

**Counselor Education and Educational Psychology  
PRACTICUM EVALUATION**

Key: 1 = needs significant improvement 2 = minimally adequate  
3 = average skill level 4 = a strength of the student 5 = excels in this area

Student \_\_\_\_\_ Date \_\_\_\_\_

**INTERVENTION SKILLS:**

\_\_\_ You can move the counseling process toward a desired outcome. For example, if your client is evasive, you know what skills to choose and how to use them to help your client engage.

\_\_\_ You demonstrate consistent intentionality in your counseling based upon a coherent conceptualization of your client.

\_\_\_ You show some flexibility of skills. That is, you are not simply using a rote application of the same skills in the same way with your clients.

\_\_\_ You exhibit some mastery of basic counseling skills.

Comments:

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**CONCEPTUALIZATION SKILLS:**

\_\_\_ You are able to follow the client's issues as presented during a session.

\_\_\_ You are able to recognize the relevance of "sub-themes" to a client's presenting concerns.

\_\_\_ You can identify a direction to pursue based upon a sound rationale.

\_\_\_ You are able to describe your client's issues in ways that are conceptually consistent and that reasonably account for your client's behaviors, both overt and covert.

\_\_\_ You consistently demonstrate an ability to identify appropriate goals and objectives for your work with each client.

\_\_\_ You re-evaluate your goals and objectives as your work progresses and you develop more a sophisticated understanding of your role and work overtime.

Comments:

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**PERSONALIZATION SKILLS:**

\_\_\_ You know your personal assets and liabilities, and are able to build upon the former and minimize the latter during sessions and supervision.

\_\_\_ You track your reactions in session and during supervision in order to become a better, more mature professional.

\_\_\_ You demonstrate interpersonal and intrapersonal depth and flexibility.

\_\_\_ You are a positive role model for your clients and practicum peers.

\_\_\_ You demonstrate appropriate responses to the supervisory process.

Comments:

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**PROFESSIONAL SKILLS**

\_\_\_ You present yourself as a professional at all times, including in session and in your interactions with faculty and peers.

\_\_\_ You exhibit an awareness of, and respect for, the ethical codes of the counseling profession.

\_\_\_ You approach your work with clients with the utmost respect for them and their well-being, including an abiding respect for individual differences.

\_\_\_ You are prepared for supervision each week and actively engage in the process—both when your work is the focus and when your peers’ work in the focus.

\_\_\_ You maintain up-to-date client files.

**Specific Counseling Skills**

The following are basic counseling/therapy skills, grouped around basic criteria: I. Counseling Process, II. Empathy skills, III. Behavioral Elements, IV. Counselor Dynamics.

**1 = POORLY DEVELOPED SKILLS**

**2 = SKILLS NEED ADDITIONAL WORK**

**3 = FAIRLY DEVELOPED SKILLS; NEEDS SOME ADDITIONAL WORK**

**4 = AVERAGE USE OF SKILLS: PASSING**

**5 = VERY GOOD COUNSELING SKILLS**

**6= HIGHLY DEVELOPED COUNSELING SKILLS**

**I. COUNSELING PROCESS:** These are the skills that move the counseling process toward the goals of counseling/therapy. These organizing skills must be each demonstrated at level 4 or above.

- A. \_\_\_\_\_ Identifies the central issue(s): names the important concern(s) of the client
- B. \_\_\_\_\_ Identifies the core affect: names the central feelings(s) experienced by the client
- C. \_\_\_\_\_ Explores and Tracks the counselor stays with the client cognitively and affectively

## II. BASIC COUNSELING SKILLS

- \_\_\_\_\_ 1.     Encouragers: counselor uses “mmmh, oh, yes” to communicate to the client that the counselor is listening— without interrupting the client’s train of thought or discourse.
- \_\_\_\_\_ 2.     Key words: counselor identifies key words that the client uses and emphasizes them by including them in counselor response.
- \_\_\_\_\_ 3.     Restatement: the counselor conveys to the client that he/she has heard the content of client’s previous statements by restating in exact or near exact words, what the client has just verbalized.
- \_\_\_\_\_ 4.     Paraphrasing/Reflection: from statements and non-verbal cues, the counselor accurately describes the client’s issues, affect, and behavior: a) Content b) Feelings c) Process d) Non-verbals
- \_\_\_\_\_ 5.     Summarizing: the counselor combines two or more of the client’s cognitions, feelings, and/or behaviors into a general statement.
- \_\_\_\_\_ 6.     Immediacy: the counselor addresses the client’s behavior in the “here and now.”
- \_\_\_\_\_ 7.     Accurate Empathy: the counselor demonstrates they are able to understand the client’s frame of reference; counselor responses are roughly interchangeable with those of the client.
- \_\_\_\_\_ 8.     Verbosity the counselor speaks when it is necessary and does not inappropriately interrupt the client or verbally dominate the counseling session.
- \_\_\_\_\_ 9.     Recognizes client’s strengths.
- \_\_\_\_\_ 10.    Advanced Empathy: the counselor’s responses add to the expression of the client in such a way as to express feelings at a level deeper than the client is able to express for himself/herself.

### III. BEHAVIORAL ELEMENTS

- \_\_\_\_\_ 1. Physical Presence: the counselor's body posture, facial expressions, and gestures are natural and congruent with those of the client's.
- \_\_\_\_\_ 2. Activity Level: the counselor maintains a level of activity appropriate to the client's activity level. Non-Verbals: a) the counselor's physical movements are appropriate to the client's activity level during the counseling session, b) Voice: the counselor's tone of voice and rate of speech are appropriate to the client's present state and/or counseling session.

### IV. COUNSELOR DYNAMICS

- \_\_\_\_\_ 1. Non-Defensive: the counselor gives and receives feedback interactively with clients, peers, and supervisors in an appropriate, professional manner.
- \_\_\_\_\_ 2. Objectivity: the counselor has sufficient control over his/her own feelings and values so that the counselor's personal issues do not control the counseling session.
- \_\_\_\_\_ 3. Supportive/Unconditional Positive Regard: the counselor makes statements that accept the client's cognitions, accepts the client's behavior, and/or shares with the client that his/her feelings are not unusual.
- \_\_\_\_\_ 4. Genuineness: the counselor's responses are sincere.
- \_\_\_\_\_ 5. Respect for Cultural Needs: shows appreciation for cultural &/or spiritual concerns.
- \_\_\_\_\_ 6. Probes/Questions: the counselor's statements result in the client providing additional information about his/her cognitions, behaviors, and/or feelings:  
a.) Clarification b.) Open Ended Question c.) Close Ended Question
- \_\_\_\_\_ 7. Challenges include noticing discrepancies and confronting clients as appropriate

Additional Comments: \_\_\_\_\_

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Student Date

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Supervisor Date