AI Competencies Evaluation Tool for Psychologists

Instructions: Rate each item on a 5-point Likert scale (1 = Not Demonstrated; 5 = Consistently Demonstrated). Each item includes an applied example.

Domain 0: Foundational Knowledge of AI

1. Understands core AI concepts (e.g., machine learning, large language models, generative AI).

- Example: Can explain how an AI-powered chatbot generates text predictions.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

2. Identifies commonly used AI tools in psychology (e.g., report writers, automated transcription, chatbots, diagnostic screeners).

- Example: Knows the difference between Q-interactive's adaptive testing features and Reverb's report automation.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

3. Understands ethical and regulatory frameworks guiding AI use in psychology.

- Example: Can summarize APA's stance on transparency, bias, and informed consent in AI use.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 1: Transparency & Informed Consent

4. Clearly discloses the use of AI tools to clients, research participants, or consultees when relevant.

- Example: Tells a client when AI-assisted scoring is used in their assessment.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

5. Obtains informed consent for AI-supported services, including risks, benefits, and alternatives.

- Example: Adds a clause in consent forms explaining use of AI report-writing tools.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

6. Communicates about AI in culturally, linguistically, and developmentally appropriate ways.

- Example: Uses plain-language analogies ('like a spell-checker for reports') with clients unfamiliar with AI.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

7. Respects individuals' right to decline AI-supported services and provides alternatives.

- Example: Offers manual scoring instead of AI-driven scoring if a client opts out.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 2: Bias Mitigation & Equity

8. Recognizes potential biases in AI systems and their implications.

- Example: Identifies that speech-recognition AI may underperform with non-native English speakers.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

9. Evaluates whether AI tools are trained on representative datasets.

- Example: Asks vendors for demographic breakdowns of training data before adoption.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

10. Advocates for equitable access to AI-supported services and research practices.

- Example: Encourages funding for AI tools normed on rural or minority populations.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

11. Identifies and addresses ways AI could exacerbate disparities or stereotypes.

- Example: Flags that a predictive algorithm may over-pathologize boys of color in school settings.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 3: Data Privacy & Security

12. Demonstrates knowledge of HIPAA and privacy laws in relation to AI.

- Example: Knows that uploading PHI into ChatGPT without a BAA is a violation.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

13. Uses AI systems that meet accepted standards for data security.

- Example: Chooses an encrypted transcription service over a consumer-grade option.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

14. Informs clients, participants, or consultees about how their data may be stored or shared.

- Example: Explains that de-identified responses may still be used to train future AI models.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

15. Avoids or discontinues use of AI tools when privacy/security risks arise.

- Example: Stops using an app after a breach is reported in the news.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 4: Accuracy & Misinformation

16. Critically evaluates AI-generated content before applying it in practice.

- Example: Reviews a draft AI-generated report for errors before finalizing.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

17. Selects AI tools that demonstrate empirical support and transparent validation.

- Example: Chooses a cognitive screener backed by published accuracy data over an untested app.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

18. Identifies and corrects misinformation in AI outputs.

- Example: Notices when AI suggests a non-existent DSM diagnosis and corrects it.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

19. Demonstrates caution in recommending AI tools to clients or colleagues.

- Example: Declines to recommend a symptom checker app with no peer-reviewed support.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 5: Human Oversight & Professional Judgment

20. Maintains professional responsibility for decisions even when AI is used.

- Example: Takes clinical ownership of an assessment conclusion, not just the AI output.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

21. Demonstrates appropriate skepticism toward AI outputs.

- Example: Double-checks test scores that seem inconsistent with observed behavior.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

22. Integrates AI into workflows to augment, not replace, psychological expertise.

- Example: Uses AI to draft psychoeducation materials but tailors content to the client.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

23. Establishes human 'checkpoints' when using AI in clinical, research, or administrative tasks.

- Example: Reviews AI-scheduled research participants for conflicts of interest before confirmation.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 6: Liability & Ethical Responsibility

24. Demonstrates awareness of potential legal and ethical risks in AI use.

- Example: Recognizes liability if an AI-generated treatment plan leads to harm.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

25. Seeks consultation or supervision when uncertain about AI ethics.

- Example: Brings a case to supervision where AI scoring contradicted clinical observations.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

26. Participates in continuing education on AI in psychology.

- Example: Attends APA webinars on AI ethics and application in practice.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

27. Maintains professional competence in AI as part of ongoing ethical practice.

- Example: Keeps up with updates on tools already in use within their practice.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

Domain 7: Professional Development & Advocacy

28. Stays informed about new developments in AI relevant to psychology.

- Example: Reads current literature on AI use in neuropsychological testing.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

29. Engages in professional discussions about AI ethics and practice.

- Example: Contributes to a departmental meeting on whether to adopt an AI triage tool.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

30. Advocates for responsible AI policies within organizations or professional bodies.

- Example: Proposes inclusion of AI ethics in the clinic's training manual.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

31. Contributes to education of peers, students, or supervisees on ethical AI use.

- Example: Teaches interns how to evaluate AI accuracy before clinical application.

[ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5