

**University of Wisconsin-Madison Department of Counseling Psychology**  
**Evaluation of Ph.D. Student by Practicum Supervisor**  
**Readiness for Internship (Pre-internship PhD students)**

**Student:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Site supervisor:** \_\_\_\_\_ **Site:** \_\_\_\_\_

**Practicum level:** \_\_\_\_ **FYE (semester 2)** \_\_\_\_ **Foundational** \_\_\_\_ **Advanced** \_\_\_\_ **Externship**

Please indicate your evaluation of the student on each of the items listed below. Circle the number to the right of each item that best describes your perceptions of the student's skills, based on your expectations of performance on each competency for students.

Note: A rating of 4 ("Meets expectations) or higher indicates that you consider that the student demonstrates developmentally appropriate mastery in terms of preparation for pre-doctoral internship.

A rating of "NR" indicates that you have not had the opportunity to observe this competency.

| <b>Personal Competencies (e.g., psychological mindedness, emotional maturity)</b>                        | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|--|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Accurate self-assessment, self-monitoring   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Willingness to acknowledge and correct errors   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Reflectivity regarding professional practice  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Notes connection between self-care and effective practice   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Monitors issues related to self-care with supervisor  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Monitors and applies knowledge of self as a cultural being in assessment, treatment, and consultation | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Interpersonal Competencies (e.g., relational skills, ethical decision-making)</b>                           | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|--|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Establishes constructive relationships with peers and staff, including professionals from other disciplines | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Aware of own contribution to interpersonal dynamics   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Able to provide effective feedback to clients, supervisors, peers   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Able to react to others' feedback non-defensively   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Able to negotiate differences and handle conflict   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Acknowledges own role in difficult interactions   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 7. Appropriate boundary management   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 8. Identifies ethical dilemmas effectively   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 9. Aware of both personal and professional ethical values as these relate to professional roles                | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 10. Actively consults with supervisors and peers regarding ethical issues in practice, academics, and research | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 11. Addresses ethical and legal aspects within case conceptualization  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 12. Acts with honesty and integrity and in accordance with relevant ethical and legal standards                | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Clinical Skills (e.g., assessment, conceptualization, intervention)</b>                                       | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|--|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Forms and maintains productive and respectful therapeutic relationships with clients                          | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Able to effectively use counseling skills with intentionality, and in a culturally appropriate manner         | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Broad familiarity with psychotherapy theory, research, and practice   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Articulates developmental features and clinical symptoms relevant to client presenting problem                | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Demonstrates how diagnosis and case conceptualization are based on case material                              | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Selects assessment tools with awareness of population served at the site                                      | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 7. Regularly consults with supervisor on appropriate assessment techniques, interpretation                       | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 8. Reports and case conceptualizations reflect data collected from multiple sources                              | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 9. Formulates case conceptualizations and treatment plans, using at least one consistent theoretical orientation | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 10. Able to clearly articulate theoretical orientation (as required for AAPI internship application form)        | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Professionalism</b>  | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|---|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Punctual, appropriate attire, professional demeanor                    | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Timely completion of required forms; compliance with agency policies   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Verbal, nonverbal, and written communications are clear and articulate | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Understands professional language; uses it effectively                 | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Use of resources for professional development                          | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Emerging professional identity as a psychologist                       | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Use of Supervision</b>   | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|---|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Comes prepared for supervision and engages actively in supervision process | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Sets meaningful and coherent goals for practicum training                  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Negotiates constructive relationships with supervisors and supervisees     | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Actively participates in group supervision                                 | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Able to use feedback effectively   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Initiates supervision regularly about diversity issues                     | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Scientific Mindedness (integration of science and practice)</b>  | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|---|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Applies scientific method to clinical practice   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Able to articulate relevance of scientific findings in supervision and case conferences  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Generates hypotheses about own role in therapeutic process, outcome  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Understands and applies the concept of evidence-based practice (EBP) in case conceptualization, treatment planning, and intervention | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Demonstrates knowledge of literature on ICDs (individual and cultural differences) and APA policies in practice                      | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

| <b>Multicultural Competence</b>   | <b>Needs attention</b> |   | <b>Emerging</b> | <b>Meets expect</b> | <b>Exceeds expectations</b> |   | <b>NR</b> |
|---|------------------------|---|-----------------|---------------------|-----------------------------|---|-----------|
| 1. Awareness of self as a cultural being and potential impact on work with clients.   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 2. Understands influence of own cultural values, attitudes, and assumptions related to intervention with clients.                                   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 3. Able to discuss cultural similarities and differences within counselor-client relationship.  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 4. Considers and integrates clients' cultural values and context as part of clinical conceptualizations.  | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 5. Knowledgeable of the values and cultural influences inherent in different theories, interventions, and applications with clients.                | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Willing to openly and nondefensively examine and challenge own attitudes, assumptions, and stereotypes of different clients and client contexts. | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |
| 6. Uses skills that demonstrate knowledge and awareness related to ICD when working with clients.   | 1                      | 2 | 3               | 4                   | 5                           | 6 | 7         |

**Comments:**

**Overall Strengths** (if needed, please attach additional sheet)

**Areas for Growth** (if needed, please attach additional sheet)

Method of Direct Observation of Student:  Live  Video Recording  Co-Therapy

Student signature \_\_\_\_\_ Date \_\_\_\_\_

Site supervisor signature \_\_\_\_\_ Date \_\_\_\_\_

Licensed Psychologist?  Yes  No [If not, supervising psychologist must also sign below.]

Supervising psychologist name\*: \_\_\_\_\_

Signature\*: \_\_\_\_\_ Date \_\_\_\_\_

\* [This signature is included for practica in which the direct site supervisor is a non-licensed psychologist, being supervised by a licensed psychologist. No separate signature is needed if site supervisor is licensed.]

**Note to student:** It is your responsibility to make a copy for your records before turning this evaluation form in to your practicum instructor.