

SUPERVISOR EMPHASIS RATING FORM

DIRECTIONS: A number of competencies that many supervisors consider important for counselors to demonstrate in practicum are listed below. Competencies are listed in sets of four. You are requested to rank order the competencies in each set from 1 to 4 in terms of how likely you are to emphasize each in supervision with a beginning master's student. Within each set, please rank the one you would most likely emphasize as "1" and the one you would least likely emphasize as "4". Please rank all the competencies within all sets.

- Set 1. A. The counselor maintains appropriate conduct in personal relationships with clients.
 B. The counselor uses appropriate reflection of feeling with a client.
 C. The counselor maintains a non-judgmental attitude despite value differences with a client.
 D. The counselor is able to prioritize client problems.

- Set 2. A. The counselor is knowledgeable about ethical codes of behavior.
 B. The counselor is able to identify client themes.
 C. The counselor recognized his/her personal limitations and strengths.
 D. The counselor demonstrates the use of open-ended questions.

- Set 3. A. The counselor is aware of socio-economic and/or cultural factors that may influence the counseling session.
 B. The counselor uses open-ended questions and allows the client maximum freedom of expression.
 C. The counselor is aware of his/her own needs and conflicts.
 D. The counselor keeps appointments with clients.

- Set 4. A. The counselor makes appropriate use of additional information obtained from other professional sources.
 B. The counselor is able to risk self in counseling with a client.
 C. The counselor communicates his/her sincerity and genuineness to the client.
 D. The counselor maintains confidentiality of client information.

- Set 5. A. The counselor is aware of the effects of his/her own anxiety in the counseling process.
 B. The counselor engages in appropriate confrontation with the client.
 C. The counselor recognizes when he/she needs consultative help from another professional.
 D. The counselor is able to set attainable goals in line with client readiness.

- Set 6. A. The counselor shows a commitment to personal growth.
 B. The counselor prepares clients for termination.
 C. The counselor responds to client non-verbal behavior.
 D. The counselor understands how people are the same even though they may be worked with differently.

- Set 7. A. The counselor is able to develop short and long term goals with a client.
 B. The counselor allows him/herself the freedom to be wrong in the counseling session.
 C. The counselor communicates his/her respect and positive regard to the client.
 D. The counselor actively participates in professional organizations.

- Set 8. _____ A. The counselor formulates specific plans and strategies for client behavior change.
_____ B. The counselor makes appropriate referrals of clients.
_____ C. The counselor is able to keep personal problems out of the counseling session.
_____ D. The counselor accurately reflects the content of a client's speech.

- Set 9. _____ A. The counselor is able to manage a strong expression of client's feelings.
_____ B. The counselor is on time for client appointments.
_____ C. The counselor receives feedback in a non-defensive fashion.
_____ D. The counselor is aware of the client's potential for successful counseling progress.

- Set 10 _____ A. The counselor recognizes when a client needs help in continuing to cope.
_____ B. The counselor takes advantage of opportunities for additional training.
_____ C. The counselor is able to identify and manage personal feelings that are generated in counseling.
_____ D. The counselor maintains a receptive and appropriate posture during the session.

- Set 11 _____ A. The counselor recognizes and admits when he/she enters into a "power struggle" with the client.
_____ B. The counselor appropriately summarizes client statements.
_____ C. The counselor dresses appropriately.
_____ D. The counselor conceptualizes a client accurately within a theoretical frame of reference.

- Set 12 _____ A. The counselor identifies the need for and uses immediacy appropriately.
_____ B. The counselor engages in adequate note-keeping on clients.
_____ C. The counselor is able to choose and apply techniques appropriately.
_____ D. The counselor is able to tolerate ambiguity in the counseling sessions.

- Set 13 _____ A. The counselor maintains appropriate relationships with professional colleagues.
_____ B. The counselor is able to interpret client behaviors within a coherent theoretical framework.
_____ C. The counselor can effectively manage his/her frustration with lack of progress with clients.
_____ D. The counselor engages in appropriate non-verbal expressions.

- Set 14 _____ A. The counselor exhibits appropriate eye contact.
_____ B. The counselor understands which techniques are compatible and consistent with his/her stated theoretical model.
_____ C. The counselor is aware of his/her personal needs for approval from the client.
_____ D. The counselor engages in adequate preparation for counseling sessions.

- Set 15 _____ A. The counselor is aware of how his/her attraction to the client is effecting the counseling process.
_____ B. The counselor maintains her/his office neatly and orderly.
_____ C. The counselor reinforces appropriate client behavior.
_____ D. The counselor is able to predict the effects on a client of the techniques applied in counseling.

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	<u>Professional Behaviors</u>	<u>Counseling Performance Skills</u>	<u>Self-awareness</u>	<u>Cognitive Counseling Skills</u>
Set 1	A	B	C	D
Set 2	A	D	C	B
Set 3	D	B	C	A
Set 4	D	C	B	A
Set 5	C	B	A	D
Set 6	B	C	A	D
Set 7	D	C	B	A
Set 8	B	D	C	A
Set 9	B	A	C	D
Set 10	B	D	C	A
Set 11	C	B	A	D
Set 12	B	A	D	C
Set 13	A	D	C	B
Set 14	D	A	C	B
Set 15	B	C	A	D