

**UNIVERSITY OF CALIFORNIA, SAN DIEGO
COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)**

POST-DOCTORAL RESIDENT EVALUATION

Postdoctoral Fellow Name: _____

Evaluation Period: _____

Supervisor's Name: _____

Date of Evaluation: _____

Competency Ratings:

5	Highly proficient; Can teach this skill and be a role model
4	Proficient and autonomous; Consistently uses this skill independently
3	Satisfactorily proficient; Uses this skill effectively most of the time; Continues to benefit from supervision on this skill
2	Minimal proficiency; Requires some improvement
1	No proficiency; Serious problem in performance
N/A	Not able to be assessed by the rater

PROFESSIONALISM

Demeanor & Conduct

1. Complies with CAPS' dress code	1	2	3	4	5	N/A
2. Attends all scheduled meetings with clients, colleagues and supervisor(s)	1	2	3	4	5	N/A
3. Is on time for all scheduled meetings with clients, colleagues and supervisor(s)	1	2	3	4	5	N/A
4. Establishes and maintains effective professional relationships with co-workers	1	2	3	4	5	N/A
5. Establishes and maintains appropriate boundaries with co-workers and members of the campus community	1	2	3	4	5	N/A
6. Establishes and maintains appropriate boundaries with clients	1	2	3	4	5	N/A
7. Demonstrates time management skills	1	2	3	4	5	N/A

Comments:

Ethics

1. Demonstrates working knowledge of the APA ethical guidelines	1	2	3	4	5	N/A
2. Demonstrates working knowledge of HIPAA and California laws governing professional practice (e.g., WIC 5150)	1	2	3	4	5	N/A
3. Practices within established level of competence	1	2	3	4	5	N/A
4. Demonstrates the ability to recognize potential ethical dilemmas with colleagues	1	2	3	4	5	N/A

5. Demonstrates the ability to recognize potential ethical dilemmas with clients	1	2	3	4	5	N/A
6. Establishes appropriate boundaries with clients	1	2	3	4	5	N/A
7. Maintains appropriate boundaries with clients	1	2	3	4	5	N/A
8. Demonstrates an understanding of when consultation is necessary	1	2	3	4	5	N/A
9. Provides appropriate referral(s), when necessary	1	2	3	4	5	N/A
10. Demonstrates knowledge of scientific literature relevant to clinical work with clients	1	2	3	4	5	N/A
11. Applies knowledge from the scientific literature to the practice of clinical work with clients	1	2	3	4	5	N/A

Comments:

Supervision

1. Maintains appropriate boundaries with supervisor(s)	1	2	3	4	5	N/A
2. Demonstrates willingness to discuss clinical material in supervision/seminars	1	2	3	4	5	N/A
3. Demonstrates familiarity with assigned readings through active discussion in meetings, seminars, and supervision	1	2	3	4	5	N/A
4. Presents cases in an effective and appropriate manner	1	2	3	4	5	N/A
5. Demonstrates openness to feedback from supervision	1	2	3	4	5	N/A
6. Demonstrates the ability to utilize supervision and consultation effectively	1	2	3	4	5	N/A

Comments:

Professional Development

1. Demonstrates awareness of strengths as a clinician	1	2	3	4	5	N/A
2. Demonstrates awareness of areas for growth as a clinician	1	2	3	4	5	N/A
3. Maintains an appropriate balance between professional and personal life to prevent burnout	1	2	3	4	5	N/A
4. Works toward studying for the EPPP and/or required state exams in the jurisdiction in which licensure is desired	1	2	3	4	5	N/A
5. Demonstrates knowledge of how to pursue completion of all supervised hours required for licensure	1	2	3	4	5	N/A
6. Has completed all forms required for licensure in the desired jurisdiction(s)	1	2	3	4	5	N/A

Comments:

CLINICAL COMPETENCE

Administrative Skills

- | | | | | | | |
|---|---|---|---|---|---|-----|
| 1. Demonstrates the ability to utilize CAPS' electronic record-keeping system | 1 | 2 | 3 | 4 | 5 | N/A |
| 2. Prepares case notes and assessment reports in a timely manner | 1 | 2 | 3 | 4 | 5 | N/A |
| 3. Consistently prepares case notes according to the DAP model | 1 | 2 | 3 | 4 | 5 | N/A |

Comments:

Clinical Evaluation

- | | | | | | | |
|---|---|---|---|---|---|-----|
| 1. Gathers all relevant information during intake sessions | 1 | 2 | 3 | 4 | 5 | N/A |
| 2. Demonstrates the ability to critically evaluate information gathered during intake sessions in an efficient manner | 1 | 2 | 3 | 4 | 5 | N/A |
| 3. Provides appropriate DSM diagnosis/es, when necessary | 1 | 2 | 3 | 4 | 5 | N/A |
| 4. Conceptualizes cases appropriately | 1 | 2 | 3 | 4 | 5 | N/A |
| 5. Demonstrates flexibility in case conceptualization and modifies as necessary throughout treatment | 1 | 2 | 3 | 4 | 5 | N/A |

Comments:

Therapeutic Skills

- | | | | | | | |
|---|---|---|---|---|---|-----|
| 1. Establishes rapport with clients | 1 | 2 | 3 | 4 | 5 | N/A |
| 2. Demonstrates empathy for clients | 1 | 2 | 3 | 4 | 5 | N/A |
| 3. Appropriately confronts clients, when necessary | 1 | 2 | 3 | 4 | 5 | N/A |
| 4. Establishes effective and relevant treatment plans | 1 | 2 | 3 | 4 | 5 | N/A |
| 5. Works collaboratively with the client to establish goals for therapy | 1 | 2 | 3 | 4 | 5 | N/A |
| 6. Modifies treatment plan as necessary during the course of treatment | 1 | 2 | 3 | 4 | 5 | N/A |
| 7. Effectively links theory with intervention(s) used | 1 | 2 | 3 | 4 | 5 | N/A |
| 8. Demonstrates ability to utilize time-limited approaches | 1 | 2 | 3 | 4 | 5 | N/A |
| 9. Demonstrates ability to work effectively with long-term clients | 1 | 2 | 3 | 4 | 5 | N/A |
| 10. Demonstrates flexibility in theoretical orientation, based on the needs of the client | 1 | 2 | 3 | 4 | 5 | N/A |
| 11. Demonstrates flexibility in the interventions used, based on the needs of the client | 1 | 2 | 3 | 4 | 5 | N/A |
| 12. Demonstrates the ability to assess client readiness for termination | 1 | 2 | 3 | 4 | 5 | N/A |

13. Demonstrates the ability to manage termination issues with clients	1	2	3	4	5	N/A
14. Attends to and manages countertransference	1	2	3	4	5	N/A
15. Demonstrates awareness of personal style and the use of self in providing psychological services	1	2	3	4	5	N/A

Comments:

Crisis Intervention

1. Appropriately recognizes urgent/emergency situations	1	2	3	4	5	N/A
2. Appropriately recognizes when a client is a Danger to Self, Danger to Other(s), or when there is evidence of child/dependent adult/elder abuse	1	2	3	4	5	N/A
3. Appropriately and efficiently evaluates the client's mental status in urgent/emergency situations	1	2	3	4	5	N/A
4. Maintains appropriate judgment in urgent/emergency situations	1	2	3	4	5	N/A
5. Provides interventions that are appropriate and based on the nature of the urgent/emergency situation	1	2	3	4	5	N/A
6. Provides appropriate referral(s) in urgent/emergency situations	1	2	3	4	5	N/A
7. Consults appropriately with university community members in urgent/emergency situations	1	2	3	4	5	N/A
8. Recognizes limits of competence in urgent/emergency situations	1	2	3	4	5	N/A
9. Seeks consultation when needed in urgent/emergency situations	1	2	3	4	5	N/A

Comments:

Group Psychotherapy

1. Demonstrates the ability to identify clients who may benefit from group therapy	1	2	3	4	5	N/A
2. Demonstrates the ability to effectively compose a group	1	2	3	4	5	N/A
3. Demonstrates understanding of the stages of group development	1	2	3	4	5	N/A
4. Makes appropriate interventions at the individual and group level	1	2	3	4	5	N/A
5. Works effectively with group co-leader	1	2	3	4	5	N/A
6. Processes interactions with group co-leader in a constructive manner	1	2	3	4	5	N/A

Comments:

Outreach/Consultation

1. Responds appropriately and efficiently to requests for consultation from the campus community	1	2	3	4	5	N/A
2. Demonstrates the ability to plan outreach/consultation activities based on need in the campus community	1	2	3	4	5	N/A
3. Demonstrates the ability to deliver outreach/consultation activities that are appropriate to the target audience	1	2	3	4	5	N/A

Comments:

Multicultural Competence

Awareness

1. Demonstrates the ability to articulate own cultural identity/ies	1	2	3	4	5	N/A
2. Demonstrates the ability to articulate how own background has affected identity development, including oppression and privilege(s)	1	2	3	4	5	N/A
3. Demonstrates the ability to articulate own perspective(s) and bias(es)	1	2	3	4	5	N/A

Comments:

Knowledge

1. Demonstrates openness and willingness to obtain working knowledge about a variety of cultural groups	1	2	3	4	5	N/A
2. Demonstrates the ability to use appropriate language when referring to people of various cultural backgrounds	1	2	3	4	5	N/A
3. Demonstrates working knowledge of the social, economic and political factors impacting the lives of persons of various cultural groups	1	2	3	4	5	N/A
4. Demonstrates working knowledge of the impact of privilege, prejudice, and discrimination on a client's functioning	1	2	3	4	5	N/A
5. Demonstrates working knowledge of the impact of a variety of cultural factors that may influence assessment, diagnosis, and treatment (e.g., beliefs about counseling; expectations of the therapeutic relationship)	1	2	3	4	5	N/A

Comments:

Skills

1. Demonstrates the ability to communicate effectively and appropriately with clients of all cultural backgrounds, including use of an interpreter when necessary	1	2	3	4	5	N/A
2. Demonstrates the ability to develop and maintain rapport with clients from a variety of cultural backgrounds	1	2	3	4	5	N/A
3. Demonstrates the ability to be flexible when working with clients from a variety of cultural groups	1	2	3	4	5	N/A
4. Demonstrates the ability to provide clinical services in a manner that is culturally appropriate	1	2	3	4	5	N/A

Comments:

SUMMARY OF RESIDENT EVALUATION

Strengths

Areas of growth

Recommendations

I have read and discussed the contents of this evaluation with my supervisor. I understand that I have the right to provide comments to the evaluation (see below) and that my signature does not imply agreement with this evaluation. I understand that I have the right to receive a signed copy of this evaluation. I understand that a signed copy of this evaluation may be sent to my academic training program.

Postdoctoral Resident signature: _____ Date: _____

Supervisor signature: _____ Date: _____

OPTIONAL

Postdoctoral Fellow comments to the evaluation (attach additional sheets if necessary):

Postdoctoral Fellow signature: _____ Date: _____