

Core Areas of Counselor Development

Does Not Meet Expected Level	Meets Expected Level	Exceeds Expected Level	Not Applicable	Insufficient Information
1	2	3	N/A	IS

Core Competency	Supervisee Rating	Supervisor Rating
1. Self-Other Awareness (e.g., emotional awareness, differentiation)	3	3
2. Basic Skills (e.g., Listening, Empathy, Confrontation, Goal, Agenda Setting)	3	2
3. Knowledge (e.g., cull from academic training to clinical situations)	3	2
4. Professional Roles (e.g., insight & understanding of counseling role)	3	3
5. Multiculturalism Knowledge & Skills	2	3
6. Ethical & Legal Understanding & Ethical Decision Making Skills	3	2
7. Biblical Integration/Spirituality/Faith Orientation	3	3
8. Individual Counseling Core Domains:		
a. <i>Theoretical Orientation and Insight into philosophical assumptions:</i>	3	2
b. <i>Individual Assessment Techniques and Skills:</i>	3	2
c. <i>Individual Client Conceptualization consistent with theory:</i>	3	2
d. <i>Advanced Techniques consistent with theory:</i>	2	1
9. Couple & Family Core Domains:		
a. <i>Particular Systems Theory:</i>	3	2
b. <i>Systemic Skills (e.g., Joining, Circular Questioning, Sculpting etc.):</i>	2	2
c. <i>Case Conceptualization consistent with theory:</i>	3	3
d. <i>Systemic Techniques consistent with theory:</i>	2	2
10. Group Counseling Core Domains:		
a. <i>Group Theory, Dynamics, & Conceptualization</i>	N/A	N/A
b. <i>Manage Group Stages</i>	N/A	N/A
c. <i>Leadership Skills</i>	N/A	N/A
d. <i>Facilitation Skills</i>	N/A	N/A
11. Crisis Intervention Skills	3	3
12. Self-Supervise Skills	3	3

Supervisee Comments:

Thank you for the insight and input! It was helpful and collaborative. I gathered some excellent tools to interact – especially creative tools with challenging clients and “stuck” situations. - JB

Supervisor Comments:

This process was a great experience to help you develop as a counselor. You showed great insight and command of your conceptualization and interventions with your clients. You could improve in more advanced skills but everything you exhibited showed a more developed stage of counselor development. This was a very collaborative process and I encourage you to continue to seek out collaboration with other professionals. You also show great ability to know what you don't know which will make you an