

Please rate the intern on each of the following items based on the scale below:

- 5 = Expert: Very strong in this area with all clients. This comes naturally.
- 4 = Master: Generally strong in this area, though it may be more difficult with some clients.
- 3 = Proficient: Generally competent in this area, but continues to work on this skill.
- 2 = Apprentice: Inconsistent in this area – sometimes does well, and sometimes this is a weakness; continues to work on this skill.
- 1 = Novice: This is a weakness; continues to work on this skill.
- NA = Cannot be assessed at this time. (*Please describe why not on the reverse side of this page.)

	NA*	Novice	Apprentice	Proficient	Master	Expert	CACREP Area
1. Maintains ethical practice, understands professional issues relevant to the practice of mental health counseling, and develops appropriate self-care strategies.	NA	1	2	3	4	5	II.G.1d, 1j, 7g, 8f CMHC A2, A7, B1, C9 (see also Professional Skills Evaluation)
2. Facilitates the development of the therapeutic alliance using essential interviewing and counseling skills and provides a safe environment.	NA	1	2	3	4	5	II.G.5a, 5f CMHC A1, B1
3. Describes the therapeutic process, incl. prevention, intervention, consultation, education, and advocacy, to clients so that they can make informed decisions about treatment and develops mutually agreeable goals.	NA	1	2	3	4	5	II.G.5a, 5c CHMC C1, D1
4. Able to assess the level of risk of harm a client's behaviors pose to self or others and, where indicated, makes appropriate referrals to other professionals or institutions.	NA	1	2	3	4	5	II.G.5g CMHC A10, C5, C6, D6, D9, K5
5. Identifies psychosocial and environmental influences and responds respectfully and appropriately to a client's culture, ethnicity, gender, and sexual orientation.	NA	1	2	3	4	5	II.G.2a, 2b, 2c, 3d, 7f CMHC D2, D5, E1, E2, E3, E4, E5, E6, F1, K4
6. Coordinates therapy with relevant individuals and institutions based on assessed needs of clients, incl. substance use treatment and career counseling.	NA	1	2	3	4	5	II.G.1b, 4a, 4b, 4c, 4d, 4e, 4f, 4g CMHC A3, A6, C5, D8
7. Determines the appropriate treatment modality with all necessary participants, incl. family, social networks, and community systems, in treatment and provides, where indicated, couples or family therapy.	NA	1	2	3	4	5	II.G.2d, 3d, 5e CMHC C3, C8, D4, F1

*For NA responses, please describe reason(s) for selecting this option on the back of this sheet.

**Assessments based on DSM-V criteria and the Psychodynamic Diagnostic Manual (PDM) include appropriate assessment for depression, anxiety, personality disorders and developmental disorders for adults, adolescents and children respectively.

8. Is able to effectively integrate a variety of theoretical approaches based on the needs of the client and on relevant research, and has a theory of how change occurs.	NA	1	2	3	4	5	II.G.5d, 7c, 7d, 7e, 8a, 8b, 8c, 8d, 8e CMHC A5, F3, I1, I3, J1
9. Assists the client in developing ego strength, effective coping skills, and wellness, incl. where appropriate through education and advocacy activities.	NA	1	2	3	4	5	II.G.1i, 3a, 3h, 5a CMHC D3, F2
10. Uses ongoing assessment to monitor clients' therapeutic needs and evaluates outcomes for the continuation or termination of therapy and for the effectiveness of clinical mental health programs.	NA	1	2	3	4	5	II.G.7b, 8d CMHC G1, G2, H1, H2, I2, J2, J3
11. Integrates supervisor/team communications into treatment and seeks consultation when appropriate.	NA	1	2	3	4	5	II.G.1e CMHC A5, D9
12. Is able to utilize transference and countertransference dynamics in the therapeutic process, incl. the impact of projective identification and attachment styles.	NA	1	2	3	4	5	II.G.5b
13. Maintains adequate and timely clinical and administrative records, incl. in the areas of finance and reporting.	NA	1	2	3	4	5	CMHC A8, C7, D7
14. Is able to assess clients' needs based on diagnostic DSM-V criteria and PDM criteria, incl. child or adolescent behavior, and addictive behavior, and utilizes published assessment instruments where indicated.**	NA	1	2	3	4	5	II.G.3g, 7a, 7b, 7c, 7d, 7e, 7f, 7g CMHC A6, C2, C4, D1, D8, G3, G4, H3, K1, K2, K3, L1, L2
15. Understands group process and responds effectively to group dynamics.	NA	1	2	3	4	5	II.G.6a, 6b, 6c, 6d, 6e
16. Tailors therapy to the client's developmental abilities and needs, incl. stage of dependence, change, or recovery, and incl. the cognitive level of a child or adolescent.	NA	1	2	3	4	5	II.G.3a, 3b, 3e CMHC H4
17. Recognizes ways in which his/her assumptions about human nature and culture may influence therapy.	NA	1	2	3	4	5	II.G.2e, 2f CMHC D2, E2, E5
18. Is able to assess clients' religious or spiritual beliefs in terms of healthy functioning, and has the ability to respect and understand religions and	NA	1	2	3	4	5	II.G.2a, 2b, 2c, 2e, 2f, 7f CMHC E1, E3, F1, F2, F3

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denominations other than her/his own.							
19. Is able to assess for and provide appropriate supportive and/or insight/transference-based therapy, incl. work with symbolic content and dream material.	NA	1	2	3	4	5	II.G.5b, 5d
20. Monitors for internal conflict and needs of empathy based on early deficits of emotional nurture.	NA	1	2	3	4	5	II.G.3b, 3f
21. Assesses for trauma and crises and tailors therapeutic interventions based on its presence or absence.	NA	1	2	3	4	5	II.G.1c, 3c, 3f CMHC A9, K5, L3

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