

## 2025 CPRP Knowledge, Skills & Abilities

The Certified Psychiatric Rehabilitation Practitioner (CPRP) examination is designed for practitioners who work with transition-aged youth and adults within the behavioral health system. The exam consists of 125 multiple-choice items. All items test a practitioner's knowledge, skills and abilities in the following psychiatric rehabilitation competency areas:

- I.** Interpersonal Competencies
- II.** Professional Role
- III.** Community Integration
- IV.** Assessment, Planning and Outcomes
- V.** Strategies for Facilitating Recovery
- VI.** Systems Competencies
- VII.** Supporting Health and Wellness

A psychiatric rehabilitation practitioner's competencies are based on research conducted through job task analysis studies of individuals currently working in the field. These studies are conducted regularly to ensure current practices are reflected in the exam. All items included on the exam reference published study materials.

This document is to be used as a guide to understand the ***knowledge, skills and abilities*** that a practitioner must have to perform the various tasks associated with each of the competency areas noted above and to be successful on the CPRP examination.

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### Definitions:

**Knowledge, Skills, and Abilities (KSAs):** The attributes required to perform a job are demonstrated through qualifying service, education, and/or training.

**Knowledge:** A body of information applied directly to the performance of a function.

**Skill:** An observable competence to perform a learned psychomotor act.

**Ability:** A competence to perform an observable behavior or a behavior that results in an observable product.

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### Categories:

The KSAs for the CPRP are organized under the following categories:

- Fundamentals of Psych Rehab
- Professional Role
- Legal & Ethical Obligations
- The Impact of Culture and Self
- Mental Health Conditions, Recovery and Management Strategies
- Systems and Support
- Wellness / Whole Health

## 2025 CPRP Knowledge, Skills & Abilities

### Fundamentals of Psych Rehab

#### Fundamentals of Psych Rehab: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ The Core Principles of Psychiatric Rehabilitation
  - PRA Practice Guidelines
  - PRA Practitioner Code of Ethics
  - Recovery and the recovery process
  - The range of interventions available.
- ◆ Literature relevant to psychiatric rehabilitation and recovery
- ◆ Rehabilitation and intervention choices
  - Evidence-based practices and emerging practices
  - Available specialty services
- ◆ Social Determinants of Health
- ◆ The definition of goals and the elements of a goal statement
  - Range of goals and the goal setting process
  - Rationale for flexibility in setting the intensity and levels of services
  - Relationship between choice and individual outcomes
- ◆ Involvement of the individual in the assessment and rehabilitation planning process
  - The collaborative and co-productive nature of the process
  - Range of available assessment methods and interventions
  - Needs assessment techniques
    - Individually driven readiness for change assessment and readiness development
    - Functional and resource assessment
    - Strengths, needs abilities preferences assessment
    - Wellness based strengths assessment
    - The importance of immediate assessment and goal planning

#### Fundamentals of Psych Rehab: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Establish trust

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- Use of self-disclosure
- Explain information clearly
- ◆ Establish effective working alliances
- ◆ Active listening
  - Ask facilitative questions
  - Listen for meaning not solutions
  - Observe nonverbal behavior in a cultural context
- ◆ Conduct rehabilitation readiness assessments
- ◆ Collaboratively conduct a skills assessment related to the individual's goals
  - Help an individual recognize his/her strengths and interests
    - Use motivational interviewing techniques
    - Clarify personal values and interests
- ◆ Collaboratively develop rehabilitation plans in language meaningful to the individual
  - Use SMART (Specific, Measurable, Action oriented/Achievable, Responsible, Time-limited) goal setting approach
  - Identify multiple pathways for achieving specific goals
  - Work together to prioritize needed skills
  - Set and modify measurable and incremental steps for individual objectives and goals
  - Make requested changes in plans using feedback from the individual in all steps
  - Work together to define and evaluate progress toward personal goals
- ◆ Collaboratively conduct a resource assessment plan and projected outcomes
  - Help the individual match goals with natural supports, community resources, and service options
  - Build the skills needed to access and utilize resources
  - Encourage individuals to find their voice and to self-advocate
  - Assist with the necessary documentation to facilitate services
- ◆ Collaboratively develop a personal wellness plan in language meaningful to the individual
  - Identify individual stressors

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- Establish daily routines and habits
- Identify coping skills, strategies and specific steps to deal with crises
- Explore problem solving steps
- ◆ Help the individual to assess relevant needs at regular intervals
  - Identify changes in behavior, psychiatric symptoms, or appearance that indicate a relapse
  - Choose crisis intervention techniques based on the individual's needs and preferences
  - Use individually identified de-escalation techniques
  - Develop a plan for implementation of crisis stabilization services
- ◆ Provide coaching, feedback, modeling, reinforcement, reassurance and recognition of achievement
- ◆ Develop resources (linking, modifying or creating)
- ◆ Develop skills (teaching skills and implementing skill use)

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### Professional Role

#### Professional Role: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Sources of research and scholarship applicable to mental health and psychiatric rehabilitation
- ◆ Implications of physical & mental health policy on people with psychiatric disabilities/serious mental health conditions
- ◆ Key stakeholders, public officials, and decision-makers in mental health and psychiatric rehabilitation
- ◆ Advocacy resources and environment in local community
- ◆ Natural and community supports, services, and systems
- ◆ Methods of teaching and developing skills and information, adult learning principles

#### Professional Role: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Communicate clearly with stakeholders and relevant public officials
- ◆ Engage and collaborate with natural supports (e.g., family members, friends, educators, neighbors/community, religious/spiritual advisors) and professional supports (e.g., behavioral and physical health providers, social services)
- ◆ Network and build relationships with key community resource personnel, public officials, and organizational leaders
- ◆ Facilitate the following
  - Development of peer support and mutual aid groups, and interactions with successful peer role models
  - Group meetings and classes, including group activities in which individuals can learn specific skills
  - Participation in social and community activities
  - Opportunities to develop social, community, and natural supports
- ◆ Prepare skill lessons and plans for applying and using skills in natural environments and roles
- ◆ Advocacy skills
- ◆ Negotiation and conflict resolution skills
- ◆ Develop the leadership skills of individuals with psychiatric disabilities
  - Assist individuals to identify preferences and opportunities for leadership
  - Model, coach, and teach communication skills needed to be successful in leadership roles
- ◆ Read, summarize, and evaluate relevant knowledge in psychiatric rehabilitation, mental health, and health care from:
  - Relevant professional journals and other publications
  - Government reports and white papers

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- Workshops at professional conferences
- Professional meetings
- In-service and other training
- ◆ Apply research knowledge to practice in psychiatric rehabilitation

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### Legal & Ethical Obligations

#### Legal and Ethical Obligations: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Principles and Codes of Ethics
- ◆ Ethical decision-making processes and models
- ◆ Awareness of one's own worldview including values, beliefs, perceptions and culturally learned assumptions
- ◆ An understanding of recovery and goals and ability to differentiate personal recovery goals from systemic recovery goals
- ◆ The parameters of ethical helping relationships
- ◆ Regulatory systems and issues
  - Client/patient legal rights including confidentiality and privacy
  - Legal issues relevant to mental illness and its treatment
  - Local laws and regulations regarding employment discrimination/equal opportunity, access and Accommodations and their limitations
  - Federal civil rights laws and regulations; and the limitations of existing legislation, laws and regulations
- ◆ Discrimination in housing, employment and within the community
  - Strategies to counteract discrimination
- ◆ Human rights advocacy information and activities
  - Protection and advocacy systems
  - Role of national and local psychiatric rehabilitation organizations in advocacy
  - Agency policy regarding public statements and advocacy
  - Advanced directives

#### Legal and Ethical Obligations: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Apply the Principles and Codes of Ethics that support helping relationships
- ◆ Identify and apply ethical decision-making processes and models
- ◆ Recognize the impact of one's own worldview including values, beliefs, perceptions and culturally learned assumptions so that different perspectives of recovery are considered
- ◆ Be able to differentiate personal recovery goals from systemic recovery goals
- ◆ Identify the parameters of ethical helping relationships.

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- ◆ Explain and discuss the relevant regulatory systems and issues
  - Individual legal rights including confidentiality and privacy
  - Legal issues relevant to mental illness and its treatment
  - Local laws and regulations regarding employment discrimination/equal opportunity, access and accommodations and their limitations
  - Federal civil rights laws and regulations; and the limitations of existing legislation, laws and regulations
- ◆ Identify experiences of discrimination in housing, employment and within the community
  - Discuss individually preferred strategies to recognize and respond to discrimination
  - Link with others to bring legal action when appropriate
- ◆ Connect individual with human rights advocacy resources
  - Protection and advocacy systems
  - The role of national and local psychiatric rehabilitation organizations in advocacy
  - Agency policy regarding public statements and advocacy
- ◆ Advocate for and with public resources
  - To ensure access
  - For flexibility in the service systems
  - For individuals when inappropriately denied benefits/entitlements
- ◆ Consult with others who have greater knowledge and expertise in ethics and law

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### The Impact of Culture and Self

#### The Impact of Culture and Self: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Role and impact of culture and worldview on help-seeking, engagement in services, attitudes toward mental health conditions and care, effectiveness of behavioral health interventions
- ◆ The role and impact of culture in developing reasonable accommodations in adapting the physical and social environment
- ◆ Cultural awareness, , cultural identity, and cultural humility concepts
- ◆ Outreach and engagement techniques considering cultural background and identity
- ◆ The role of culture in navigating complex systems
- ◆ The implications of culture and language in interpreting evaluation, assessments and satisfaction surveys.
- ◆ The impact of cultural/generational trauma

#### The Impact of Culture and Self: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Distinguish cultural awareness, , cultural identity, and cultural humility concepts and identify implications for mental health and psychiatric rehabilitation services
- ◆ Adapt interventions, approaches, information-sharing, education, and engagement strategies to engage individuals of diverse cultures in psychiatric rehabilitation
- ◆ Define one's own worldview including values, beliefs, perceptions and culturally learned assumptions
- ◆ Consider one's own actions, emotions, level of stress, and perceptions and the impact of those provider centered factors on individuals of diverse backgrounds
- ◆ Demonstrate understanding of and respect for the individual's perspective and the role and importance of their culture in their lives
- ◆ Support individuals to identify and define the aspects of culture important to their identity and life choices.
- ◆ Attend to aspects of cultural identity that are most important to the individual.

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### Mental Health Conditions, Recovery and Management Strategies

#### Mental Health Conditions, Recovery and Management Strategies: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Etiology, course and biological factors of psychiatric conditions
  - Co-occurring conditions
  - Interrelationship of psychiatric conditions and other health conditions
  - Impact of specific conditions on overall functioning
  - Psychiatric, substance use, and physical symptoms
- ◆ Distinctions between rehabilitation and medical models
  - Available treatment/rehabilitation options
  - Strengths model and strengths-based approaches
- ◆ Stress and Trauma theory
- ◆ The impact of individually defined stressors that contribute to relapse and crisis
  - Coping mechanisms for dealing with crisis
  - Specific interventions that de-escalate crisis
  - Strategies to address stressors
  - Risk of potential harm to self-and/or others
  - Crisis prevention and recovery management strategies
  - When and how to involve 988, police or other safety personnel
- ◆ Assessment tools designed for specific mental health conditions
- ◆ The role of medication as a recovery tool, its therapeutic effects, risks, and side-effects
- ◆ Shared decision-making approaches and reasons individuals discontinue medications
- ◆ Cognitive development, remediation and recovery interventions

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### **Mental Health Conditions, Recovery and Management Strategies: Key Skills and Abilities**

***A CPRP must be skilled in the following:***

- ◆ Provide collaborative and person-centered recovery interventions
  - Encourage individuals to actively participate in decisions about their recovery process
  - Encourage individuals to set their own goals and lead their recovery journey
  - Emphasize strengths and potential in helping an individual to shape their identity
  - Collaborate with other healthcare professionals including psychiatrists, psychologists, social workers, occupational therapists, and peer specialists/community health workers to provide comprehensive care
- ◆ Educate and effectively communicate with individuals and their families about their mental health issues, treatment options and coping strategies
- ◆ Active listening to understand the experiences and concerns of individuals with mental health challenges.
- ◆ Work with individuals from diverse cultural backgrounds and understand how cultural factors may influence etiology and symptom expression
- ◆ Effective administration of assessment tools
- ◆ Ability to recognize and respond to crises
  - De-escalation techniques
  - Implementation of emergency procedures
- ◆ Advocate for the rights and needs of individuals with mental health challenges both within the healthcare system and the broader community
- ◆ Assist individuals with applicable pre- and post- hospitalization processes
  - Advanced directives (medications, restraint instruction, pet and plant care, bill payment)
- ◆ Deploy cognitive development, remediation and recovery interventions

## 2025 CPRP Knowledge, Skills & Abilities

### Systems and Supports

#### Systems and Supports – Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Available relevant resources, benefits, and entitlement programs
  - Basic eligibility requirements, regulations, application procedures, and appeals processes
  - How public and community resources are allocated and how they interact
  - Strengths and limitations of various community resources at different governmental levels
  - Strengths and limitations of service delivery systems
  - Complexity and common patterns of systems that impact individuals in recovery
  - How to incorporate resources into a recovery plan
- ◆ Natural community supports and resources (available to all such as libraries, parks, community centers, houses of worship)
  - Advantages of natural environments as places to learn practical living skills and resume desired roles
  - Benefits of an individual's use of natural community support to reduce dependency on the mental health system
- ◆ Benefits and goals of support groups, peer-run self-help groups, peer-directed service and advocacy associations, peer support programs, wellness programs and emerging practice/support interventions
- ◆ Models of supported education, supported employment, supported housing and supported decision-making
- ◆ Working with groups
  - Difference between rehabilitation and therapy groups
  - Strategies for developing a group curriculum and group activities
  - Theories of group dynamics; cohesion, group leadership and group selection
  - Social learning theory and social skills training
  - Tools to conduct a group meeting, evaluate individuals and group outcomes
- ◆ The broad array of approaches to mental health recovery

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### Systems and Supports: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Collaboratively assist individuals to access and use public and community resources
  - Gather available resource information
  - Identify appropriate resources and potential barriers
  - Recognize stigma and support the individual to address the stigma
  - Design opportunities for individuals to practice skills navigating systems
  - Explain service systems outside psychiatric rehabilitation
  - Engage and involve individuals in program development and program evaluation
- ◆ Assess potential eligibility for entitlement and benefit programs
  - Discuss benefits in the areas of housing, employment, health, rehabilitation and disability
  - Support individuals' decisions about rehabilitation choices and treatment options
  - Ensure the individual is involved while subjective and objective data is collected
  - Assist the individual as needed in obtaining entitlements and benefits
- ◆ Access natural community supports and resources
  - Discuss available natural community supports
  - Assist the individual and the natural support system as needed
  - Accompany the individual to services or supports as requested
  - Facilitate activities which are consistent with an individual's needs, interests and choices
- ◆ Assist the individual with choosing, getting and keeping jobs, living situation, learning environments, and chosen roles
- ◆ Learn and apply outreach techniques when needed
- ◆ Observe and critique other programs
  - Partner with persons and other stakeholders to develop needed resources in the community
- ◆ Navigate services and resources from complex and diverse systems
  - Link, modify or create resources to meet the needs of the individual
  - Suggest changes for integrating services and resources

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- Help individuals develop self-advocacy skills to use resources and services
  - Use and help select measures of satisfaction for available services
  - Utilize cost and outcome data may be used as an advocacy tool

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### Wellness / Whole Health

#### Wellness/Whole Health: Key Knowledge

***A CPRP must have knowledge of the following:***

- ◆ Dimensions of wellness (social, emotional, occupational, financial, environmental, spiritual, intellectual and physical)
- ◆ Similarities and differences between illness-oriented and wellness-oriented approaches
- ◆ Impact of social, psychological-emotional, physical and spiritual determinants, of health on overall wellness
- ◆ Relationship between wellness, empowerment, and personal responsibility
- ◆ Models of integrating behavioral health and physical health programs, services, and systems
  - Positive, strengths-based approaches to whole-health and wellness
  - Role of self-defined balance in achieving overall wellness
  - Wellness coaching approaches and strategies to promote wellness, the presence of:
    - Purpose in life
    - Active involvement in work and play
    - Joyful relationships
    - A healthy body and living environment
    - Happiness
- ◆ Empowerment principles, theories and approaches
  - Motivational theory
  - Motivational strategies
  - Motivational interviewing techniques
  - Stages of change

#### Wellness and Whole Health: Key Skills and Abilities

***A CPRP must be skilled in the following:***

- ◆ Wellness Coaching Skills:
  - Orient individuals to wellness coaching process and steps
  - Assess strengths in dimensions of wellness
  - Set SMART Goals
  - Wellness planning, building accountability, tracking progress, and planning for sustainability
  - Mentor and support individual wellness
- ◆ Collaborate with individuals to:
  - Assess their strengths

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- Develop short-term goals in the wellness domain the individual has chosen to strengthen
- Create actionable steps
- Explore and get resources to support action steps
- Examine and find ways to remove barriers to achieving action steps
- Set plans to sustain and further the gains achieved
- Establish habits to sustain self-defined balance in dimensions of wellness
- Motivational interviewing and other strategies to engage individuals in building a wellness lifestyle