

| Scale | |
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| <ol style="list-style-type: none"> 1. Competence considered to be in need of further training and/or to require additional growth, maturation, and change on the part of the trainee in order for him/her to be effective in the various skill areas; trainee should not be allowed to function independently. 2. Competence currently considered to be below average but which, with further supervision and experience, is expected to develop satisfactorily; independent functioning is not recommended and close supervision is required. 3. Competence at least at the minimal level necessary for functioning with moderate supervision required. 4. Competence assessed to be above average; trainee can function independently with periodic need for supervision. 5. Competence very developed and trainee can function independently with little or no supervision required. | |
| Category | |
| Mean | |
| <i>n</i> = 16 | |
| A. Clinical and Relationship Skills | |
| 1. Relationship Skills - established rapport, was aware of own impact on others, and showed respect for clients, colleagues, and staff in professional contexts. | 4.50 |
| 2. Assessment Skills - demonstrated appropriate knowledge and use of assessment instruments; was able to appropriately interpret and discuss test results with clients and colleagues as well as integrate in intake reports. | 3.71 |
| 3. Diagnostic Skills - incorporated multiple sources of data; showed sensitivity to client concerns; demonstrated good knowledge of DSM-IV; used diagnosis to establish client goals and make appropriate referrals. | 3.89 |
| 4. Intervention Skills - showed flexibility in using a variety of appropriate strategies to help clients work toward identified goals. | 3.89 |
| 5. Crises Management - recognized and handled clinical crises and emergencies in a professional manner. | 3.67 |
| 6. Consultation Skills - worked effectively with significant others (family members, teachers, relevant professionals) to help meet client needs. | 4.00 |
| B. Professional Presentation and Behavior | |
| 7. Professional Behavior - showed readiness and ability to assume and discharge assigned duties; initiated opportunities to gain and share skills. | 4.35 |
| 8. Self Presentation - presented self in a professional manner through physical appearance/dress, composure, organization, confidence, and desire to help. | 4.75 |
| 9. Management of Personal Issues in a Professional Manner – Controls personal stress, psychological dysfunction, or emotional reactions so they do not affect case | 4.50 |

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| conceptualization, professional interaction with clients and their families, or relationships with colleagues and other professionals. | |
| 10. Ethical Knowledge & Practice – demonstrated understanding of ethical principles; showed awareness of ethical dilemmas as they occurred; conformed to ethical principles in professional work and practice. | 4.20 |
| 11. Knowledge and Practice of Diversity Issues - demonstrated understanding of diversity issues related to concerns of clients and colleagues; showed awareness of ethnic, cultural, sexual preference, and religious concerns as they arose; sought consultation and additional knowledge from a variety of appropriate non-client sources to enhance relationship and practice. | 4.25 |
| 12. Intake Report and Progress Notes – completed intake reports and case notes in a timely manner, and included relevant professional information in a manner which could be used and interpreted by other professionals. | 4.06 |
| C. Supervision Behavior and Knowledge Demonstration | |
| 13. Knowledge Base - demonstrated good understanding of theories and research in psychology, human development, counseling/psychotherapy, assessment, and psychopathology. | 4.10 |
| 14. Written Communication Skills - showed ability to write clearly in a professional style that is clear, succinct, and devoid of unnecessary jargon. | 4.20 |
| 15. Oral Communication Skills - showed ability to use oral language to communicate effectively with clients, supervisors, and colleagues. | 4.40 |
| 16. Supervisory Involvement - sought supervision when needed, openly shared concerns and ideas with supervisor, demonstrated openness to feedback, used supervisory suggestions to make improvements. | 4.40 |
| D. Agency Behavior | |
| 17. Program Development Skills – developed alternative prevention or intervention programs to meet client or community needs. | 4.00 |
| 18. Agency Involvement - attended and actively participated in staff meetings and conferences; fulfilled administrative responsibilities. | 4.56 |