facilitating group processes
7 effective written and interpersonal communication
8 cultural responsiveness
Domain 5: Public Policy and Environmental Change

Task 1 Provide resources, training, and consultation to promote environmental change.
Knowledge of:
1 group processes
2 political processes
3 environmental change strategies
4 information gathering techniques and data sources
5 evidence-based prevention policies
6 community characteristics
7 theory of change
8 financial, human, and organizational resources
9 learning styles, instructional strategies, and presentation methods
10 socioecological systems theories
11 public health model

Skill In:
1 facilitating groups
2 collecting, organizing, and analyzing data
3 communicating prevention policies to decision makers
4 working within local political systems
5 implementing environmental change strategies
6 effective written and interpersonal communication
7 advocacy in public health promotion and prevention
8 public speaking
9 training, mentoring, and organizing community groups and volunteers
10 providing technical assistance

Task 2 Participate in enforcement initiatives to affect environmental change.
Knowledge of:
1 political processes
2 environmental change strategies
3 information gathering techniques and data sources
4 community norms and other characteristics
5 theory of change
6 financial, human, and organizational resources
7 law enforcement and regulatory agencies
8 socioecological systems theories
9 interagency dynamics and/or power relationships

Skill In:
1 collecting, organizing, and analyzing data
2 developing and implementing social marketing strategies
3 working with political, judicial, and law enforcement systems
4 effective written and interpersonal communication
5 advocacy in public health promotion and prevention
6 public speaking
Task 3  Participate in public policy development to affect environmental change.
   Knowledge of:
   1 political processes
   2 environmental change strategies
   3 information gathering techniques and data sources
   4 community norms and other characteristics
   5 theory of change
   6 financial, human, and organizational resources
   7 socioecological systems theories
   8 interagency dynamics and/or power relationships
   9 community characteristics
   10 public health model
   11 current behavioral health trends and research
   Skill In:
   1 collecting, organizing, and analyzing data
   2 developing and implementing social marketing strategies
   3 working with political, judicial, and law enforcement systems
   4 effective written and interpersonal communication
   5 advocacy in public health promotion and prevention
   6 public speaking
   7 technical assistance
   8 resource sharing
   9 networking and outreach to policy makers

Task 4 Use media strategies to support policy change efforts in the community.
   Knowledge of:
   1 political processes
   2 media advocacy and outlets
   3 environmental change strategies
   4 information gathering techniques and data sources
   5 financial, human, and organizational resources
   6 socioecological systems theories
   7 interagency dynamics and/or power relationships
   8 community norms and other characteristics
   9 current behavioral health trends and research
   Skill In:
   1 collecting, organizing, and analyzing data
   2 developing and implementing social marketing strategies
   3 working within local political systems
   4 implementing environmental change strategies
   5 effective written and interpersonal communication
   6 advocacy in public health promotion and prevention
   7 public speaking
   8 engaging the media
   9 cultural competence and sensitivity
Task 5 Collaborate with various community groups to develop and strengthen effective policies supporting prevention

Knowledge of:
1. group processes
2. environmental change strategies
3. information gathering techniques and data sources
4. evidence-based prevention policies
5. training, mentoring, and organizing community groups and volunteers
6. community characteristics
7. financial, human, and organizational resources
8. cultural competence and sensitivity
9. interagency dynamics and/or power relationships

Skill In:
1. facilitating groups
2. collecting, organizing, and analyzing data
3. implementing environmental change strategies
4. effective written and interpersonal communication
5. advocacy in public health promotion and prevention
6. cultural competence and sensitivity
7. networking and outreach to community stakeholders

Task 6 Advocate to bring about policy and/or environmental change.

Knowledge of:
1. political processes
2. information gathering techniques and data sources
3. evidence-based environmental strategies
4. theory of change
5. community norms and other characteristics
6. financial, human, and organizational resources
7. current behavioral health trends and research
8. media outlets and resources
9. the difference between lobbying and advocacy

Skill In:
1. facilitating groups
2. collecting, organizing, and analyzing data
3. developing and implementing social marketing strategies
4. communicating prevention policies to decision makers
5. working within local political systems
6. implementing environmental change strategies
7. effective written and interpersonal communication
8. advocacy in public health promotion and prevention
9. public speaking
10. identifying and engaging change agents and policy makers
11. negotiating
12. networking and outreach to community stakeholders
Task 1  Demonstrate knowledge of current prevention theory and practice.
Knowledge of:
1 assessment, capacity building, planning, implementation, and evaluation methods
2 components of effective prevention program planning
3 continuum of care
4 cultural diversity
5 current behavioral health trends and research
6 current evidence-based prevention interventions in behavioral health
7 financial, human, and organizational resources
8 group processes
9 guidelines for program fidelity and adaptation
10 personal biases, beliefs, limitations, and cultural assumptions
11 professional associations and organizations related to behavioral health
12 professional codes of conduct/ethics related to the prevention profession
13 public health model
14 Risk and Protective Factor Theory and other theories related to prevention
15 shared risk and protective factors between physical health, substance use, and other behavioral health disorders
16 sustainability strategies
17 the process of addiction, its effect on the brain, developmental processes and family systems
18 theory of change
Skill In:
1 applying current prevention theory and evidence-based practice to prevention work
2 conducting comprehensive strategic planning activities
3 demonstrating cultural competence and sensitivity
4 effective written and interpersonal communication
5 facilitating group processes
6 following a work plan
7 maintaining fidelity when adapting evidence-based programs
8 working collaboratively within the public health system

Task 2  Adhere to all legal, professional, and ethical principles.
Knowledge of:
1 principles of ethics
2 professional codes of conduct/ethics related to the prevention profession
3 advocacy guidelines
4 basic budget requirements set by funders
5 federal and local confidentiality laws
6 laws related to the reporting of abuse and neglect
7 personal biases, beliefs, limitations, and cultural assumptions
8 policies, procedures, and legal/programmatic limitations that guide the practice of related professions
9 recipient rights and informed consent
10 copyright laws and reference procedures
Skill In:
1 applying current prevention theory and evidence-based practice to prevention work
2 applying federal and local mandates regarding confidentiality and reporting of suspected abuse and neglect of service recipients
3 demonstrating cultural competence and sensitivity
4 demonstrating ethical decision-making in prevention work
5 demonstrating personal use of strategies for healthy living
6 obtaining informed consent of participants
7 continuing professional development through education, self-evaluation, supervision, and consultation to maintain competence and enhance professional effectiveness
8 implementing strategies to ensure the safety of program participants

Task 3 Demonstrate cultural responsiveness as a prevention professional.
Knowledge of:
1 creative and adaptive uses of community resources
2 cultural characteristics that influence attitudes, behaviors, and perceptions that relate to substance use and mental health
3 culturally appropriate materials for the target audience
4 personal biases, beliefs, limitations, and cultural assumptions
5 professional codes of conduct/ethics related to the prevention profession
6 health disparities that impact diverse communities
7 importance of diverse representation in planning

Skill In:
1 active listening
2 modeling cultural competence and sensitivity
3 developing, modifying, and implementing culturally appropriate materials
4 effective written and interpersonal communication and facilitation skills
5 encouraging multiple perspectives
6 networking and relationship building
7 working with diverse populations
8 working within existing organizational and community structures

Task 4 Demonstrate self-care consistent with prevention messages.
Knowledge of:
1 organization and community resources that support health and well-being
2 healthy living strategies
3 personal biases, beliefs, limitations, and cultural assumptions
4 professional codes of conduct/ethics related to the prevention profession
5 resources for education, training, and professional development related to prevention
6 conflict resolution strategies

Skill In:
1 demonstrating personal use of strategies for healthy living
2 modeling appropriate behaviors and communication skills
3 preventing and managing conflict
4 seeking and utilizing feedback from peers
5 recognizing personal limitations and seeking assistance when needed
Task 5 Recognize importance of participation in professional associations locally, statewide, and nationally.

Knowledge of:
1 advocacy strategies
2 current behavioral health systems of care
3 elements of formal agreements
4 financial, human, and organizational resources
5 organizational dynamics and characteristics
6 interagency dynamics and/or power relationships
7 local, state, and national stakeholders
8 local, state, and national behavioral health systems and their strategic goals
9 policies, procedures, and legal/programmatic processes that guide the practice of related professions
10 professional associations and organizations related to behavioral health
11 working within the context of the organizational culture
12 intercommunity organizational structures and patterns of communication

Skill In:
1 public health advocacy
2 training, mentoring, and organizing community groups and volunteers
3 working collaboratively within the public health system
4 working within local political systems
5 effective written and interpersonal communication and facilitation
6 networking and relationship building

Task 6 Demonstrate responsible and ethical use of public and private funds.

Knowledge of:
1 advocacy strategies
2 basic budget requirements/guidelines set by funders and organizational policy
3 regulations and practices regarding ethical fundraising
4 professional codes of conduct/ethics related to the prevention profession
5 elements of formal agreements
6 conflicts of interest

Skill In:
1 collecting, organizing, analyzing, and reporting funding data
2 demonstrating ethical decision-making in prevention work
3 following a work plan
4 adhering to budget requirements/guidelines
5 applying professional codes of conduct/ethics related to the prevention profession

Task 7 Advocate for health promotion and prevention across the life span.

Knowledge of:
1 advocacy strategies
2 behavioral health promotion
3 health disparities that impact diverse communities
4 current behavioral health systems of care, theory, and practice
5 current behavioral health trends and research
6 effective communication methods
7 environmental change strategies
8 healthy living strategies
9 collecting, organizing, analyzing, and reporting data and information
10 media and advocacy resources
11 political processes
12 professional associations and organizations related to behavioral health
13 resources for education, training, and professional development related to prevention

Skill In:
1 advocacy in public health promotion and prevention
2 collecting, organizing, and analyzing data
3 communicating health disparities that impact diverse communities
4 demonstrating personal use of strategies for healthy living
5 effective written and interpersonal communication
6 engaging the media
7 facilitating group processes
8 identifying target audience
9 implementing environmental change strategies
10 networking and relationship building
11 identifying change agents

Task 8 Advocate for healthy and safe communities.
Knowledge of:
1 advocacy strategies
2 behavioral health promotion
3 health disparities that impact diverse communities
4 current behavioral health systems of care, theory, and practice
5 current behavioral health trends and research
6 effective communication methods
7 environmental change strategies
8 healthy living strategies
9 collecting, organizing, analyzing, and reporting data and information
10 media and advocacy resources
11 political processes
12 professional associations and organizations related to behavioral health
13 resources for education, training, and professional development related to prevention
14 community based processes
15 federal and local confidentiality laws

Skill In:
1 advocacy in public health promotion and prevention
2 collecting, organizing, and analyzing data
3 communicating health disparities that impact diverse communities
4 demonstrating personal use of strategies for healthy living
5 effective written and interpersonal communication
6 engaging the media
7 facilitating group processes
8 identifying target audience
9 implementing environmental change strategies
10 networking and relationship building
11 identifying change agents
12 working with diverse populations
Task 9  Demonstrate knowledge of current issues of addiction.
Knowledge of:
1 health disparities that impact diverse communities
2 current behavioral health systems of care, theory, and practice
3 biases, beliefs, and cultural assumptions related to addictions
4 signs, symptoms, and progressive stages of addiction
5 addicted family dynamics
6 effects of drugs on the brain and the body
7 health promotion and prevention within the continuum of care
8 prevention within a Recovery Oriented System of Care (ROSC)
9 co-occurring disorders

Skill In:
1 applying current prevention theory and evidence-based practice to prevention work
2 demonstrating cultural competence and sensitivity
3 working collaboratively within the public health system
4 identifying signs, symptoms, and progressive stages of addiction
5 brief intervention and referral

Task 10  Demonstrate knowledge of current issues of mental, emotional, and behavioral health.
Knowledge of:
1 the effects of mental, emotional, and behavioral health on the family
2 co-occurring disorders
3 biases, beliefs, and cultural assumptions related to addictions
4 healthy living strategies and wellness promotion
5 health disparities that impact diverse communities
6 current behavioral health systems of care, theory, and practice
7 evidence-based environmental strategies

Skill In:
1 applying current prevention theory and evidence-based practice to prevention work
2 working collaboratively within the public health system
3 demonstrating cultural competence and sensitivity
4 public health advocacy
5 identifying signs and symptoms of mental, emotional, and behavioral health issues
6 brief intervention and referral