

APPENDIX 5 CODE COMPETENCE MODEL ADAPTED TO THE PSYCHOLOGY PROFESSION AND OPERATIONALIZATION IN THE DICOSP QUESTIONNAIRE

CODE COMPETENCE ATLAS					
ADAPTED TO PROFESSIONAL PSYCHOLOGICAL PRACTICE					
SOCIAL COMPETENCE S					
Conflict Resolution capability	Cooperation ability	Ability to relate/ relation management	Social commitment	Intercultural competence	conscientiousness
Social problem solving capability	Communication skills	Consultancy	Willingness to understand	Fluency	Sense of duty
Integration skills	Ability to work in a team	Client orientation	Adaptability	Joy of Experimentation	Acquisition strength
PROFESSIONAL AND METHODOLOGICAL COMPETENCE PM					
Knowledge Orientation	Analytical skills/ Critical Thinking	Organizational skills	Planning skills	Objectiveness	Consistence
Psychological knowledge, skills and, transfer skills	Systematic-methodical approach	Conceptual strength	Project Management	Interdisciplinary knowledge and skills (information and communication management/use of ICT)	Methodical-technical problem solving capability
Result-oriented action	Assessment Skills/Analytical skills	Goal-oriented leadership	Teaching Skills	Perseverance	
Professional recognition	Consequence/risk awareness	Goal-oriented action/ Determination	Market knowledge	Diligence	
PERSONAL COMPETENCE P					
Normative-ethical attitude	Helpfulness	Openness to change	Operational readiness	Resilience	
Personal accountability	Willingness to learn, technical affinity	Reflection of own work/competence	Willingness to perform/ Drive	Discipline	
Self-Management Self organization/ Time management	Creativity	Joy of inovation	Design thinking	Loyalty	
Decision Making skills	Holistic thinking	Initiative/ Entrepreneurship	Reliability	Credibility	

Operationalization in DICOSP study

SOCIAL COMPETENCE	ITEM		CODE
Communication capability	G2Q0003SQ006	G2Q00003SQ006 I can communicate digitally, e.g. via Zoom, WhatsApp, Snapchat, according to the needs of my target group/person.	S
Cooperation capability	G2Q0003SQ007	I digitally network with other partner organizations to promote the healthy development of children (e.g. child and youth networks in Austria)	S

Interdisciplinary ICT skills, ability to work in a team, communication skills	G2Q0003SQ008	I can effectively use digital tools, e.g., Etherpad, in a collaborative case work with colleagues	S
Social Engagement	G2Q0003SQ012	I advocate for children's rights in the digital space	S
Integration capability	G2Q0003SQ015	I can use assistive resources to enable digital participation of students with impairments	S
Integration ability, communication capability	G2Q0003SQ018	I consider the importance of digital tools for young people	S
Communicative relationship building capacity	G200005SQ006	I manage to establish a personal relationship even in digital communication	S
Capable of Conflict resolution, ability to work in a team	G200005SQ013	I constructively address problems and conflicts in my work environment related to digital ways of working	S
Helpfulness, teamwork, problem solving capability	G2Q00068	I like to help my colleagues with the solution of digital problems (mentor)	S

SUBJECTS AND METHODS COMPETENCE		ITEM	CODE
P Interdisciplinary knowledge, creativity, creativity	G2Q0003SQ001	I can use various digital tools safely and creatively (e.g. email, PDF, PPT, Zoom, BigBlueButton)	F
Expert knowledge, conscientiousness, Systematic methodical approach, assessment skills Interdisciplinary knowledge	G2Q0003SQ002	I can use digital professional information (e.g., psychological databases, scientific blogs) on the Internet find and filter for their quality	F/M
interdisciplinary knowledge, ability to plan, organizational skills	G2Q0003SQ003	I can organize, store, retrieve, and send reports digitally	F
P normative - ethical attitude, conscientiousness	G2Q0003SQ004	I take into account risks and dangers in digital environments in my professional practice (e.g., use of a privacy-	F/S

		compliant platform for online counseling)	
S Problem-solving ability, consequence awareness, self-management	G2Q0003SQ005	I know how to protect my own digital identity	F/S
S Communication skills Adaptability, creativity/design/re/design thinking	G2Q0003SQ009	I can digitally present a SP topic in different formats (e.g. PDF, PPT, Video, Audio, photo, blog)... design and present, e.g., guidance for parents on dealing with school lockdown.	F/S
F/S Conscientiousness, normative-ethical attitude.	G2Q0003SQ010	I am familiar with digital copyrights and licenses	F/S
Expert knowledge, interdisciplinary knowledge/organizational skills	G2Q0003SQ011	I can write simple programs to facilitate my office work	F/M
Expert knowledge, Analytical skills F/P, Assessment skills	G2Q0003SQ017	I know electronic test procedures for students and can critically evaluate their psychometric qualities.	F/M
F expertise/S/A problem solving skills, S/F teaching skills.	G2Q0003SQ019	I can promote the competence of students to protect themselves in the digital space.	F/S
Expertise, objectivity	G2Q0003SQ020	I know which information about students may be stored digitally due to legal regulations.	F
Expertise/S/A Problem-solving ability Helpfulness	G2Q0003SQ021	I am able to help schools prevent cyberbullying	F/S
Expertise, F/P knowledge orientation, normative-ethical attitude.	G2Q0003SQ022	I know professional and legal standards to ensure the quality of my digital services	F
F/P Analytical skills, judgment	G2Q0003SQ023	I understand the impact of digitization on SP practice	F
FK/MK Systematic methodical approach; A/F result-oriented action	G2Q0003SQ024	I can systematically evaluate my digital applications	F/M
Systematic methodical approach; A/F result-oriented action	G200005SQ012	I make an effort to analyze difficulties encountered online, find an improvement and try it out next time	F

Conscientiousness, normative-ethical attitude	G2Q000064	I can deal with digital challenges in deal with my profession according to my needs (Koenner)	F/S
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PERSONAL COMPETENCE	ITEM		CODE
S/A problem solving skills, interdisciplinary knowledge F, consultation skills S.	G2Q00003SQ013	I know technical solutions to protect confidentiality in digital counseling	P
P/A Self management	G2Q00003SQ014	I take care of my digital well-being by, for example, drawing boundaries between leisure and work	P
P normative-ethical attitude/self-management P/A	G2Q00003SQ016	I self-critically reflect on my own digital practice and actively develop it further	P
F Openness to change	G200005SQ001	I am willing to actively engage in change (e.g., offer an online calendar for meeting appointments)	P/S
P Load capacity	G200005SQ002	I can deal with complexity, e.g. by alternating synchronous/asynchronous or online/offline work	P
P Ability to work under pressure, willingness to lead, self-management	G200005SQ003	I can endure uncertainties and deal with risks, for example, by carrying out an online consultation without having everything under control technically.	P
Self-management, resilience, drive, planning behavior F/S, decision-making skills	G200005SQ004	I am good at prioritizing when dealing with a flood of emails	P
Self-Management	G200005SQ005	I can organize myself well in the face of increasing flexibility in working hours and jobs	P
Innovativeness, openness to change	G200005SQ007	I like to learn new things	P/F
Agility/Entrepreneurship, Initiative	G200005SQ008	I can think agilely, for example, by making suggestions to my employer on how the service offering can be digitally improved	P
Personal responsibility	G200005SQ009	During the school shutdown, despite many concerns, I took responsibility for a digital way of working	P

Self-management, readiness to perform	G2000 05 SQ010	I am convinced that I can use digital resources effectively in my job	P
interdisciplinary knowledge, willingness to learn, technical affinity	G2000 05 SQ011	I like to deal with technical devices	P/F