

**EVALUATION OF PRACTICUM STUDENT COMPETENCIES**  
**Counseling Psychology Program – Texas Woman’s University**  
(Revised August 2009)

Name of Supervisee / Student: \_\_\_\_\_

Name of Supervisor / Instructor: \_\_\_\_\_

Period of Supervision: From: \_\_\_\_\_ To: \_\_\_\_\_

Name of Agency / Class: \_\_\_\_\_

Introduction: The Evaluation of Practicum Student Competencies form is designed to provide feedback on counseling-related skills and behaviors from both practicum site supervisors and practicum class instructors. Please rate trainee on each item using the following scale:

- 1 - Student **needs marked improvement** to continue acceptable progress; may require remediation before continuing community placement.
- 2 - Student’s performance is **minimally satisfactory** for her/his level of development and needs improvement.
- 3 - Student’s performance is **commensurate** with her/his level of development.
- 4 - Student demonstrates **above average** skill, ability, or knowledge for her/his level of development.
- 5 - Student is at or **near professional level** of development.
- NA - Not applicable or not enough information to rate.

The student and the supervisor / instructor should both receive copies of this form after it has been signed by both parties. The original should be turned in to the student’s TWU faculty supervisor for placement in the academic file.

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I. **PROFESSIONALISM**

- 1. \_\_\_\_\_ Displays awareness of counseling psychology’s focus on context, normal development, and strengths.
- 2. \_\_\_\_\_ Displays professional demeanor and language.
- 3. \_\_\_\_\_ Displays compassion and respect in interpersonal interactions.
- 4. \_\_\_\_\_ Demonstrates integrity by adhering to professional values.
- 5. \_\_\_\_\_ Shows appropriate respect for authority.
- 6. \_\_\_\_\_ Demonstrates effort to effectively resolve conflict.
- 7. \_\_\_\_\_ Completes case documentation accurately.

**Mean Score for Professionalism Section** \_\_\_\_\_

II. **REFLECTIVE PRACTICE/ SELF ASSESSMENT & CARE**

A. Reflective Practice

- 8. \_\_\_\_\_ Reflects on practice and mindfully recognizes impact of self on others.
- 9. \_\_\_\_\_ Understands impact of therapy relationship on self.
- 10. \_\_\_\_\_ Understands own impact on client in therapy relationship.
- 11. \_\_\_\_\_ Maintains appropriate therapist-client boundaries.
- 12. \_\_\_\_\_ Is willing to admit mistakes with minimal defensiveness.

13. \_\_\_\_ Uses persons other than supervisor for skill development.
14. \_\_\_\_ Provides helpful feedback and critique to others.
15. \_\_\_\_ Is sensitive to the needs and strengths of peers.
16. \_\_\_\_ Is willing to be assertive with supervisor and peers.

B. Self-Assessment & Self-Care

17. \_\_\_\_ Demonstrates awareness of clinical competencies and identifies areas for professional growth.
18. \_\_\_\_ Critiques and analyzes own interview/sessions accurately and appropriately.
19. \_\_\_\_ Recognizes own limitations in treating a particular client.
20. \_\_\_\_ Takes appropriate care of self and is aware of own needs.

**Mean Score for Reflective Practice Section** \_\_\_\_\_

III. **RELATIONSHIPS**

A. Interpersonal Relationships

21. \_\_\_\_ Forms and maintains productive and respectful relationships with peers or colleagues.
22. \_\_\_\_ Forms and maintains productive and respectful relationships with supervisors or instructors.
23. \_\_\_\_ Demonstrates cooperative discourse (e.g., refrains from interrupting, does not dominate, contributes actively).
24. \_\_\_\_ Conveys counseling atmosphere of trust and safety.
25. \_\_\_\_ Demonstrates acceptance of the client.
26. \_\_\_\_ Expresses warmth and caring with clients.
27. \_\_\_\_ Shows a non-judgmental orientation toward clients.

B. Affective Skills

28. \_\_\_\_ Exhibits appropriate verbal regulation of emotion (i.e., expression and containment).
29. \_\_\_\_ Exhibits appropriate nonverbal regulation of emotion (i.e., expression and containment).

C. Expressive Skills

30. \_\_\_\_ Communicates clearly using verbal skills.
31. \_\_\_\_ Nonverbal communication matches verbal content.
32. \_\_\_\_ Communicates clearly using written skills.
33. \_\_\_\_ Awareness of and sensitivity to clients' nonverbal behavior.
34. \_\_\_\_ Understands client's feelings and communicates this understanding to the client.

**Mean Score for Relationships Section** \_\_\_\_\_

IV. **INDIVIDUAL AND CULTURAL DIVERSITY**

35. \_\_\_\_ Understands one's own cultural identity and personal attitudes toward diverse others.
36. \_\_\_\_ Recognizes the way culture shapes others' identity and behavior.
37. \_\_\_\_ Utilizes language that demonstrates sensitivity to culture, gender, and sexual orientation.
38. \_\_\_\_ Directly addresses issues of difference between therapist and clients along salient dimensions.
39. \_\_\_\_ Therapeutically processes issues of cultural difference and diversity.
40. \_\_\_\_ Asks questions or offers suggestions that help client think about how contextual issues may impact presenting concerns.

**Mean Score for Diversity Section** \_\_\_\_\_**V. ETHICAL & LEGAL STANDARDS**

41. \_\_\_\_\_ Demonstrates knowledge and awareness of appropriate ethical codes and state laws.
42. \_\_\_\_\_ Identifies potential ethical concerns and legal issues.
43. \_\_\_\_\_ Adapts behavior in accordance with ethical codes and state laws.

**Mean Score for Ethics & Legal Section** \_\_\_\_\_**VI. ASSESSMENT****A. Evaluation & Diagnosis**

44. \_\_\_\_\_ Selects appropriate assessment measures for cases at practice site.
45. \_\_\_\_\_ Identifies areas of client functioning where further assessment is needed.
46. \_\_\_\_\_ Provides appropriate feedback to clients based on assessment measures.
47. \_\_\_\_\_ Applies concepts of normal/abnormal behavior to case formulation and diagnosis within a developmental context.
48. \_\_\_\_\_ Applies concepts of normal/abnormal behavior to case formulation and diagnosis within the context of diversity.
49. \_\_\_\_\_ Writes assessment reports and progress notes effectively.

**B. Conceptualization**

50. \_\_\_\_\_ Ties together seemingly discrete and isolated components of client's behavior.
51. \_\_\_\_\_ Generates hypotheses concerning client behavior and dynamics.
52. \_\_\_\_\_ Provides rationale for conceptualization based on psychological theory and research.
53. \_\_\_\_\_ Provides rationale for conceptualization based on client data.
54. \_\_\_\_\_ Formulates appropriate interventions based on conceptualization.
55. \_\_\_\_\_ Attends to systemic issues in case conceptualization.

**Mean Score for Assessment Section** \_\_\_\_\_**VII. INTERVENTION****A. Intervention Planning**

56. \_\_\_\_\_ Demonstrates knowledge of interventions and explanations for their use in practice based on evidence.
57. \_\_\_\_\_ Formulates and conceptualizes cases and plans interventions utilizing at least one consistent theoretical orientation.
58. \_\_\_\_\_ Evaluates treatment progress and modifies treatment planning as indicated.

**B. Basic Counseling Skills**

59. \_\_\_\_\_ Is able to track client work.
60. \_\_\_\_\_ Acts purposefully and with intentionality
61. \_\_\_\_\_ Uses appropriate and therapeutic open-ended questions.
62. \_\_\_\_\_ Uses closed questions appropriately for the purposes of diagnosis and assessment.
63. \_\_\_\_\_ Can paraphrase and summarize content.
64. \_\_\_\_\_ Accurately reflects feeling.
65. \_\_\_\_\_ Encourages client to be specific and concrete.

- 66. \_\_\_\_\_ Does not talk over or interrupt clients inappropriately.
- 67. \_\_\_\_\_ Clarifies client content when appropriate.
- 68. \_\_\_\_\_ Handles silence and uses it effectively in treatment.
- 69. \_\_\_\_\_ Establishes appropriate goals.
- 70. \_\_\_\_\_ Explores resolution of similar problems.
- 71. \_\_\_\_\_ Able to separate process from content.
- 72. \_\_\_\_\_ Encourages client to accept responsibility in relationship.

C. Intervention Implementation

- 73. \_\_\_\_\_ Demonstrates the ability to effectively implement therapeutic treatment interventions.
- 74. \_\_\_\_\_ Implements interventions one at a time and stays with interventions once initiated.
- 75. \_\_\_\_\_ Exercises therapeutic control in session.
- 76. \_\_\_\_\_ Works with depth of affect.
- 77. \_\_\_\_\_ Confronts appropriately and in the moment.
- 78. \_\_\_\_\_ Demonstrates appropriate use of self in session.
- 79. \_\_\_\_\_ Uses therapeutic process effectively.
- 80. \_\_\_\_\_ Recognizes client resistance.
- 81. \_\_\_\_\_ Handles client resistance appropriately and effectively.
- 82. \_\_\_\_\_ Is able to comfortably discuss sensitive issues with clients (e.g., sexuality, transference / countertransference)
- 83. \_\_\_\_\_ Provides crisis management interventions, as appropriate.

D. Systemic Interventions

- 84. \_\_\_\_\_ Develops and tests hypotheses using systemic principles.
- 85. \_\_\_\_\_ Makes contact and attends to all family members.
- 86. \_\_\_\_\_ Helps family/couple establish appropriate boundaries.
- 87. \_\_\_\_\_ Attends to covert family/couple conflicts, alliances, and coalitions.
- 88. \_\_\_\_\_ Attends to systemic interactions in intervention.

**Mean Score for Intervention Section** \_\_\_\_\_

VIII. **SUPERVISION**

- 89. \_\_\_\_\_ Demonstrates knowledge of the supervision process including one's own roles and responsibilities as trainee.
- 90. \_\_\_\_\_ Uses supervision process to reflect on areas of strength and those needing improvement.
- 91. \_\_\_\_\_ Demonstrates willingness to admit errors and accept feedback.
- 92. \_\_\_\_\_ Willing to be observed and evaluated by supervisor.
- 93. \_\_\_\_\_ Integrates feedback from supervisor into performance.

**Mean Score for Supervision Section** \_\_\_\_\_

IX. **OTHER AREAS OF COMPETENCY**

A. Scientific Knowledge and Methods

- 94. \_\_\_\_\_ Values and applies scientific methods to professional practice.

B. Interdisciplinary Systems

- 95. \_\_\_\_\_ Appreciates expertise and professional roles of others.

96. \_\_\_\_ Makes appropriate referrals and works effectively with professionals from other specialties.

C. Consultation

97. \_\_\_\_ Able to provide consultation in the form of professional guidance.

D. Teaching

98. \_\_\_\_ Able to provide psychoeducation and outreach to support developmental or preventative efforts.

E. Management-Administration

99. \_\_\_\_ Functions effectively within professional settings by complying with policies and participating in management structure.

F. Advocacy

100. \_\_\_\_ Assists clients in development of self-advocacy plans.

**Mean Score for Other Areas Section** \_\_\_\_\_

**TOTAL MEAN SCORE FOR ALL SECTIONS** \_\_\_\_\_

Summary of Trainee's Strengths:

Summary of Areas for Growth:

Signature of Supervisor: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Supervisee: \_\_\_\_\_

Date: \_\_\_\_\_