**EMORY UNIVERSITY COUNSELING AND PSYCHOLOGICAL SERVICES**
**INTERN EVALUATION FORM**
**(Revised, 2015)**

Intern:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Rating Period: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Rate your supervisee on their progress toward achievement of Profession-Wide Competencies below using the following scale:**

N/A ‑ no chance to observe
1: Unsatisfactory/Below level expected for internship training
2:  Fair/Needs improvement
3: Average performance for intern in training
4: Intermediate performance/Needs limited supervisor assistance in this area
5: Advanced performance/Could function autonomously in this area

**Methods of Observation/Evaluation:**

\_\_\_   Video recordings \_\_\_Live Observation \_\_\_Role Plays
\_\_\_Review of Clinical Documentation \_\_\_Discussion \_\_\_Other

**1.  Research**

\_\_\_Maintains awareness of research which is relevant to clinical and consultative work
\_\_\_Utilizes Evidence-Based intervention strategies, based on review of relevant literature

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2.  Ethical/Legal Standards:**

\_\_\_Demonstrates knowledge of APA ethical standards and ability to apply to clinical work
\_\_\_Demonstrates knowledge of laws and regulations related to practice as a Psychologist
\_\_\_Demonstrates awareness of relevant legal issues and recent court rulings
\_\_\_Demonstrates understanding of the limits of confidentiality and abuse reporting mandates
\_\_\_Demonstrates understanding of possible clinical consequences of mandatory reporting
\_\_\_Seeks appropriate consultation/supervision regarding legal mandates and ethical guidelines
\_\_\_Demonstrates ability to apply ethical guidelines (demonstrates ethical behavior)
\_\_\_Provides complete & timely documentation of services per ethical and agency guidelines
\_\_\_Demonstrates awareness of the agency's limitations and assets
\_\_\_Aware of own limits of competence and knows when to refer or seek consultation
\_\_\_Demonstrates awareness of and willingness to explore complexities of ethical dilemmas
\_\_\_Maintains appropriate professional boundaries (e.g. aware of dual relationships)

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3.  Individual and Cultural Diversity:**

\_\_\_Critically evaluates the impact of diversity issues (including culture, ethnicity, national origin, gender and gender identity, sexual orientation, SES,  age, religion, privilege, and other sources of  difference) when conceptualizing and diagnosing client concerns
\_\_\_Demonstrates competence using differential intervention strategies with clients from
varying cultural and individual identities
\_\_\_Adapts interventions is a culturally sensitive manner to improve the therapeutic process and client outcomes
\_\_\_Demonstrates awareness of how own attitudes, values, beliefs, power and cultural identity may affect the treatment process
\_\_\_ Demonstrates comfort and competence working with clients from dissimilar cultural identities

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**4.  Professional Values, Attitudes & Behaviors (includes Reflective Practice & Self Awareness):**

\_\_\_Demonstrates ability to reflect on own learning process and goals
\_\_\_Demonstrates awareness of personal strengths, weaknesses, biases, needs and beliefs
\_\_\_Monitors and recognizes one's own limitations as a counselor/psychotherapist
\_\_\_Demonstrates openness to evaluation and feedback from supervisors
\_\_\_Demonstrates effective use of supervisory time
\_\_\_Takes the initiative and actively participates in supervision
\_\_\_Demonstrates an understanding of feelings toward authority figures
\_\_\_Displays a willingness to be assertive and does not inappropriately defer to supervisor
\_\_\_Communicates self to the supervisor appropriately (transparency)
\_\_\_Applies what is discussed in supervision to interactions with clients
\_\_\_Willing to take risks and acknowledge troublesome areas and mistakes
\_\_\_Demonstrates awareness of own feelings toward clients
\_\_\_Awareness of clients’ impact on self
\_\_\_Understands supervisors’ impact on self
\_\_\_Demonstrates ability to manage personal stress and reactions
\_\_\_Demonstrates awareness of impact on clients, peers and staff

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**5.  Communication and Interpersonal Skills:**

\_\_\_Communicates clearly and effectively in verbal and written formats
\_\_\_Relates effectively with other CAPS trainees
\_\_\_Relates effectively with CAPS senior staff
\_\_\_Relates effectively with CAPS administrative staff

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**6.  Assessment (includes Initial Assessment and ongoing treatment evaluation):**

\_\_\_Able to develop hypotheses concerning client behavior and dynamics
\_\_\_Verbal and written conceptualizations convey essential elements of client dynamics
\_\_\_Aware of when there is a need to seek further information to conceptualize the client
\_\_\_Incorporates nonverbal/process components of behavior in formulating client assessments
\_\_\_Demonstrates ability to use and interpret CCAPS or other assessments with proficiency
\_\_\_Demonstrates competence using diagnostic criteria (DSM 5/other criteria)
\_\_\_Uses interview and other data to make differential diagnosis
\_\_\_Bases client conceptualization and diagnosis on sound psychological theory

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**7.  Intervention (Including Psychotherapy, Crisis Intervention & Case Management):**

\_\_\_Demonstrates ability to employ basic interviewing skills and rapport-building skills
\_\_\_Able to explore client thoughts and feelings
\_\_\_Responds to clients’ concerns and behaviors in non‑judgmental manner
\_\_\_Selects interventions based on client needs
\_\_\_Develops effective relationships with clients
\_\_\_Develops goals appropriate for client issues and treatment model
\_\_\_Assesses effectiveness of interventions and adjusts treatment approach
\_\_\_Treatment planning incorporates realistic goals for short‑ vs. longer-term therapy
\_\_\_Demonstrates ability to use silence effectively
\_\_\_Able to provide both positive and negative feedback to clients
\_\_\_Able to explore therapeutic process issues effectively with clients
\_\_\_Demonstrates ability to assess client risk and crisis situations
\_\_\_Able to intervene appropriately during crisis situations
\_\_\_Seeks consultation or supervision when encountering crisis situations
\_\_\_Provides appropriate follow‑up for crisis clients/consultees
\_\_\_Effectively makes referrals as appropriate

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**8.  Consultation/Interprofessional/Interdisciplinary Skills:**

\_\_\_Relates effectively with professionals from other disciplines within CAPS
\_\_\_Relates effectively with other professionals involved in clients’ treatment (outside of CAPS)
\_\_\_Demonstrates effective relationships with campus constituents and professionals in

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**9. Describe the intern's strengths:**

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**10. Describe areas for further development:**

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

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