

## CORRECTIONAL BEHAVIORAL SPECIALIST I

Work in this class involves administering, scoring, and supervising psychological tests to inmates in a diagnostic/mental health setting within the Division of Prisons. Work also involves counseling with inmates to establish the necessary rapport and attitudes that facilitate valid test results. Work may also include gathering relevant social, criminal, and mental health background information necessary to adequately interpret test results and prepare reports. Employees typically also have an assigned supportive counseling caseload designed to aid inmates' adjustment to prison environment and their psychological functioning. Employees function as liaison with diagnostic and treatment staff, and may serve on various committees relative to treatment.

### I. DIFFICULTY OF WORK:

Complexity - Employees are responsible for administering, scoring, and supervising psychological tests to inmates; providing supportive and follow-up counseling to designated inmates; and participating in various committee work relative to inmate treatment and management. Testing may be for initial intake diagnostic purposes, or on a referral basis from a variety of sources such as treatment team staff and/or psychologists. Tests administered include both individual and group tests of intelligence, educational achievement, personality functioning, psychiatric symptomatology, and organically. Employees observe and record inmate behavior and document clinical impressions during testing, and may prepare summary reports of test results for use by a psychologist in subsequent evaluations. Employees use independent judgment and analysis frequently in determining which tests are most applicable in certain situations. Employees evaluate the motivations and attitudes of the inmates being tested and evaluate and document these factors as they may relate to the validity of test results. Behavior observed during testing is monitored and evaluated as to the degree of pathology and the specific diagnostic category that this behavior indicates. Employees' supportive counseling role includes applying crisis intervention techniques such as ventilation, feedback, empathy, and uncovering, and employees are responsible for the timely application of these. Employees monitor the adjustment and psychological functioning of their assigned caseload and refer to other treatment staff as required. Feedback is provided to the treatment team concerning the progress and effectiveness of supportive counseling efforts. Committee work involves providing information obtained during mental health history data gathering and the results of psychological testing.

Guidelines - Employees refer to the Division of Prisons policy and procedure manual, health care procedures manual, and psychological services guide. Employees also refer to psychological test manuals, scoring manuals, and feedback from clinical supervisor in performing work functions. Application of these varies with each resident's needs.

### II. RESPONSIBILITY:

Accountability - Employees work with inmates and may contact family and other community sources for background mental health information. Employees are often relied upon to identify those inmates who may be suffering from severe mental disturbances that require immediate attention by treatment professionals. Work requires contact with other health professional and correctional staff.

Consequence of Action - Employees note clinical impressions of behavior during testing that may suggest further or more immediate evaluation by psychological or diagnostic staff. Employees have input into treatment modalities for inmates they counsel, through treatment teams, and serve on various committees whose decisions affect inmates' treatment within the prison system. Erroneous judgments may affect the inmates' adjustment, program assignment, and therapeutic progress. Errors in test administration and scoring can result in erroneous diagnoses and program placement.

Review - Work is reviewed by the psychologist, and possibly the interdisciplinary team, before implementation. Oral and general instructions are received when work assignments are made; thereafter, psychologist/supervisory advice is sought for major or significant problems.

### III. INTERPERSONAL COMMUNICATIONS:

Subject Matter - Inmates have a wide range of intellectual ability, personality characteristics, and mental health functioning which affects their motivation to accept and participate in testing and counseling. Employee may be called upon to communicate technical information to non-professional staff.

Purpose - Work with inmates includes observation of behavior and verbal interaction. Employees obtain valid samples of inmates' characteristic behavior and thinking patterns to permit valid diagnosis and understanding. Supportive counseling aims at the sharing of feelings, providing reassurance and making suggestions for change. The behavior and inmate verbalizations may be difficult to comprehend given the wide range of intelligence and cultural background.

### IV. WORK ENVIRONMENT:

Nature of Working Conditions - Employees work in correctional institutions where exposure to dangerous and unpredictable individuals is frequent. Constant concerns for security and lack of freedom of movement contribute to mental and physical stress.

Nature and Potential of Personal Hazards - Employees could suffer injury or death as the result of aggressive inmate behavior. The possibility of being taken hostage is always present.

### V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Considerable knowledge of psychological principles and psychometric theory is required to properly administer and score individual and group psychological tests. A knowledge of the causes of criminal behavior and the stresses inmates are subject to during incarceration is required, as well as a working knowledge of crisis intervention and other supportive counseling techniques. A knowledge of psychiatric diagnostic categories and the various behaviors associated with each is essential to recognize those inmates that require more intensive intervention. Ability to communicate effectively in oral and written form. Ability to organize and prepare accurate records, charts, and reports and to analyze such information.

Minimum Education and Experience - Graduation from a four-year college or university with a degree in psychology, or other human services field with psychology coursework. This coursework should include general psychology, statistics, abnormal personality, and developmental psychology; or an equivalent combination of education and experience.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.