

Professional Counseling Performance Evaluation

PLEASE PRINT

Student _____ TX State ID# _____

Fall/Spring/Summer 20____ COUN _____ Faculty _____

Rating Scale

N – No Opportunity to observe

0 – Does not meet criteria for program level

1 – Meets criteria minimally for program level

2 – Meets criteria inconsistently for program level

3 – Meets criteria consistently for program level

Communication Skills and Abilities						
1.	The student demonstrates the ability to establish relationships in such a manner that a working alliance can be created.	N	0	1	2	3
2.	The student demonstrates effective communication skills including:					
a.	Creating appropriate structure – setting the boundaries of the helping frame and maintaining boundaries throughout the work such as setting parameters for meeting time and place, maintaining the time limits, etc.	N	0	1	2	3
b.	Understanding content – understanding the salient elements of the client’s story.	N	0	1	2	3
c.	Understanding context – understanding the uniqueness of the story elements and their underlying meanings.	N	0	1	2	3
d.	Responding to feelings – identifying affect and addressing those feelings in a therapeutic manner.	N	0	1	2	3
e.	Congruence – genuineness, external behavior consistent with internal affect.	N	0	1	2	3
f.	Establishing and communicating empathy – taking the perspective of the individual, without over identifying, and communicating this experience to the individual.	N	0	1	2	3
g.	Non-verbal communication – demonstrates effective use of head, eyes, hands, feet, posture, voice, attire, etc.	N	0	1	2	3
h.	Immediacy – communicating by staying in the here and now.	N	0	1	2	3
i.	Timing – responding at the optimal moment.	N	0	1	2	3
j.	Intentionality – responding with a clear understanding of the therapist’s therapeutic intention.	N	0	1	2	3
k.	Self-disclosure – skillful and carefully – considered for a specific strategic purpose.	N	0	1	2	3
3.	The student demonstrates awareness of power differences in therapeutic relationship and manages these differences effectively.	N	0	1	2	3
4.	The student collaborates with an individual to establish clear therapeutic goals.	N	0	1	2	3
5.	The student facilitates movement toward the individual’s goals.	N	0	1	2	3
6.	The student conceptualizes in a theoretically consistent manner.	N	0	1	2	3
7.	The student demonstrates the capacity to match appropriate interventions to the presenting problem in a theoretically consistent manner.	N	0	1	2	3
8.	The student creates a safe clinical environment.	N	0	1	2	3
9.	The student demonstrates the ability to analyze and resolve ethical dilemmas.	N	0	1	2	3
Professional Responsibility						
1.	The student presents and conducts self in a manner so as to promote confidence in the counseling profession.	N	0	1	2	3
2.	The student relates to peers, professors, and others in a manner consistent with stated professional standards.	N	0	1	2	3
3.	The student demonstrates sensitivity to real and ascribed differences in power between themselves and others, and does not exploit or mislead other people during or after professional relationships.	N	0	1	2	3
4.	The student demonstrates application of legal requirements relevant to counseling training and practice.	N	0	1	2	3
Competence						
1.	The student recognizes the boundaries of her/his particular competencies and the limitations of her/his expertise.	N	0	1	2	3
2.	The student takes responsibility for compensating for her/his deficiencies.	N	0	1	2	3
3.	The student takes responsibility for assuring the welfare of other’s when encountering the boundaries of her/his expertise.	N	0	1	2	3
4.	The student provides only those services and applies only those techniques for which she/he is qualified by education, training, and experience.	N	0	1	2	3
5.	The student demonstrates basic cognitive, affective, sensory, and motor capacities needed to respond to others.	N	0	1	2	3

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Maturity						
1.	The student demonstrates appropriate self-control (such as anger control, impulse control) in interpersonal relationships with faculty, peers, and others.	N	0	1	2	3
2.	The student demonstrates honesty, fairness, and respect for others.	N	0	1	2	3
3.	The student demonstrates awareness of his/her own belief systems, values, needs, and limitations and the effect of these on his/her work.	N	0	1	2	3
4.	The student demonstrates the ability to receive, integrate and/or utilize feedback from peers, instructors, and supervisors.	N	0	1	2	3
5.	The student exhibits appropriate levels of self-assurance, confidence, and trust in own ability.	N	0	1	2	3
6.	The student follows professionally recognized conflict resolution processes, seeking to informally address the issue first with the individual(s) with whom the conflict exists.	N	0	1	2	3
Integrity						
1.	The student refrains from making statements which are false, misleading, or deceptive.	N	0	1	2	3
2.	The student avoids improper and potentially harmful dual relationships.	N	0	1	2	3
3.	The student respects the fundamental rights, dignity, and worth of all people.	N	0	1	2	3
4.	The student respects the rights of individuals to privacy, confidentiality, and choices regarding self-determination and autonomy.	N	0	1	2	3
5.	The student respects cultural, individual, and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, and socioeconomic status.	N	0	1	2	3

COMMENTS:

Student Signature_____
Date_____
Faculty Signature_____
Date

Created by the Professional Counseling Program of the Department of Counseling, Leadership, Adult Education, and School Psychology
Texas State University

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