

# Skills for Conducting HIV Interventions at the Individual, Group, and Community Level

The successful implementation of HIV interventions requires basic and intervention specific skills. As an agency prepares to adapt and implement an intervention they should ensure that staff have both basic and intervention specific skills. Intervention specific skills should be described in the intervention implementation manual. Basic skills for individual, group and community level intervention are described below. If your staff would like to enhance their basic or intervention specific skills, contact the Tabono Project at 888-CBA-2580 for free technical assistance.

## Prerequisite Skills for Conducting Individual-Level Interventions

- + Client-centered counseling
  - Non-judgmental attitude
  - Open-ended questions
  - Active listening
  - Establish confidentiality
  - Understand boundaries
  - Address contradictions
  - Discuss HIV serostatus disclosure

## Prerequisite Skills for Conducting Group-Level Interventions

- + Group Process/Facilitation
  - Create safe environment
  - Seek input/participation
  - Maintain confidentiality
  - Understand boundaries
  - Effectively address conflict
  - Share power/authority
  - Monitor behaviors and progress of participants
  - Process-oriented
  - Task-oriented

## Prerequisite Skills for Conducting Community-Level Interventions

- + Effective Outreach
  - Street/field safety
  - Representative of community
  - Ethnography skills (field notes, observation)
  - Targeted recruitment
  - Identify factors to influence risk reduction
  - Understand group norms and peer influence
  - Conduct interviews and focus groups