The Evaluation of Extern Student Competencies form is designed to provide externship students with feedback on counseling-related skills and behaviors from externship site supervisors. Please rate extern student on each item using the following scale:

1 - Student needs marked improvement to continue acceptable progress; may require remediation to pass externship requirements or move forward with additional externship placements.

2 - Student performance is minimally satisfactory for the student’s level of development and needs improvement.

3 - Performance is commensurate with the student’s level of development.

4 - Student demonstrates above average skill, ability, and/or knowledge for the student’s level of development.

5 - Student is at or near professional level of development.

NA - Not applicable or not enough information to rate.

I. PROFESSIONALISM

1. _____ Displays professional demeanor, dress and overall appearance, and language.

2. _____ Demonstrates effort to effectively resolve conflict.

3. _____ Meets timelines for case documentation and arrives on time for meetings and appointments.

II. INDIVIDUAL AND CULTURAL DIVERSITY

4. _____ Understands own cultural identity and personal attitudes toward diverse others.

5. _____ Recognizes the way that culture shapes others’ identity and behavior.

6. _____ Asks questions or offers suggestions that help client think about how contextual issues may influence presenting concerns.

III. ETHICAL & LEGAL STANDARDS

7. _____ Demonstrates knowledge and awareness of appropriate ethical codes and state laws.

8. _____ Identifies and consults on potential ethical concerns and legal issues.

9. _____ Behaves in accordance with ethical codes and state laws.
### IV. ASSESSMENT

10. _____ Selects appropriate assessment measures for clients at externship site.
11. _____ Identifies areas of client functioning where further assessment is needed.
12. _____ Provides appropriate feedback to clients based on assessment measures.
13. _____ Effectively uses ecological model to assess client strengths and risks.
14. _____ Effectively uses other theories of human development and counseling to assess and conceptualize client concerns.
15. _____ Generates hypotheses concerning client behavior and dynamics.
16. _____ Formulates appropriate interventions based on conceptualization.

### V. INTERVENTION

17. _____ Demonstrates knowledge of theoretically- and empirically-informed interventions and explanations for their use in practice based on evidence.
18. _____ Able to tailor interventions to be consistent with client’s background, culture, and values.
19. _____ Evaluates treatment progress and modifies treatment planning as indicated.
20. _____ Uses appropriate and therapeutic open-ended questions.
21. _____ Is able to track client progress.
22. _____ Can paraphrase and summarize content.
23. _____ Understands client emotions and accurately reflects feeling.
24. _____ Handles silence and uses it effectively in treatment.
25. _____ Collaborates with client to establish appropriate therapeutic goals.
26. _____ Can effectively and collaboratively redirect session as necessary.
27. _____ Able to separate process from content.
28. _____ Demonstrates ability to effectively implement therapeutic treatment interventions.
29. _____ Demonstrates ability to use the ecological model of human development to consider interventions that may be implemented across different contexts in which the client lives.
30. _____ Demonstrates ability to deal effectively with client emotions and affect.
31. _____ Uses therapeutic process effectively.
32. _____ Recognizes and handles client resistance and ambivalence appropriately and effectively.
33. _____ Is able to comfortably discuss sensitive issues with clients (e.g., sexuality, abuse history)
34. _____ Provides crisis management interventions, as appropriate.
35. _____ Communicates clearly and accurately in writing (i.e., case notes, other paperwork).
36. _____ Awareness of and sensitivity to clients’ nonverbal behavior.
VII. REFLECTIVE PRACTICE/ SELF ASSESSMENT & CARE

37. _____ Reflects on practice and recognizes impact of self on others.
38. _____ Maintains appropriate therapist-client boundaries.
39. _____ Is willing to admit mistakes with minimal defensiveness.
40. _____ Provides helpful feedback and critique to others.
41. _____ Is willing to be assertive with supervisor and peers.
42. _____ Demonstrates awareness of clinical competencies and areas for professional growth.
43. _____ Takes initiative to enhance competencies and address areas of professional growth.
44. _____ Critiques and analyzes own clinical work accurately and appropriately.
45. _____ Recognizes own limitations in working with a particular client.
46. _____ Takes appropriate care of self and is aware of own needs.

IX. SUPERVISION

47. _____ Demonstrates knowledge of the supervision process including one’s own roles and responsibilities as a supervisee.
48. _____ Uses supervision to reflect on areas of strength and those needing improvement.
49. _____ Demonstrates willingness to admit errors and accept feedback.
50. _____ Willing to be observed and evaluated by supervisor.
51. _____ Integrates feedback from supervisor into performance.
52. _____ Takes initiative to articulate needs and goals to supervisor and participates actively in supervision.
53. _____ Effectively addresses with the supervisor important cultural differences and similarities shared by the student and supervisor.

X. OTHER AREAS OF COMPETENCY

54. _____ Values and applies scientific inquiry and findings to professional practice.
55. _____ Appreciates expertise and roles of professionals across disciplines.
56. _____ Makes appropriate referrals and works effectively with professionals from other specialties.
57. _____ Able to provide consultation that is helpful to the person or agency seeking consultation.
Summary of Trainee’s Strengths:

Summary of Areas for Growth:

Signature of Supervisor: _________________________________ Date: _____________

Signature of Supervisee: _________________________________ Date: _____________