

PBC and Genetic Counseling Role Alignment

Each genetic counseling role is aligned to one or more PBCs. PBCs are the competencies that are necessary for practice as an entry-level genetic counselor. A list of the PBCs can be viewed here: [ACGC Practice-based Competencies](#).

PBC(s)	Role(s)
1.a. Demonstrate knowledge of genetics and genomics principles and concepts.	<ul style="list-style-type: none"> ○ Case prep
1.b. Apply knowledge of genetic conditions to the delivery of genetics services.	<ul style="list-style-type: none"> ○ Develop a counseling plan/agenda ○ Discuss diagnosis and natural history ○ Provide medical management info
1.c. Demonstrate knowledge of genetic testing methodologies and variant interpretation.	<ul style="list-style-type: none"> ○ Evaluate genetic testing options ○ Utilize variant interpretation resources ○ Interpret genetic testing results
2.a. Analyze family history to estimate genetic risk.	<ul style="list-style-type: none"> ○ Collect family history/pedigree ○ Collect medical, pregnancy, and/or developmental history
2.b. Calculate risk using probability methods and risk models.	<ul style="list-style-type: none"> ○ Perform risk assessment calculations
2.c. Integrate clinical and laboratory data into risk assessment	<ul style="list-style-type: none"> ○ Communicate genetic testing options and possible benefits/limitations/results
2.d. Order genetic tests guided by client-centered risk assessment.	
3.a. Use applicable counseling skills and theories.	<ul style="list-style-type: none"> ○ Perform psychosocial assessment ○ Provide psychosocial support/counseling
3.b. Establish a working alliance with client.	<ul style="list-style-type: none"> ○ Build rapport ○ Engage in contracting ○ Set mutual agenda
3.c. Promote psychosocial adaptation.	<ul style="list-style-type: none"> ○ Promote psychosocial adaptation
3.d. Facilitate client's decision making process.	<ul style="list-style-type: none"> ○ Facilitate decision making
4.a. Tailor communication to specific individuals and audiences.	<ul style="list-style-type: none"> ○ Tailor communication to client
4.b. Use a variety of approaches to communicate genetics and genomic information.	<ul style="list-style-type: none"> ○ Complete written documentation of clinical encounters ○ Create and/or utilize visual aids
4.c. Convey probabilities based on client's risk perception and numeracy.	<ul style="list-style-type: none"> ○ Educate about personal and/or recurrence risks
5.a. Critically interpret data and literature.	
5.b. Apply data and literature considering its strengths, weaknesses, and limitations.	<ul style="list-style-type: none"> ○ Evaluate and assess applicable research options
5.c. Demonstrate knowledge of how genetic counselors engage and contribute to the research process	<ul style="list-style-type: none"> ○ Incorporate primary literature into counseling process
6.a. Demonstrate how disparities, inequities, and systemic bias affect access to healthcare for diverse populations.	<ul style="list-style-type: none"> ○ Coordinate genetic testing with consideration of individual circumstances and systemic barriers
6.b. Describe the financial considerations in the delivery of genetic services.	<ul style="list-style-type: none"> ○ Coordinate referrals with consideration of individual circumstances and systemic barriers: and systemic situations and barriers
6.c. Advocate for continuity of care.	<ul style="list-style-type: none"> ○ Identify resources and support materials
7.d. Engage in self-reflective practice to promote ongoing growth and development.	<ul style="list-style-type: none"> ○ Engage in case processing, self-assessment, and reflection ○ Incorporate previous feedback

PBCs are further addressed through Universal Objectives, also included on the evaluation form:

PBC(s)	Universal Objective(s)
6.d. Collaborate with members of the Care Team, clients, and other Community Partner	Contributes to a collaborative work environment Communicates with and responds to supervisors, clients, clinic staff, and other professionals in a respectful and timely manner
7.a. Adhere to the genetic counselor scope of practice	Adheres to the genetic counseling scope of practice
7. b. Follow applicable professional ethical codes.	Follows applicable professional ethical codes Demonstrates integrity, honesty, conscientiousness in work
7.c. Exhibit behaviors that promote an inclusive, just, equitable, and safe environment for all individuals and communities	Exhibits behaviors that promote an inclusive, just, equitable, and safe environment for all individuals
7.d. Engage in self-reflective practice to promote ongoing growth and development	Shows initiative and interest for professional growth Demonstrates openness to supervision and feedback Maintains appropriate self-control under stress, change, or adverse conditions