



## Sample Advocate Competencies

Competencies are identified knowledge, skills, and abilities that directly and positively impact the success of staff and programs. Competencies can be objectively measured, enhanced, and improved through modeling, coaching and learning opportunities. They set a clear road map for what staff are expected to do in their roles and can provide focus for supervisory training, guidance and support.

### Examples of general competencies

- ② Advocates understand root causes and dynamics of violence.
- ② Advocates are attentive to past and current experiences of power and control related to race, ethnicity, age, gender, sexual orientation and gender expression, socioeconomics, spirituality, and abilities. They work toward inclusion and the elimination of microaggressions.
- ② Advocates understand and can describe the effects of trauma on survivors and their children and on our organizations.
- ② Advocates are able to engage collaboratively with survivors and their children to understand immediate needs and concerns.
- ② Advocates are able to build trustworthy, reliable relationships to support and foster safety, healing and resilience for survivors.
- ② Advocates engage in ethical practice.
- ② Advocates support and empower survivors when interacting with various systems.
- ② Advocates connect survivors and their children with resources.
- ② Advocates treat themselves and others with care and respect.
- ② Advocates respond positively to change and are able to embrace and use new practices, gain skills, accomplish goals and solve problems.
- ② Advocates are able to receive feedback related work processes, relationships, and the services programs offer.



## **Sample Advocate Competencies**

**How would you make the descriptions more specific for your organization?**

**What competencies would supervisors need to guide staffs' professional growth and development?**