



*Promoting Excellency in Hospice Chaplaincy*

## ©2020 Hospice Chaplaincy Competency check list for Hospice Chaplains

Name_____	Check One	Supervisor_____
Hire Date_____	___Orientation	Date_____
Position_____	___Annual Review	Additional Training Identified_____
	___Other	

### KEY: EVALUATION: 1 2 3 NA (CIRCLE ONE)

1=Not Experienced 2=Somewhat Experienced 3=Very Experienced NA=Not Applicable

**Core Competency = Proficiency must be demonstrated satisfactorily to be considered competent**

## Standard 1: Knowledge

**The knowledge Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate a working knowledge of the theoretical and psycho-spiritual factors essential to effectively practice with hospice patients, their loved ones and the hospice team. <b>1 2 3 NA (CIRCLE ONE)</b></p> <p><b>Comment</b>_____</p> <p>_____</p>
<p>2. Demonstrate knowledge that permits therapeutic interventions to be offered within the context of one's strengths and limitations. <b>1 2 3 NA (CIRCLE ONE)</b></p> <p><b>Comment</b>_____</p> <p>_____</p>
<p>3. Demonstrate understanding of the dynamics of spiritual care at the end of life. <b>1 2 3 NA (CIRCLE ONE)</b></p> <p><b>Comment</b>_____</p> <p>_____</p>
<p>4. Be a self-reflective person who is well grounded in their theology <b>1 2 3 NA (CIRCLE ONE)</b></p> <p><b>Comment</b>_____</p> <p>_____</p>



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**Standard 2: Assessment**

**The Assessment Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate ability to do proper spiritual assessment. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>2. Demonstrate ability to include comprehensive information to develop interventions and treatment planning. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>3. Use spiritual assessment, planning, intervention and evaluation in order to contribute to the plan of care. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>

**Standard 3: Intervention/Treatment Planning**

**The intervention/treatment planning Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate ability to develop and implement intervention plans that enhance the patient's abilities and decisions. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>2. Initiate, deepen and terminate pastoral relationships with sensitivity, openness and respect. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>3. Provide effective pastoral / spiritual support that contributes to the well-being of patients or residents, their family and staff. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>



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**Standard 4: Attitude/Self-Awareness**

**The Attitude/Self- Awareness Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate an attitude of compassion and sensitivity to patients, respecting patients' rights to self-determination and dignity. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>2. Demonstrate awareness of their own beliefs, values, and feelings and how their personal self may influence their practice. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>3. Demonstrate emotional and spiritual maturity resulting in being respectful of other people, including their physical, emotional and spiritual boundaries. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>4. Demonstrate ability to build peer relationships for the purpose of support, confrontation and clarification. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>5. Attend to one's own physical, emotional and spiritual well-being. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>6. Reflect professional behavior, including appropriate attire and personal hygiene. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>



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**Standard 5: Empowerment and Advocacy**

**The Empowerment and Advocacy Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

1. Advocate for the needs, decisions, and rights of hospice patients. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
2. Make sure that every patient has equal rights and access to resources to meet their psycho-spiritual needs. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
3. Articulate a working knowledge of bio-ethical issues as they relate to pastoral / spiritual care. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
4. Use pastoral/spiritual authority appropriately. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
5. Support others in the application of their own values in decision-making. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____

**Standard 6: Documentation**

**The Documentation Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

1. Demonstrate ability to write a proper initial or routine visit documentation. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
2. Document all practice with patients in either the patient record or in the medical chart. These may be written or electronic records. <b>1 2 3 NA (CIRCLE ONE)</b>



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**Comment** \_\_\_\_\_  
\_\_\_\_\_

**Standard 7: Interdisciplinary Teamwork**

**The Interdisciplinary Teamwork Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

1. Be part of an interdisciplinary effort for the comprehensive delivery of hospice and end of life services. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
2. Demonstrate a collaborative attitude with team members and advocate for clients' needs with objectivity and respect to reinforce relationships with providers who have cared for the patient along the continuum of illness. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
3. Communicate effectively orally and in writing. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
4. Demonstrate ability to handle criticism and conflict. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
5. Foster collaborative relationships with community clergy and faith group leaders. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____
6. Communicate effectively with other disciplines through the use of referral systems, chart entries (documentation of pastoral / spiritual care) and other mechanisms in the clinical setting. <b>1 2 3 NA (CIRCLE ONE)</b> <b>Comment</b> _____ _____



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**Standard 8: Cultural Competence**

**The Cultural Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate specialized knowledge and understanding about history, traditions, values, and family systems as they relate to hospice and end of life care within different groups. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>2. Demonstrate awareness of his/her own assumptions, values, and biases towards the patient's culture. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>3. Demonstrate ability to understand the worldview of the patient. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>4. Demonstrate ability to understand and respect important cultural and religious rituals that are important to the patient and family. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>5. Offer pastoral / spiritual care that is respectful of diversity and differences, including age, culture, diagnosis, disability, economic status, ethnicity, gender, race, sexual orientation, social status and religious beliefs and practices. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>
<p>6. Understand ways in which psycho-social-spiritual dynamics and cultural / ethnic differences affect pastoral / spiritual care practices. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____            _____</p>



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**Standard 9: Continuing Education**

**The Continuing Education Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Demonstrate personal responsibility for their continued professional development by coming up with a yearly educational project <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>2. Demonstrate ability to try and keep up with current theological / spiritual / religious beliefs, issues and practices among various religious groups as they affect pastoral / spiritual care in hospice. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>

**Standard 10: Supervision, Leadership, and Training**

**The Supervision, Leadership and Training Competencies of Hospice Chaplains are evidenced by the Hospice Chaplain's ability to:**

<p>1. Lead educational, supervisory, administrative, and research efforts with individuals, groups, and organizations. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>2. Connect with and train local clergy on the spiritual care at the end of life. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>
<p>3. Ability to train new hires during orientation. <b>1 2 3 NA (CIRCLE ONE)</b>  <b>Comment</b> _____          _____</p>