

## Professional Dispositions Competency Assessment—Revised Admissions (PDCA-RA) (Admissions Form)

Individual Being Rated: \_\_\_\_\_ Rater: \_\_\_\_\_ Date: \_\_\_\_\_

**Directions:** Please read the target behaviors in the boxes, determine the rating that best describes the response of the individual, and place your rating score of 1, 3, or 5 in the space provided. A rating of 2 may be used if necessary to denote partial agreement with the description of 1 and partial agreement with the description of 3. A rating of 4 may be used if necessary to denote partial agreement with the description of 3 and partial agreement with the description of 5. (Note: The PDCA-R research was conducted using only ratings of 1, 3, and 5.) Adjust your rating for culture if appropriate (see rubric instructions). Responses to earlier items may be used to inform the scores for the last four items—those designated in gray scale.

	<b>Below Expectation SCORE: 1</b>	<b>Meets Expectation SCORE: 3</b>	<b>Above Expectation SCORE: 5</b>	<b>SCORE</b>
<b>Conscientiousness</b>	Response to interview question gives little or no evidence that the applicant values one or more of the following: being responsible; meeting responsibilities in a timely fashion; class attendance; following directions; early preparation; and/or the applicant's response gives evidence of a lack of method or structure for completing responsibilities or follow through; or lack of recognition of the role of peers or team members in collaborative work.	Response to interview question suggests the applicant values most or all of the following: being responsible; meeting responsibilities in a timely fashion; class attendance; following directions; early preparation; management of appointments. The applicant gives evidence or examples of the ability to structure work and/or follow through on goals. On team projects applicant response reflects recognition that there are collaborators.	Response to interview question suggest that in addition to the characteristics described in a rating of "3" the applicant references a history of the behaviors described in the rating of "3," rather than aspirational behaviors and/or demonstration of perseverance even with unpleasant or boring tasks. On team projects applicant response suggests careful thought about the best strategies for inclusion of collaborators.	1
<b>Coping and Self-Care</b>	Response to interview question gives little or no evidence that the applicant values self-care and/or does not value self-care on a consistent basis and/or the applicant displays one or more of the following behaviors: Disheveled physical appearance; poor hygiene; poor grooming; fails to value or implement healthful lifestyle. Indications of excessive use of substances.	Response to interview question gives evidence that the applicant values coping and self-care on a consistent basis. Applicant displays the following behaviors: well groomed; generally healthy lifestyle; lack of evidence of behaviors indicative of current excessive use of substances. Can provide evidence of monitoring personal emotional, physical, mental, and/or spiritual well-being.	Response to interview question suggest that in addition to the characteristics described in a rating of "3" the applicant describes an awareness of managing one's own nature and an ongoing systematized approach to coping and self-care, and/or offers evidence of engaging in healthy coping and self-care activities even in situations of extreme stress and/or can produce excellent evidence of adjusting self-care strategies for crisis situations or for developmental changes.	3
<b>Openness</b>	Response to interview question gives little or no evidence that the applicant has a tolerance for ambiguity; response suggests a lack of willingness to engage in new learning experiences; response suggests a dogmatic world-view or a lack of curiosity. Alternatively, the response suggests the applicant may not temper thrill seeking behavior with good judgment.	Response to interview question suggests one or more of the following: a tolerance for ambiguity; willingness to take appropriate risks; curious; open to new experiences; intellectually interested and engaged; able to experience novel situations, assimilating or accommodating new information appropriately; uses good judgment to temper selection of intense experiences	Response to interview question suggests that in addition to the characteristics described in a rating of "3" the applicant shows aspects of ingenious or highly creative thinking or behavior patterns. The applicant's response suggests courage and a willingness to embrace opportunities to engage in new personal, cultural or professional experiences. Initiates opportunities to learn from new experiences. Rejects thrill seeking or risk for the sake of risk.	5
<b>Cooperativeness</b>	Response to interview question suggests behaviors such as one or more of the following: lack of cooperation; excessive defensiveness; denigrates or belittles others; initiates power struggles with authority figures; inappropriately competitive behaviors; expression of arrogant opinions; overly aggressive; lack of willingness to accept influence; non-assertive.	Response to interview question suggests behaviors that evidence cooperation, such as working well with authority figures; avoiding inappropriate competition or power struggles; accepting influence from supervisors; a general display of helpful behaviors; collaborative; assertive with differences of opinion; reasonably non-defensive. Shows respect for opponent.	Response to interview question suggests that in addition to the characteristics described in a rating of "3" the applicant creates opportunities to compromise and collaborate; seeks to empathize and understand perspectives of opponents in conflict situations.	5

<b>Cultural Sensitivity</b>	The applicant response to this and/or other interview questions shows one or more of the following: lack of willingness to engage in cultural experiences, a lack of cultural sensitivity, a lack of respect/intolerance for cultural differences, or behavior reflecting racist or discriminatory attitudes.	The applicant response to this and/or other interview questions suggests a willingness and/or a history of active engagement in cultural experiences (using a broad definition of culture); respect for cultural and lifestyle differences; appreciation for culture and cultural experiences.	The applicant response to this and/or other interview questions suggests that in addition to the characteristics described in a rating of "3" the applicant displays one or more of the following: a keen awareness of one's own heritage, personal bias, and/or privilege; shows evidence of understanding and adjusting for the potential impact of their cultural-based behaviors on others; teaches others or models cultural sensitivity.	5
<b>Moral Reasoning</b>	Response to interview question gives evidence of behaviors such as one or more of the following: Black-and-white/dualistic thinking patterns, academic dishonesty; lack of integrity; falsehoods; engagement in illegal activities. Engagement in behaviors reflecting a lack of capacity to judge the rightness or wrongness of actions. Rationale for breaking or bending rules was for self-gain or self-aggrandizement. (Reflects Kohlberg's blind egoism.)	Response to interview question gives evidence of behaviors such as being truthful in dealings with others. Behavior conveys the ability to judge the rightness or wrongness of actions. Except in rare circumstances, upholds rules, policies, and/or laws. When rules are broken, the rationale is not for self-gain. Response reflects an understanding that following social conventions is of importance to preserve societal order. (Reflects Kohlberg's social system/social relationships perspective.)	Response to interview question suggests that in addition to the characteristics described in a rating of "3" the applicant shows highly developed moral reasoning. Applicant carefully considers the perspective of and consequences for those affected by moral choices. Applicant demonstrate a capacity to transcend dogmatic legalistic thinking when appropriate. Speaks up against questionable behaviors in others, even in situations where there may be negative consequences. Genuine and transparent. (Reflects Kohlberg's universal principle.)	4
<b>Interpersonal Skills</b>	The applicant response to the question and/or the applicant behavior during the interview suggests one or more of the following: lack of willingness to fully engage with the external world; avoidance behavior; lack of warmth or excessive warmth; inappropriate statements or behavior; excessive shyness; rudeness and/or dominance; response and/or applicant behavior in the interview suggest lack of boundaries or rigid boundaries.	The applicant response to the question and/or the applicant behavior during the interview suggests ability to identify socially awkward situations and willingness to engage in socially awkward situations/non-avoidance; capacity to read social cues. Even if introverted, the applicant reports engaging with the external world. Within the interview applicant demonstrates the capacity to interact effectively with others; applicant behavior demonstrates appropriate boundary setting skills.	The applicant response to the question and/or the applicant behavior during the interview suggests that in addition to the characteristics described in the "3" rating, the applicant's behavior during the interview conveys professionalism, warmth, positive affect, enthusiasm, and social giftedness. Communicates a relaxed social demeanor throughout the interview.	1
<b>Self-Awareness</b>	The applicant response to this and/or other interview questions suggests limited ability to accurately self-report goals, motives, strengths and weaknesses and/or limited capacity to predict the impact of their own behavior on others and/or on groups or organizations.	The applicant response to this and/or other interview questions shows the ability to accurately self report goals, motives, strengths, and weaknesses; capacity to predict the impact of their own behavior on others and/or on groups or organizations.	The applicant response to this and/or other interview questions suggests that in addition to the characteristics described in a rating of "3" the applicant speaks to the importance of self-improvement through growth in self-awareness/self-knowledge and/or gives detailed examples of growth in self-awareness over time.	4
<b>Emotional Stability</b>	The applicant response to this and/or other interview questions and/or their behavior during the interview suggests inappropriate interview responses such as (but not limited to) one or more of the following: outbursts, excessive crying, inappropriate humor, sexually inappropriate behavior, or disinterested responses. In the overall interview, the candidate is over-talkative, lethargic, or agitated (verbally or behaviorally); inauthentic efforts to manipulate the outcome of the interview. Inappropriate affect, such as excessive emotion or flat affect; evidence of substance abuse. Inaccurate conceptualization of reality. Short tempered. Superficial response.	The applicant response to this and/or other interview questions and/or their behavior during the interview suggests behaviors appropriate for interview settings, attentive body language, emotionally appropriate responses to peers and/or the interviewer(s); reasonably calm verbal and behavioral responses. Verbal and behavioral responses are authentic and non-manipulative. Conceptualizes relationships with others appropriately. Generally conceptualizes reality accurately. No evidence of current substance abuse.	The applicant response to this and/or other interview questions and/or their behavior during the interview suggests that in addition to the characteristics described in a rating of "3" the applicant displays one or more of the following: altruistic or pro-social behaviors; intentionally seeking opportunities for feedback; utilizes an array of effective behavioral management and metacognitive skills; exhibits advanced perspective taking abilities when conceptualizing reality.	3
<b>TOTAL SCORE:</b>				
<b>DISPOSITION QUOTIENT (TOTAL SCORE/9)</b>				