

Getting Started Form for Infant Mental Health Mentor

This form is an optional (but strongly recommended) self-study to help assess your experiences and determine what additional specialized training might be necessary to meet the competencies and earn Florida IMH Endorsement®.

- 1. Read the Competency Guidelines®**, paying special attention to the specifics of the requirements for the category of Endorsement® for which you are applying. Competency Guidelines® can be found at https://docs.wixstatic.com/ugd/3ade0d_25440fb35f564e54bae514cd087160fa.pdf
- 2. Review your resume/vita** and gather your in-service training records.
- 3. Look at what you have done**, using the self-study grid below, and ask yourself if you have had a college/university course, an in-service training, a work experience or a reflective supervision/consultation experience that has contributed to your knowledge or skill in a particular area. For now, place a check mark in the appropriate box. Consider where your strengths lie and what you need to do to “fill in the gaps” to develop greater competency as an Infant Mental Health Mentor (IMHM).
- 4. Keep in mind** that during a formal application review, a minimum of two trained reviewers will comprehensively examine your materials and come to agreement about whether or not you have met the requirements and the competencies. All of the knowledge and skill areas are required (as specified for each category of Endorsement®), but application reviewers will be paying close attention to those listed under *Theoretical Foundations* and *Direct Service Skills*. In general, when considering whether or not a knowledge/skill area has been “met,” the most weight is given to college courses, then to intensive or series in-services, then to shorter in-services, then conferences, then reference ratings, then work experience.
- 5. Identify gaps** i.e., competency areas where you feel you have not yet had enough specialized education or in-service training.
- 6. Find in-service training opportunities** to help you fill in any identified gaps in the knowledge/skill areas. You can find information about relevant training opportunities from the FAIMH Training Academy. View our upcoming trainings at <https://members.faimh.org/events> or email training@faimh.org
- 7. Questions?** Contact FAIMH’s Endorsement Coordinator at endorsement@faimh.org

Infant Mental Health Mentor Self-Study Guide

Theoretical Foundations	Education	Work	In-Service Training(s)
Pregnancy and Early Parenthood			
Infant/Young Child Development and Behavior			
Infant/Young Child and Family-Centered Practice			
Relationship-Focused, Therapeutic Practice			
Family Relationships and Dynamics			
Attachment, Separation, Trauma, Grief, and Loss			
Psychotherapeutic and Behavioral Theories of Change			
Disorders of Infancy/Early Childhood			
Mental and Behavioral Disorders in Adults			
Cultural Competence			
Adult Learning Theory and Practice			
Statistics			
Research and Evaluation			
Law, Regulation & Policy	Education	Work	In-Service Training(s)
Ethical Practice			
Government, Law and Regulation			
Agency Policy			
Systems Expertise	Education	Work	In-Service Training(s)
Service Delivery Systems			
Community Resources			

Direct Service Skills	Education	Work	In-Service Training(s)
Observation and Listening			
Screening and Assessment			
Responding with empathy			
Intervention/Treatment Planning			
Developmental Guidance			
Supportive Counseling			
Parent-Infant/Young Child Relationship-Based Therapies and Practices			
Advocacy			

Direct Service Skills	Education	Work	In-Service Training(s)
Safety			
Reflective Supervision			

Working with Others	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Building and Maintaining Relationships				
Supporting Others				
Coaching and Mentoring				
Resolving Conflict				
Crisis Management				
Empathy and Compassion				
Consulting				

Leading People	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Motivating				
Advocacy				
Developing Talent				

Communicating	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Listening				
Speaking				
Writing				
Group Process				

Thinking	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Analyzing Information				
Solving Problems				
Exercising Sound Judgment				
Maintaining Perspective				
Planning and Organizing				

Reflection	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Contemplation				
Self-Awareness				
Curiosity				

Reflection	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Professional/Personal Development				
Emotional Response				
Parallel Process				

Administration For Policy	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Program Management				
Program Development				
Program Evaluation				
Program Funding				

Research and Evaluation for Research/Faculty	Education	Work	In-Service Training(s)	Reflective Supervision/Consultation
Study of Infant Relationships and Attachment				
Study of infant Development and Behavior				
Study of Families				

Leadership

Infant Mental Health Mentor (IMHM), applicants are expected to demonstrate leadership in the promotion and practice of infant mental health (IMH). The examples below are for Clinical, Policy or Research/Faculty. This list is not all-inclusive and applicants do not need to engage in all of the activities in order to earn Endorsement® as an IMHM.

- Organize/facilitate reflective practice groups and/or IMH study groups
- Participate in system of care planning initiatives
- Participate in planning for regional, statewide, and/or national IMH-specific conferences
- Represent IMH interests in planning for National Early Childhood, Social Service, Child Welfare, Behavioral Health and Public Health conferences
- Work to increase the preference for endorsed personnel in contracts for services, child care rating schemes
- Work to address reimbursement issues for IMH services
- Leadership in FAIMH or local Chapter
- Provide leadership in graduate certificate IMH programs
- Participate in inter-departmental efforts to integrate IMH competencies into appropriate syllabi
- Participate as a member of doctoral candidate's committee when IMH-related topics are proposed
- Publish (Zero to Three, Infant Mental Health Journal, Infant Crier, Child Development, etc.) on topics related to the promotion or practice of infant mental health
- Provide feedback to state agencies on current & proposed policies that promote IMH practices
- Provide presentations on IMH, its importance, and its role in all early childhood disciplines/systems
- Participate in planning groups promoting IMH within early childhood systems
- Participate in regional, state, and national-level policy making groups, representing IMH principles
- Publish Policy Briefs, White Papers, or Position Statements addressing IMH
- Provide analysis of the impact of proposed legislation or policy on the populations served through IMH service delivery systems
- Assist in FIMH Endorsement® exam development by writing vignettes or multiple-choice questions or by field-testing vignettes/multiple choice questions
- Assist with the Endorsement® process by being an EASy Application reviewer

The Florida Association for Infant Mental Health (FAIMH) has developed an Endorsement Journal™ to further assist in compiling the information needed for EASy for each Category. Please refer to our website (faimh.org) for access to this document.

Notice: Copyright law does allow individuals to print out or make ONE copy of copyrighted material for personal, non-commercial purposes only. None of the copyrighted Endorsement® documents included here may be reproduced, displayed, distributed, or otherwise used in any format, including electronically, without the express written consent of the Florida Association for Infant Mental Health (FAIMH). Legal action will be taken against those who violate the copyright