Infant Mental Health Mentor (IMHM)   Impact Map
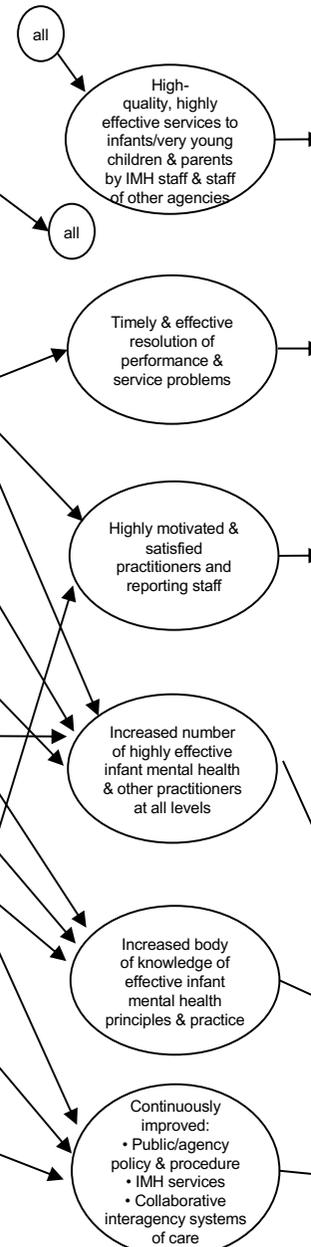
Competencies

Theoretical Foundations (A)
• Pregnancy & early parenthood
• Infant/very young child- and family-centred practice
• Relationship-focused therapeutic practice
• Attachment, separation, trauma, & loss
• Psychotherapeutic & behavioural theories of change
• Family relationships and dynamics
• Infant/young child development
• Disorders of infancy/early childhood
• Mental & behavioural disorders in adults
• Cultural competence
• Adult learning theory & practice
• Statistics
• Research & evaluation

Law, Regulation & Agency Policy (A)
• Ethical practice
• Government, law & regulation
• Agency policy

Systems Expertise (A)
• Service delivery systems
• Community resources

Direct Service Skills (A)
• Observation, listening, & assessment
• Responding
• Intervention/treatment planning
• Developmental guidance
• Supportive counselling
• Parent-infant/very young child relationship-based therapies & practices
• Grief counselling
• Safety
• Reflective clinical supervision

Working With Others (A)
• Building & maintaining relationships
• Supporting others
• Coaching & mentoring
• Collaborating
• Resolving conflict
• Crisis management
• Empathy & compassion
• Consulting

Leading People (A)
• Motivating
• Advocacy
• Developing talent

Communicating (A)
• Listening
• Speaking
• Writing
• Group process

Thinking (A)
• Analysing information
• Solving problems
• Exercising sound judgment
• Maintaining perspective
• Planning & organising

Reflection (A)
• Contemplation
• Self-awareness
• Curiosity
• Professional and personal development
• Emotional response
• Parallel process

Administration (P)
• Program management
• Program development
• Program evaluation
• Program funding

Research & Evaluation (RA)
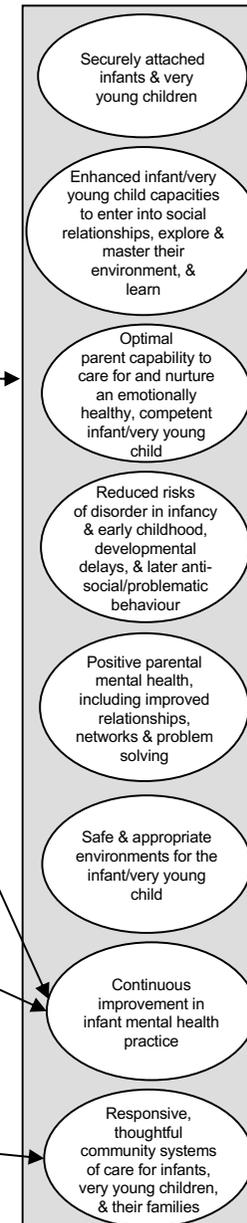• Study of infant relationships & attachment, infant development & behaviour & families

Key Responsibilities

Applies to all designations (A)
- Model effective, trusting working relationships
- Develop relationships with agencies, programs, & systems to ensure alignment of activities with infant mental health principles
- Engage in reflective practice to identify own strengths & areas for growth; engage in learning & development for professional and/or personal improvement
- Educate &/or mentor students, staff, colleagues, and decision makers on infant mental health principles and practice

Clinical (C)
- Provide reflective supervision, training, feedback, & guidance to infant mental health practitioners to help them:
  • Become more effective practitioners
  • Develop as human beings
- Communicate effective infant mental health principles and practice to colleagues & staff in:
  • Observations & assessments
  • Supportive counselling & developmental guidance to parents
  • Parent-infant/very young child psychotherapy
- Provide case & program consultation to staff of other agencies to enhance social and emotional development of infants and young children

Research/Academic (RA)
- Teach, speak publicly, *and/or* publish written works
- Conduct research that increases the body of knowledge on infant mental health and effective interventions
- Conduct process & outcome evaluations

Policy/Program Administration (P)
- Run one's organisation from a relationship-focused, outcome-oriented perspective
- Participate in interagency planning & service implementation
- Provide consulting, recommendations, & expert advice to local & state programs, agencies, service systems & legislative bodies to:
  • Help develop policy & procedure that support relationship-focused work
  • Advocate for policy/program/system improvements
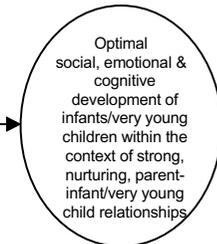 • Obtain funding

3 designations for IMHM: Clinical, Policy & Research/Academic
A=All designations **C**=Clinical **P**=Policy **RA**=Research/Academic

IMHM Results

- all
- High-quality, highly effective services to infants/very young children & parents by IMH staff & staff of other agencies
- all
- Timely & effective resolution of performance & service problems
- Highly motivated & satisfied practitioners and reporting staff
- Increased number of highly effective infant mental health & other practitioners at all levels
- Increased body of knowledge of effective infant mental health principles & practice
- Continuously improved:
  • Public/agency policy & procedure
  • IMH services
  • Collaborative interagency systems of care

Service Objectives

- Securely attached infants & very young children
- Enhanced infant/very young child capacities to enter into social relationships, explore & master their environment, & learn
- Optimal parent capability to care for and nurture an emotionally healthy, competent infant/very young child
- Reduced risks of disorder in infancy & early childhood, developmental delays, & later anti-social/problematic behaviour
- Positive parental mental health, including improved relationships, networks & problem solving
- Safe & appropriate environments for the infant/very young child
- Continuous improvement in infant mental health practice
- Responsive, thoughtful community systems of care for infants, very young children, & their families

Service Goal

- Optimal social, emotional & cognitive development of infants/very young children within the context of strong, nurturing, parent-infant/very young child relationships