



Community Counseling Program
Department of Educational Leadership and Counseling Psychology
College of Education

Intern Evaluation – by Site Supervisor

Name of Intern \_\_\_\_\_ Supervisor \_\_\_\_\_

Date completed \_\_\_\_\_ Period covered by this evaluation \_\_\_\_\_

Directions: Please assess the intern on the following criteria for each of the six areas, using the following scale:

- 1 = Considerably below average for intern’s level
2 = Somewhat below average for intern’s level
3 – Average for intern’s level
4 – Somewhat above average for intern’s level
5 – Considerably above average for intern’s level
NA – No opportunity to observe

I. Skilled Counseling Practitioner:

Table with 7 columns: Criterion, 1, 2, 3, 4, 5, NA. Row 1: Intern appropriately applies counseling theory assessment, and interventions. Row 2: 1. Awareness of and sensitivity to client’s non-verbal behaviors. Row 3: 2. Facilitates client expression of concerns and feelings. Row 4: 3. Uses language and terms appropriate for client and client’s concern. Row 5: 4. Conveys counseling atmosphere of trust and safety. Row 6: 5. Encourages client to accept responsibility in relationship.

6. Recognizes and deals with resistance	1	2	3	4	5	NA
7. Understands client's impact on self	1	2	3	4	5	NA
8. Uses both open-and closed-ended questions appropriately	1	2	3	4	5	NA
9. Begins and ends interview appropriately	1	2	3	4	5	NA
10. Encourages client to be specific and concrete; uses behavioral descriptions appropriately	1	2	3	4	5	NA
11. Uses silence effectively in sessions	1	2	3	4	5	NA
12. Recognizes and pursues discrepancies and meaning of inconsistent information	1	2	3	4	5	NA
13. Is relaxed and comfortable in session	1	2	3	4	5	NA
14. Applies theory-based interventions	1	2	3	4	5	NA
15. Demonstrates application of a theoretical orientation	1	2	3	4	5	NA
16. Able to accurately conceptualize client problems from a theoretical orientation	1	2	3	4	5	NA
17. Introduces client to and prepares for testing appropriately	1	2	3	4	5	NA
18. Interprets test results effectively	1	2	3	4	5	NA

**II. Skilled scholar/researcher as appropriate to professional role:**

Intern appropriately uses decision making skills and is capable of assessing interventions, counseling tools, and research

	1	2	3	4	5	NA
1. Recognizes own limitations in treating a particular client	1	2	3	4	5	NA
2. Has understanding of and skill in using variety of treatment approaches	1	2	3	4	5	NA
3. Uses relevant case data in planning immediate/long range goals	1	2	3	4	5	NA
4. Is perceptive in evaluating the effects of own counseling techniques	1	2	3	4	5	NA
5. Initiates periodic evaluation of goals, action steps, process during counseling	1	2	3	4	5	NA
6. Is able to select treatment options based on "evidence based" practice	1	2	3	4	5	NA
7. Applies scholarship (e.g., readings on empirically-based interventions) in working with clients	1	2	3	4	5	NA

**III. To become professional and ethical scholars and practitioners:**

Intern consistently applies accepted ethical and legal standards to their work and exemplifies professional integrity

	1	2	3	4	5	NA
1. Uses information concerning referral sources appropriately	1	2	3	4	5	NA
2. Understands agency functioning and procedures	1	2	3	4	5	NA
3. Relates effectively with agency staff	1	2	3	4	5	NA
4. Provides responsible feedback and critiquing to others	1	2	3	4	5	NA
5. Demonstrates awareness of appropriate ethical codes	1	2	3	4	5	NA
6. Critiques and analyzes own						

taped sessions	1	2	3	4	5	NA
7. Keeps client materials confidential and secure	1	2	3	4	5	NA
8. Understand the importance of adhering to ethical guidelines at all times	1	2	3	4	5	NA

**IV. To become sensitive to issues of diversity and able to integrate sensitivity into their respective professional roles:**

Intern demonstrates the awareness, knowledge, and skills necessary to address issues of diversity, while advocating for the needs of vulnerable clients

	1	2	3	4	5	NA
--	---	---	---	---	---	----

1. Displays an awareness of own racial and cultural identity development and its impact on the counseling process	1	2	3	4	5	NA
2. Is aware of own values, biases, and assumptions about other racial and cultural groups and does not let these biases and assumptions impede the counseling process	1	2	3	4	5	NA
3. Exhibits a respect for cultural differences among clients	1	2	3	4	5	NA
4. Is aware of the cultural values of each client as well as of the uniqueness of each client with the client's racial and cultural group identification	1	2	3	4	5	NA
5. Is sensitive to nonverbal and paralinguistic cross-cultural communication clues	1	2	3	4	5	NA
6. Demonstrates the ability to assess the client's level of acculturation and to use this information in working with the client to implement culturally sensitive counseling	1	2	3	4	5	NA
7. Displays an understanding of how race, ethnicity, and culture influence the treatment/status/life changes of clients	1	2	3	4	5	NA
8. Is able to help the client sort out the degree to which the client's issues or problems are exacerbated by limits and regulations of the larger society	1	2	3	4	5	NA

**V. To become effective in consultation, collaboration, communication, and human relations skills across professional roles:**

Intern is effective in consulting roles, collaborating and communicating with various people and organizations, and building and maintaining professional relationships in a

variety of settings	1	2	3	4	5	NA
1. Assumes responsibility in an appropriate manner	1	2	3	4	5	NA
2. Actively solicits feedback from Supervisor	1	2	3	4	5	NA
3. Is willing to be assertive with supervisor, as appropriate	1	2	3	4	5	NA
4. Shows willingness to be observed and evaluated	1	2	3	4	5	NA
5. Writes accurate closing notes	1	2	3	4	5	NA
6. Attends supervision session on time	1	2	3	4	5	NA
7. Makes contact quickly with a client who has missed an appointment	1	2	3	4	5	NA
8. Maintains current case notes	1	2	3	4	5	NA

**VI. Development of a professional identity appropriate for their future career plans:**

Intern is developing a core professional identity as a community counselor and is beginning to explore and develop specialty areas that complement this identity

	1	2	3	4	5	NA
1. Is aware of own professional limitations and how they can impact the counseling process	1	2	3	4	5	NA
2. Explores information on employment opportunities in areas of expertise	1	2	3	4	5	NA
3. Understands importance of continually monitoring their effectiveness as professionals	1	2	3	4	5	NA
4. Seeks and understands information on state/national licensing	1	2	3	4	5	NA
5. Is alert to signs of impairment from own physical, mental, or emotional problems that might impact work with clients	1	2	3	4	5	NA
6. Is aware of importance of professional						

associations	1	2	3	4	5	NA
7. Participates in professional development opportunities when available	1	2	3	4	5	NA

Additional comments:

---

Printed Name and Signature of Intern Date

---

Printed Name and Signature of Site Supervisor Date