

Supervisee Evaluation

Supervisee: _____ Date: _____

Supervisor/Evaluator: _____

The present level of each skill should be rated as follows:

- S** Strength
- A** Ability commensurate with level of training
- ?** Insufficient data
- I** Needs improvement*
- N/A** Not applicable

**Any "needs improvement" rating should include specific recommendations in the comments section.*

1. CONTRIBUTES TO CLINICAL TEAM

- ___ Conscientious; fulfills responsibilities without reminders.
- ___ Accepting and cooperative toward staff; forms positive relationships.
- ___ Establishes effective supervisory alliance.
- ___ Productive.
- ___ Exercises good judgment.
- ___ Contributes to task completion and cohesion in meetings.
- ___ Exhibits increased autonomy.
- ___ Outside communications reflect positively on organization.

2. CAPACITY FOR PROFESSIONAL DEVELOPMENT

- ___ Approaches supervision in an open and collaborative manner.
- ___ Acknowledges impact of feelings and cultural values on practice.
- ___ Appropriately self-critical; assesses self accurately.
- ___ Incorporates new ideas and feedback.
- ___ Motivated to learn (information and help-seeking).
- ___ Actively participates in meetings, trainings, and seminars.
- ___ Appropriately questions and challenges colleagues and supervisors.
- ___ Demonstrates ongoing improvement in skills.

3. GENERAL PSYCHOTHERAPY SKILLS

CASE MANAGEMENT SKILLS

- Documents services fully but concisely.
- Assesses non-psychological needs.
- Initiates referrals as needed.
- Completes work in a timely manner.
- Networks and coordinates services with external agencies and other service providers.

ASSESSMENT SKILLS

Therapeutic Alliance:

- Conveys warmth, genuineness, empathy.
- Conveys credibility.
- Facilitates depth of self-disclosure.
- Establishes alliance with all family members.
- Respects client as whole person with strengths and needs.
- Maintains objectivity.
- Includes cultural variables in alliance building.

Data Gathering Skills:

- Aware of impact of own behavior and culture on client behavior.
- Understands cultural background in client's presentation.
- Assesses dangerousness to self and others.
- Handles child maltreatment issues appropriately.
- Recognizes and understands nonverbal communication.
- Recognizes and understands metaphorical communication.
- Understands clinical process issues.

Diagnostic-Analytic Skills:

- Conceptualizes and organizes data from definite theoretical view.
- Recognizes impact of multicultural variables on psychological differences and response to treatment.
- Incorporates empirical findings in literature in diagnostic formulation.
- Generates accurate differential diagnosis.

- ___ Generates accurate case formulation integrating development, self-report, interview process, projective, and other data.
- ___ Communicates findings in case presentations.
- ___ Generates accurate and timely written reports

INTERVENTION SKILLS

Maintains Working Alliance:

- ___ Tracks or reflects client statements in session.
- ___ Maintains client's motivation to work (without overwhelming or client becoming dependent).
- ___ Balances tracking and guiding functions consistent with theoretical perspective.
- ___ Demonstrates multicultural competence.
- ___ Maintains appropriate case load.

Therapy:

- ___ Formulates realistic short and long-term behavioral goals.
- ___ Formulates methods (process goals) for achieving outcomes.
- ___ Establishes shared sense of outcomes and process goals with clients.
- ___ Fosters positive expectations of hope.
- ___ Recognizes therapeutic impasses.
- ___ Realistic in assessing and re-assessing progress and revising formulation and diagnosis as indicated.
- ___ Interventions are consistent with theoretical formulation.
- ___ Interventions are culturally and ethically appropriate.
- ___ Interventions potentiate change.
- ___ Focuses on process issues in session.
- ___ Interventions are prescriptive vs. generic.
- ___ Interventions reflect basic knowledge of cognitive-behavioral, dynamic, time limited, crisis intervention, and systemic interventions.

Understands Interpersonal Process Issues:

- ___ Uses personal response to client to aid assessment.
- ___ Selectively responds to accurate self-report, distortions, and client-therapist demands.
- ___ Responds appropriately to metaphoric and nonverbal content.
- ___ Recognizes and highlights underlying affect, cognition, or themes from content.
- ___ Accurately intuits culturally meaningful behavior.

4. PSYCHOLOGICAL ASSESSMENT

- ___ Accurately administers, scores, and interprets cognitive tests.
- ___ Accurately administers, scores, and interprets personality tests.
- ___ Accurately integrates findings in a comprehensive report.
- ___ Formulates a dynamic conceptualization of personality functioning.
- ___ Is sensitive to cultural issues in terms of appropriateness of the instruments selected with the interpretation of data.
- ___ Generates appropriate treatment recommendations based on the results of assessments.

Comments:

Recommendations:

Supervisor/Evaluator Signature: _____