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Entry level competencies

This guide outlines the qualities and capabilities that an applicant needs to demonstrate for a successful application to the BJAA analytic training in adult psychotherapy. It is offered as a broad guide, rather than a tick list, and is for use by potential applicants, assessors and the BJAA Training and Post-Graduate Committee.

**Academic skills**

This relates to the applicant’s capacity to:

* Use good written and verbal communication
* Learn through reading, discussion, collaboration with others in one-to-one and group settings
* Carry out research

*These skills can be demonstrated through having gained an undergraduate degree (second class or above) or equivalent course of study; by completion of a satisfactory written paper on infant observation or written reflection on work discussion.*

**Relevant work experience**

This relates to the applicant’s capacity to:

* engage in and sustain work and working relationships

*This skill can be demonstrated through having engaged in a working life and sustained employment*

* knowledge and understanding of states of mind in others, including unconscious processes
* in the role of a professional helper, bear and empathise with distressed states of mind in others, including anxiety, depression, anger

*These skills can be acquired through working in the role of psychotherapist, counsellor or support worker in a setting where adult individuals present regularly (weekly) over a sustained period (minimum of a year) for therapeutic help, guidance or support with emotional difficulties or personal development. Successful applicants will have had a minimum of one year’s experience, seeing at least 2 individuals. The work should be supervised (regular meetings to discuss the work with an experienced support worker, counsellor or psychotherapist).*

*Applicants will be at an advantage if:*

* *they have had the opportunity for analytic supervision of their work*
* *have had an experience of working or observing in a psychiatric setting*

**Aptitude for analytic thinking and working**

The applicant’s **personal suitability** includes a capacity:

* to gauge their own mental + physical robustness, and to develop and use a personal support system and network, including consultation with colleagues
* for empathy and enjoyment of mutual and reciprocal relationships
* for self-exploration and an interest in engaging in analysis
* to recognize and use aggression constructively
* to know their own mind, and to express and defend their own opinions
* to be aware of their own defences and to contain anxiety
* to work and develop, including openness to new ideas, theories and skills
* to be curious and open to understanding their responses in relation to socially constructed differences such as culture, ‘race’, class, sexuality and gender

*Engagement in personal analysis (minimum of one year three times weekly before beginning the training) and experience of participating in supervision of therapeutic or supportive work is an opportunity to develop these capacities and the following qualities:*

The applicant’s **personal characteristics and qualities** include:

* openness, integrity, honesty
* curiosity about others and their development
* an ability to communicate with those in distress
* openness to the idea of an inner world and unconscious processes in self and others
* an ability to think in depth about an individual and their development, and to bear not knowing
* an ability to attribute meaning to behaviour
* a capacity to play, symbolize and to use humour