

Certificate of competence: a self-coaching tool for optimising professional practice

Drawing on Solution Focused and Narrative ideas, the certificate of competence brings together in one document the key people who have influenced the practitioner and the wisdom these influences add to their practice. The tool can also be used by supervisors and coaches to help people generate a rich and robust professional identity and a resource for self-affirmation at times of professional challenge. The tool first came into being when I was supervising a social work student who preferred to continue working in a Solution Focused way once she was qualified and needed a way to hold onto what she had learnt through her training (Wheeler, J. & Greaves, Y. Solution Focused Practice Teaching in Social Work. In Nelson, T. S. (ed.) Education & Training in Solution Focused Brief Therapy New York: Haworth). The tool has been further developed through freelance supervision of a variety of colleagues in the following ways,

- At the beginning of a period of supervision
- At the end of a period of supervision
- At an interim point in supervision to collate what has developed and as a platform for further work
- As an aide to job interview preparation

A presentation at the Solution Focused Trainers Conference in Amsterdam led participants to imagine further uses. It is hoped that these further uses will be reported on my website www.johnwheeler.co.uk

The PDF version provides an opportunity for others to use the tool. The following information helps to take you from the PDF to a working tool.

Step one

Print the second page on the reverse of the first page UPSIDE DOWN.

Step two

Cut down the middle to make two certificates.

Step three

Fold as shown on the PowerPoint slide.

Step four

Work out your replies to the questions.

Step five

Unfold as explained on PowerPoint slide according to need.

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