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| Trainee Name: | Date Evaluation Completed: |
| Name of Placement: |  |
| Dates of Training Experience this Review Covers: | |

**For each competency, indicate how characteristic of the trainee’s behavior the description is using this scale:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Not at All/Slightly** | **Somewhat** | **Moderately** | **Mostly** | **Very** | **[N/O]** |
| 0 | 1 | 2 | 3 | 4 | Not observed |

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| **1. Professional Values and Attitudes:** As evidenced in behavior and comportment that reflect the values and attitudes of psychology. | |
| 1A/1C I adhere to professional values infuses work as psychologist-in-training; I recognize situations that challenge adherence to professional values. I accept responsibility for my actions | 0 1 2 3 4 [N/O] |
| 1B/1E. My communication and physical conduct (including attire) is professionally appropriate, across different settings. I display emerging professional identity as psychologist; I use resources (e.g., supervision, literature) for professional development | 0 1 2 3 4 [N/O] |
| 1D. Acts to understand and safeguard the welfare of others | 0 1 2 3 4 [N/O] |
| **2. Individual and Cultural Diversity (ICD):** Awareness, sensitivity and skills in working professionally with diverse individuals, groups and communities who represent various cultural and personal background and characteristics defined broadly and consistent with APA policy. | |
| 2A. I monitor and apply knowledge of myself as a cultural being in assessment, treatment, and consultation | 0 1 2 3 4 [N/O] |
| 2B. I apply knowledge of others as cultural beings in assessment, treatment, and consultation | 0 1 2 3 4 [N/O] |
| 2C/2D. I apply knowledge of the role of culture in interactions in assessment, treatment, and consultation of diverse others. I apply knowledge, sensitivity, and understanding regarding ICD issues to work effectively with diverse others in assessment, treatment, and consultation | 0 1 2 3 4 [N/O] |
| **3. Ethical Legal Standards and Policy:** Application of ethical concepts and awareness of legal issues regarding professional activities with individuals, groups, and organizations. | |
| 3A. I demonstrate intermediate level knowledge and understanding of the APA Ethical Principles and Code of Conduct and other relevant ethical/professional codes, standards and guidelines, laws, statutes, rules, and regulations | 0 1 2 3 4 [N/O] |
| 3B/3C. I demonstrate knowledge and application of an ethical decision-making model; I apply relevant elements of ethical decision making to a dilemma. I integrate my own moral principles/ethical values in professional conduct | 0 1 2 3 4 [N/O] |
| **4. Reflective Practice/Self-Assessment/Self-Care:** Practice conducted with personal and professional self-awareness and reflection; with awareness of competencies; with appropriate self-care. | |
| 4A/4B. I display self-awareness and accurate self-assessment of my competence; I utilize self-monitoring; I work to recognize my limits and to enhance my reflectivity and knowledge/skills | 0 1 2 3 4 [N/O] |
| 4C. I monitor issues related to my self-care with my supervisor; I understand the central role of self-care to effective practice | 0 1 2 3 4 [N/O] |
| 4D. I effectively participate in supervision | 0 1 2 3 4 [N/O] |
| **5. Relationships:** Relate effectively and meaningfully with individuals, groups, and/or communities. | |
| 5A. I form and maintain productive and respectful relationships with clients, peers/colleagues, supervisors and professionals from other disciplines | 0 1 2 3 4 [N/O] |
| 5B. I negotiate differences and handle conflict satisfactorily; I provide effective feedback to others and receives feedback nondefensively | 0 1 2 3 4 [N/O] |
| 5C. I communicate clearly using verbal, nonverbal, and written skills in a professional context; I demonstrate clear understanding and use of professional language | 0 1 2 3 4 [N/O] |
| **6. Scientific Knowledge and Methods:** Understanding of research, research methodology, techniques of data collection and analysis, biological bases of behavior, cognitive-affective bases of behavior, and development across the lifespan. Respect for scientifically derived knowledge. | |
| 6A/6C. I value and apply scientific methods and evidence to professional practice | 0 1 2 3 4 [N/O] |
| 6B. I demonstrate intermediate level knowledge of core science (i.e., scientific bases of behavior) | 0 1 2 3 4 [N/O] |
| **7. Research/Evaluation:** Generating research that contributes to the professional knowledge base and/or evaluates the effectiveness of various professional activities. | |
| 7A7B. I demonstrate skills and habits in seeking, applying, and evaluating scientific knowledge relevant psychological practice; I apply scientific methods to evaluation of professional practices. | 0 1 2 3 4 [N/O] |

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|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Not at All/Slightly** | **Somewhat** | **Moderately** | **Mostly** | **Very** | **[N/O]** |
| 0 | 1 | 2 | 3 | 4 | Not observed |

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| **8. Evidence-Based Practice:** Integration of research and clinical expertise in the context of patient factors. | |
| 8A. I apply knowledge of evidence-based practice, including empirical bases of assessment, intervention, and other psychological applications, clinical expertise, and client preferences | 0 1 2 3 4 [N/O] |
| **9. Assessment:** Assessment and diagnosis of problems, capabilities and issues associated with individuals, groups, and/or organizations. | |
| 9A/9B. I demonstrate awareness of the strengths and limitations of administration, scoring and interpretation (including issues of reliability and validity) of traditional assessment measures as well as related technological advances | 0 1 2 3 4 [N/O] |
| 9C. I select appropriate assessment measures to answer diagnostic question | 0 1 2 3 4 [N/O] |
| 9D. I apply concepts of normal/abnormal behavior to case formulation and diagnosis in the context of stages of human development and diversity | 0 1 2 3 4 [N/O] |
| 9E. I utilize systematic approaches of gathering data to inform clinical decision-making | 0 1 2 3 4 [N/O] |
| 9F. I write adequate assessment reports and progress notes and communicates assessment findings verbally to client | 0 1 2 3 4 [N/O] |
| **10. Intervention:** Interventions designed to alleviate suffering and to promote health and well-being of individuals, groups, and/or organizations. | |
| 10A. I formulate and conceptualize cases and plan interventions utilizing at least one consistent theoretical orientation | 0 1 2 3 4 [N/O] |
| 10B/10C. I display clinical skills while implementing evidence-based interventions | 0 1 2 3 4 [N/O] |
| 10D. I evaluate treatment progress and modify treatment planning as indicated, utilizing established outcome measures | 0 1 2 3 4 [N/O] |
| **11. Consultation:** The ability to provide expert guidance or professional assistance in response to a client’s needs or goals. | |
| 11A. I demonstrate knowledge of the consultant’s role and its unique features as distinguished from other professional roles (such as therapist, supervisor, teacher) | 0 1 2 3 4 [N/O] |
| 11B. I demonstrate knowledge of and ability to select appropriate means of assessment to answer referral questions | 0 1 2 3 4 [N/O] |
| **13. Supervision:** Enhancing and monitoring the professional functioning of others. | |
| 13B. I identify and track progress in achieving the goals and tasks of supervision; I demonstrate basic knowledge of supervision models and practices | 0 1 2 3 4 [N/O] |
| 13D. I provide helpful supervisory input in peer and group supervision | 0 1 2 3 4 [N/O] |
| **14. Interdisciplinary Systems:** Knowledge of key issues and concepts in related disciplines. Identify and interact with professionals in multiple disciplines. | |
| 14A/14B/14C. I demonstrate beginning knowledge of the viewpoints and contributions of other professions/professionals and strategies that promote interdisciplinary collaboration vs. multidisciplinary functioning. I demonstrate knowledge of how participating in interdisciplinary collaboration/consultation can be directed toward shared goals | 0 1 2 3 4 [N/O] |
| 14D. Develops and maintains collaborative relationships and respect for other professionals | 0 1 2 3 4 [N/O] |
| **15. Management-Administration:** Manage delivery of services and/or the administration of organizations, programs, or agencies. | |
| 15C. I demonstrate knowledge of and ability to effectively function within professional settings and organizations, including compliance with policies and procedures | 0 1 2 3 4 [N/O] |
| **16. Advocacy:** Actions targeting the impact of social, political, economic or cultural factors to promote change at the individual (client), institutional, and/or systems level. | |
| 16A. I use my awareness of the social, political, economic or cultural factors that may impact human development in the context of service provision | 0 1 2 3 4 [N/O] |

**Briefly describe 3 abilities/skills/characteristics you see as particular strengths that you bring to your clinical work. Link these to one or more specific competency domain(s):**

**Briefly describe 3 areas for growth in relation to your clinical work. Link these to one or more specific competency domain(s):**