



Alliance for the Advancement of
Infant Mental Health

Knowledge and Skill Areas of the Competency Guidelines® Addressed by FAN Training

Individuals who have participated in Facilitating Attuned Interactions (FAN) training from the Fussy Baby Network can count those training hours toward an application for Endorsement® (IMH-E®). The knowledge and skill areas covered by FAN are indicated below. Please note that FAN training alone may not be enough to fully meet a particular knowledge or skill area. Endorsement® applicants may need to include coursework and/or additional in-service training to fully meet a knowledge or skill area.

Theoretical Foundations	In-service training(s)
pregnancy and early parenthood (I, II, III & IV)	
infant/young child development and behavior (I, II, III & IV)	
infant/young child & family-centered practice (I, II, III & IV)	
relationship-based, therapeutic practice (I, II, III & IV)	FAN
family relationships & dynamics (I, II, III & IV)	FAN
attachment, separation, trauma & loss (I, II, III & IV)	
psychotherapeutic & behavioral theories of change (III & IV)	
disorders of infancy/early childhood (II, III & IV)	
mental & behavioral disorders-adults (III & IV)	
cultural competence (I, II, III & IV)	FAN
adult learning theory & practice (IV - all)	
statistics (IV - all)	
research & evaluation (IV - all)	

Law, Regulation & Policy	In-service training(s)
ethical practice (I, II, III & IV)	FAN
government, law & regulation (I, II, III & IV)	
agency policy (I, II, III & IV)	

Systems Expertise	In-service training(s)
service delivery systems (I, II, III & IV)	
community resources (I, II, III & IV)	

Direct Service Skills	In-service training(s)
observation & listening (I, II, III & IV)	FAN
screening & assessment (I, II, III & IV)	
responding with empathy (I, II, III & IV)	FAN
intervention/treatment planning (III & IV)	
developmental guidance (III & IV)	FAN
supportive counseling (III & IV)	
parent-infant/very young child relationship- based therapies & practices (III & IV)	
advocacy (I, II, III & IV)	
life skills (I, II, III & IV)	FAN
safety (I, II, III & IV)	FAN
reflective clinical supervision (IV - clinical)	

13101 Allen Road · Southgate, Michigan 48195 · p 734.785.7700 · f 734.287.1680 · mi-aimh.org/alliance/

Co-developed by Lana Nenide (WI-AIMH), Linda Gilkerson (Erikson Institute), Deborah Weatherston (Alliance), and Nichole Paradis (Alliance) on August 26, 2016

Working with Others	In-service training(s)
building & maintaining relationships (I, II, III & IV)	FAN
supporting others (I, II, III & IV)	FAN
mentoring (II, III)	FAN
coaching & mentoring (IV)	
collaborating (I, II, III & IV)	FAN
resolving conflict (I, II, III & IV)	FAN
crisis management (IV)	
empathy & compassion (I, II, III & IV)	FAN
consulting (IV)	

Communicating	In-service training(s)
listening (I, II, III & IV)	FAN
speaking (I, II, III & IV)	FAN
writing (I, II, III & IV)	
group process (IV)	FAN

Thinking	In-service training(s)
analyzing information (I, II, III & IV)	FAN
solving problems (I, II, III & IV)	FAN
exercising sound judgment (I, II, III & IV)	FAN
maintaining perspective (I, II, III & IV)	FAN
planning & organizing (I, II, III & IV)	

Reflection	In-service training(s)
contemplation (I, II, III & IV)	FAN
self awareness (I, II, III & IV)	FAN
curiosity (I, II, III & IV)	FAN
professional/personal development (I, II, III & IV)	FAN
emotional response (I, II, III & IV)	FAN
parallel process (III & IV)	FAN