



SCOT

Saskatchewan College of
Occupational Therapists

Self-Assessment Tool

The Competencies for Occupational Therapists in Canada, 2021.

Competency Domain A: Occupational Therapy Expertise

We facilitate occupations.

Competency A1. Established trusted professional relationships with clients

A1.1 Co-create with clients a shared understanding of scope of services, expectations, and priorities.

A1.2 Use a mutually respectful approach to determine the nature of the services to be delivered.

A1.3 Respond to requests for service promptly and clearly.

A1.4 Support clients to make informed decisions, discussing risks, benefits, and consequences.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



--

Competency A2. Use occupational analysis throughout practice

A2.1 Keep clients' occupation at the centre of practice.

A2.2 Facilitate client's use of their strengths and resources to sustain *occupational participation*.

A2.3 Address the strengths and barriers in systems such as health care that could affect occupational participation.

A2.4 Apply knowledge evidence, and critical thinking from social, behavioural, biological, and occupational sciences to analyze occupational participation.

A2.5 Share rationale for decisions.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.
--

Attach additional pages if necessary.

--



Competency A3. Determine clients' needs and goals for occupational therapy services

A3.1 Respond to the *context* that influences the client's occupational therapy services.

A3.2 Develop a shared understanding of the client's occupational challenges and goals.

A3.3 Decide whether occupational services are appropriate at this time.

A3.4 Evaluate risks with the client and others.

A3.5 Periodically review the clients and others.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--



Competency A4. Assess occupational participation

A4.1 Agree on the assessment approach.

A4.2 Select assessment tools and methods that fit the approach.

A4.3 Take into account the impact of the client's *context* on the assessment process and outcome.

A4.4 Incorporate the client's perspectives and opportunities throughout the assessment process.

A4.5 Analyze the assessment results in context.

A4.6 Communicate assessment findings clearly.

consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency A5. Develop plans with clients to facilitate occupational participation

A5.1 Agree on the service delivery approach.

A5.2 Determine intervention, timelines, outcomes, resources, contingency plans, and responsibilities.

A5.3 Anticipate and address implementation difficulties.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency A6. Implement the occupational therapy plan

A6.1 Support clients in accessing and using the resources to implement their plans.

A6.2 Confirm shared understandings and progress of the plan.

A6.3 Evaluate the results with the client and others involved in the plan.

A6.4 Adjust occupational therapy services based on the evaluation.

A6.5 Plan for concluding services, ongoing services, or a transition to other services.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency A7. Manage the assignment of services to assistants and others

A7.1 Identify practice situations where clients may benefit from services assigned to assistants or others.

A7.2 Assign services only to assistants and others who are competent to deliver the services.

A7.3 Monitor the safety and effectiveness of assignments through supervision, mentoring, teaching, and coaching.

A7.4 Follow the regulatory guidance for assigning and supervising services.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency Domain B: Communication and Collaboration

We listen, share, and work with others.

B1. Communicate in a respectful and effective manner

B1.1 Organize thoughts, prepare content, and present professional views clearly.

B1.2 Foster the exchange of information to develop mutual understanding.

B1.3 Employ communication approaches and technologies suited to the *context* and client needs.

B1.4 Adjust to power imbalances that affect relationships and communication.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency B2. Maintain professional documentation

B2.1 Maintain clear, accurate, and timely records.

B2.2 Maintain confidentiality, security, and data integrity in the sharing, transmission, storage, and management of information.

B2.3 Use electronic and digital technologies responsibly.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency B3. Collaborate with clients, other professionals, and stakeholders

- B3.1 Partner with clients in decision-making. Advocate for them when appropriate.
- B3.2 Share information about the occupational therapist's role and knowledge.
- B3.3 Identify practice situations that would benefit from collaborative care.
- B3.4 Negotiate shared and overlapping roles and responsibilities.
- B3.5 Maintain mutually supportive working relationships.
- B3.6 Participate actively and respectfully in collaborative decision-making.
- B3.7 Participate in team evaluation and improvement initiatives.
- B3.8 Support evidence-informed team decision making.
- B3.9 Recognize and address real or potential conflict in a fair, respectful, supportive, and timely manner.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--



Competency Domain C: Culture, Equity, and Justice

We respect and continue to learn about traditions and ways of doing.

Competency C1. Promote equity in practice

- C1.1 Identify the ongoing effects of colonization and settlement on occupational opportunities and services for Indigenous Peoples.
- C1.2 Analyse the effects of systemic and historical factors on people, groups, and their *occupational possibilities*.
- C1.3 Challenge biases and social structures that *privilege* or marginalize people and communities.
- C1.4 Respond to the social, structural, political, and ecological determinants of health, wellbeing, and occupational opportunities.
- C1.5 Work to reduce the effects of the unequal distribution of power and resources on the delivery of occupational therapy services.
- C1.6 Support the factors that promote health, well-being, and occupations

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.
Attach additional pages if necessary.



Competency C2. Promote anti-oppressive behaviour and culturally safer, inclusive relationships

C2.1 Contribute to a practice environment that is culturally safer, *anti-racist*, *anti-ableist*, and inclusive.

C2.2 Practise self-awareness to minimize personal bias and inequitable behaviour based on *social position and power*.

C2.3 Demonstrate respect and *humility* when engaging with clients and integrate their understanding of health, well-being, healing, and occupation into the service plan.

C2.4 Seek out resources to help develop culturally safer and inclusive approaches.

C2.5 Collaborate with local partners, such as interpreters and leaders.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency C3. Contribute to equitable access to occupational participation and occupational therapy

C3.1 Raise clients' awareness of the role of and the right to occupation.

C3.2 Facilitate clients' participation in occupations supporting health and well-being.

C3.3 Assist with access to support networks and resources.

C3.4 Navigate systemic barriers to support clients and self.

C3.5 Engage in critical dialogue with other stakeholders on social injustices and inequitable opportunities for occupations.

C3.6 Advocate for environments and policies that support sustainable occupational participation.

C3.7 Raise awareness of limitations and bias in data, information, and systems.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--



Competency Domain D: Excellence in Practice
We aspire to always do our best and improve our performance.

Competency D1. Engage in ongoing learning and professional development

D1.1 Develop professional development plans.

D1.2 Engage in professional development activities to improve practice and ensure continuing competence.

D1.3 Enhance knowledge, skills, behaviour, and attitudes.

D1.4 Ensure that skills are adequate to meet practice needs.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency D2. Improve practice through self-assessment and reflection

D2.1 Self-evaluate using performance and quality indicators.

D2.2 Learn from varied sources of information and feedback.

D2.3 Provide useful feedback to others.

D2.4 Manage work resources and demands effectively.

D2.5 Be mindful of occupational balance and well-being.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency D3. Monitor developments in practice

D3.1 Stay aware of political, social, economic, environmental, and technological effects on occupational therapy practice.

D3.2 Keep up to date with research, guidelines, protocols, and practices.

D3.3 Appraise evidence related to knowledge and skills for practice.

D3.4 Integrate relevant evidence into practice.

D3.5 Consider the social, economic, and ecological costs of care.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--



Competency Domain E: Professional Responsibility

We serve our clients, respecting rules and regulations.

Competency E1. Meet legislative and regulatory requirements

E1.1 Respect the laws, codes of ethics, rules and regulations that govern occupational therapy.

E1.2 Work within personal scope of practice and area of expertise.

E1.3 Obtain and maintain informed consent in a way that is appropriate for the practice context.

E1.4 Protect client privacy and confidentiality.

E1.5 Respond to ethical dilemmas based on ethical frameworks and client values.

E1.6 Take action to address real or potential conflicts of interest.

E1.7 Be accountable for all decisions and actions made in the course of practice.

E1.8 When observed, respond to and report unprofessional, unethical, or oppressive behaviour, as required.

E1.9 Respect professional boundaries.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--



Competency E2. Demonstrate a commitment to minimizing risk

E2.1 Follow organizational policies and procedures and take action if they are in conflict with professional standards, client values, protocols, or evidence.

E2.2 Respect clients' *occupational rights* and choices while minimizing risks.

E2.3 Take preventive measures to reduce risks to self, clients, and the public.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency Domain F: Engagement with the Profession

We help our profession grow so that collectively we help society.

Competency F1. Contribute to the learning of occupational therapists and others

F1.1 Contribute to entry-to-practice education, such as fieldwork placements.

F1.2 Facilitate continuing professional development activities.

F1.3 Act as a mentor or coach.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency F2. Show leadership in the workplace

F2.1 Support assistants, students, support staff, volunteers, and other team members.

F2.2 Influence colleagues to progress towards workplace values, vision, and goals.

F2.3 Support improvement initiatives at work.

F2.4 Serve as a role model.

F2.5 Act responsibly when there are environmental or social impacts to their own behaviour or advice, or that of the team.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency F3. Contribute to the development of occupational therapy

F3.1 Help build the occupational therapy body of knowledge.

F3.2 Contribute to research in occupational therapy and occupational science, innovative practices, and emerging roles.

F3.3 Participate in quality improvement initiatives, as well as data collection and analysis.

F3.4 Collaborate in research with individuals, communities, and people from other disciplines.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.



Competency F4. Show leadership in the profession throughout career

F4.1 Promote the value of occupation and occupational therapy in the wider community.

F4.2 Advocate for an alignment between occupational therapy standards and processes, organizational policies, social justice, and emerging best practices.

F4.3 Take part in professional and community activities such as volunteering for events and committees.

F4.4 Influence the profession and its contribution to society.

I meet consistently I need or want to improve

Please provide at least one example describing how this item of competency is achieved in your current area of practice.

Attach additional pages if necessary.

--