

## Expanded Counseling Skills Dispositions Rubric

Name of Student/Intern: \_\_\_\_\_

Course: \_\_\_\_\_

Form Completed by: \_\_\_\_\_

Date: \_\_\_\_\_

Counseling Skill	Exceeds target (Score=2)	Meets target (Score=1)	Does not meet target (Score=0)	Score
<b><i>Counseling Relationship</i></b>	Counselor demonstrates strong ability in establishing counseling relationship. Adept in conveying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence	Counselor demonstrates an ability to develop and deepen the counseling relationship with the client by displaying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.	Counselor does not sufficiently develop and deepen the counseling relationship by demonstrating the ability to display positive regard, respect, warmth, non-judgmental	
<b>Comments</b>				
<b><i>Comprehensive Use of Skills</i></b>	Counselor demonstrates a strong ability to effectively and appropriately utilize a wide range of counseling skills.	Counselor demonstrates the use of a range of counseling skills including open ended questions, summarization, clarification, etc.	Range of skills used was too narrow and/or skills incorrectly applied.	
<b>Comments</b>				
<b><i>Structure and Direction of Interview</i></b>	Counselor demonstrates strong ability in creating and maintaining clear structure and productive focus over the course of the interview.	Counselor demonstrates the ability to maintain structure, focus, and direction of the interview, proceeding through defined stages, and is able to end session effectively.	Counselor does not demonstrate the ability to maintain structure, focus, and direction of the interview.	
<b>Comments</b>				
<b><i>Accurate Attention to Affect, Content and Meaning</i></b>	Counselor demonstrates strong ability in attending to client affect, content, and meaning as demonstrated by accurate and effective reflection, exploration and summarization.	Counselor adequately explores and reflects client's expression of affect, content or meaning.	Counselor does not actively, accurately, and/or sufficiently explore and reflect client's expression of affect, content or meaning.	
<b>Comments</b>				

Counseling Skill	Exceeds target (Score=2)	Meets target (Score=1)	Does not meet target (Score=0)	Score
<b>Professional Role Skills</b>	Counselor demonstrates a sophisticated understanding of professional and ethical behaviors, responsibilities, relationships and/or demeanor.	Counselor adequately demonstrates an understanding of professional and ethical behaviors, responsibilities, relationships and/or demeanor.	Counselor does not demonstrate an understanding of professional and ethical behaviors, responsibilities, relationships and/or demeanor.	
<b>Comments</b>				
<b>Case Conceptualization Skills</b>	Counselor demonstrates a superior ability to formulate a clear understanding of the client's problem integrating cultural, historical, developmental and contextual elements to design a counseling plan to work with the client, and articulate case from a theoretical perspective.	Counselor demonstrates the capacity to formulate a clear understanding of the client's problem integrating cultural, historical, developmental and contextual elements to design a counseling plan to work with the client; Can articulate case from a theoretical perspective.	Counselor does not demonstrate the ability to formulate a clear understanding of the client's problem integrating cultural, historical, developmental and contextual elements to design a counseling plan to work with the client. Cannot articulate case from a theoretical perspective.	
<b>Comments</b>				
<b>Personal Growth Skills</b>	Counselor demonstrates a superior ability to self reflect, articulate own struggles and its impact on the counseling process, and minimize impact of own values and bias on the counseling process. Make good use of feedback and supervision.	Counselor adequately demonstrates ability for self reflection; can articulate how one's own struggles can influence the counseling relationship; responds positively to feedback; and seeks supervision as needed. Counselor adequately demonstrates ability to understand how own values and ethnocentric biases can impede the counseling process.	Counselor does not demonstrate ability for self reflection, articulation of own struggles, and their impact on the counseling process. Counselor fails to minimize impact of own values and bias on the counseling process and/or does not respond positively to feedback and seek supervision as needed.	
<b>Comments</b>				

Score total of 7 = Pass

Score Total for this Student: \_\_\_\_\_