

Master of Arts in Counseling
Professional Practice Form
Internship Counselor Assessment Scale – Supervisor Form

Student _____

Supervisor _____

Date _____

Please read:

Reference criteria: a rating of 5 meets expectations of a licensed counselor. The standard at the **start of internship (beginner)** is an average of **3**. The standard for **graduation (intermediate)** is an average of **4**, with no item less than 3. It is **very unlikely** that any student would merit a **5** in every category.

<i>Professional Behaviors</i>						<i>Comments</i>
Utilizes ACA Code of Ethics and/or other appropriate ethical codes as guidance for professional behavior	1	2	3	4	5	
Exhibits respectful and courteous behavior, including respect of others' values and preference for techniques, respect for others' workloads and time commitments; successful as a team member	1	2	3	4	5	
Understands and maintains appropriate interactions and boundaries with co-workers, supervisors, and clients	1	2	3	4	5	
Dresses appropriately	1	2	3	4	5	
Readily seeks consultation for unusual situations	1	2	3	4	5	
Is able to accept both praise and criticism that is framed in an appropriate manner	1	2	3	4	5	
Makes an attempt to incorporate suggestions and review their effectiveness with supervisor after their utilization, or is able to justify why a suggestion was not used	1	2	3	4	5	
Accurately completes all paperwork in neat, readable, concise manner; all work on time without reminders	1	2	3	4	5	
Respectful of client and supervisor appointment times	1	2	3	4	5	

Average: ____

<i>Empathic Attunement</i>						<i>Comments</i>
Clients feel respected	1	2	3	4	5	
Clients feel heard and attended to	1	2	3	4	5	
Demonstrates ability to easily develop rapport with new clients, making them feel at ease	1	2	3	4	5	
Appropriately adapts techniques, theory, and personal affect (i.e. humor, creativity, etc.) to meet clients where they are	1	2	3	4	5	
Makes a conscious effort to employ empathy, unconditional positive regard, genuineness, and concreteness/intentionality	1	2	3	4	5	
Understands and maintains appropriate boundaries with clients	1	2	3	4	5	
Empowers clients	1	2	3	4	5	
Demonstrates competent use of higher level listening skills such as feedback and reflection of meaning	1	2	3	4	5	

Average: ____

<i>Intervention Skills</i>						<i>Comments</i>
Creates client ownership	1	2	3	4	5	
Manages good session beginnings and endings	1	2	3	4	5	
Good timing of interventions	1	2	3	4	5	
Appropriately applies counseling theories and techniques in a manner that indicates strong knowledge of both	1	2	3	4	5	
Follows treatment plan	1	2	3	4	5	
Demonstrates a grasp of issues involved and a sense of where progress is possible for a particular client	1	2	3	4	5	
Interventions are focused and effective	1	2	3	4	5	

Average: ____

<i>Case Conceptualization & Management</i>						<i>Comments</i>
Can conduct a comprehensive and integrated client assessment, utilizing consultation and referral as needed	1	2	3	4	5	
- Covers all areas of client development associated with the presenting problem	1	2	3	4	5	
- Is able to correctly assess risk factors such as homicide, suicide, and inability to care for self	1	2	3	4	5	
- Incorporates a strengths perspective	1	2	3	4	5	
Is able to identify the real problem that brings the client to counseling	1	2	3	4	5	
Is able to identify salient features of client and when appropriate derive DSM diagnosis	1	2	3	4	5	
Is able to formulate case hypotheses and interventions within a conceptual framework	1	2	3	4	5	
Treatment goals reflect an in-depth understanding of client	1	2	3	4	5	
Demonstrates knowledge of agency rules and policies; embraces agency mission as evidenced in daily interactions	1	2	3	4	5	

Average: ____

<i>Counselor Self-Awareness</i>						<i>Comments</i>
Is able to accurately document strengths	1	2	3	4	5	
Is able to accurately assess growth areas	1	2	3	4	5	

Average: ____

Total Average: ____

Please describe one strength and one growth area:

Strength:

Growth area:

Supervisor Signature: _____ ***Date:*** _____

Thank you!