

APPENDIX F: CCSS Form (Counseling and Counselor Skills Scale)

Your Name: _____

Supervisor Name: _____

Date: _____

Please rate your (or the counselor's) performance of counseling skills and possession of the following characteristics evident in an effective counselor. Please use the scale provided below to rate each category.

[Legend: SM=Student Mid-term self-rating; SpM=Supervisor Mid-term rating;
SF=Student Final Self-rating; SpM=Supervisor Final Rating --- students will fill in SM/SF]

Rating Scale:

| | | | | | | | |
|------------------------|----------------------------|----------|----------|----------|----------|-------------------------------|--|
| Least Effective | Sometimes Effective | | | | | Consistently Effective | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |

| | Evaluator | SM | SpM | Comments | SF | SpF | Comments |
|------------|--|----|-----|----------|----|-----|----------|
| Ex. | Dresses appropriately for counseling sessions. | | | | | | |
| 1 | Development of therapeutic relationship through consistent demonstration of core conditions such as genuineness, authenticity, warmth, respect, positive regard and acceptance. | | | | | | |
| 2 | Demonstrate behaviors to build trust and rapport such as eye contact, non-verbal attending, verbal tracking, and appropriate vocal tone. | | | | | | |
| 3 | Encourage exploration through questioning, requesting concrete and specific examples, paraphrasing, and summarizing. | | | | | | |
| 4 | Facilitates deepening in session(s) by reflecting feeling and content, using immediacy, observing themes and patterns, confronting and pointing out discrepancies, reflecting meaning and values, and appropriate self-disclosure. | | | | | | |
| 5 | Encourage change through the determination of goals and desired outcomes, considering alternatives and their consequences, and planning action including anticipation of possible obstacles. | | | | | | |

| | | | | | | | |
|----|---|--|--|--|--|--|--|
| 6 | Possession of theoretical and other professional knowledge evidenced through consistent use of counseling theory, knowledge of professional literature, and creativity. | | | | | | |
| 7 | Demonstrate professional responsibility through ethical behaviors in and out of session, preparedness, maintenance of good record keeping in a timely manner, keeps and is on time for sessions, and consultations, and supervision appointments. | | | | | | |
| 8 | Demonstrates competence through boundary recognition, taking responsibility for performance deficiencies, provides services appropriate for their client and your (their) level of training, and an eagerness to learn. | | | | | | |
| 9 | Demonstrates maturity through appropriate self-control, honesty and respect for others, openness to and integration of feedback, appropriate conflict resolution skills, and ability to evaluate taped sessions and gain insight. | | | | | | |
| 10 | Demonstrates integrity through avoidance of improper dual relationships, respect for self and others, maintaining confidentiality, and respect for cultural, individual, and role differences. | | | | | | |