The University of Kentucky Internship Consortium Alumni Survey

Every three years the University of Kentucky Internship Consortium (UKIC) surveys recent graduates to determine whether the program’s stated goals are being met from the perspective of recent graduates. This information is used in program planning and development meetings to ensure that training is consistent with the stated goals of the UKIC. Please take the time to provide us with your perspectives on your training experience. For each item, we are asking for a numerical rating; we also are very interested in your specific comments. Thank you in advance for your willingness to provide feedback.

Since you have been graduated from the internship have you applied for licensure?
Yes _____ No _____ If yes, when was the license granted?__________

Please describe for us your employment history, including your first position upon completing the internship and your current position:

The program goal is stated as follows:

The University of Kentucky Internship ship Consortium (UKIC) uses diverse training experiences to enable internship graduates to function successfully in doctoral level positions in clinical psychology. The goal is to prepare internship graduates to use scientifically-based methods to provide psychological services and engage in doctoral level functions in thoughtful, skillful, and compassionate ways. A series of graduated and comprehensive learning tasks are designed to meet functional competencies in the following areas:

- Diagnosis, assessment, evaluation, and consultation,
- Psychotherapy,
- Provision of clinical supervision,
- Outreach services, and
- Crisis assessment and intervention;

With the following foundational competencies supporting their work as professional psychologists:

- Knowledge of theoretical bases, scientific practices, and empirical support for current methods of practice; skills required to implement theory-based, scientifically supported methods,
- Ethical practice,
- Professional responsibility and integrity,
- Relationship/interpersonal skills,
- Sensitivity to diversity/multicultural issues, and
- Meta-competencies (e.g., the capacity for self-evaluation)

Overall, on a scale of 0-7 where “0”=”not at all prepared” and “7”=”most prepared” please rate your overall evaluation of the internship experience: _______
For the following questions, please use the scale below to convey your perception of the outcomes from the internship:

<table>
<thead>
<tr>
<th>Limited Knowledge &amp; Limited Skills</th>
<th>Knowledgeable, but limited skills</th>
<th>Experienced, but needs <strong>much more</strong> guidance or instruction</th>
<th>Experienced, but needs <strong>some</strong> guidance or instruction</th>
<th>Experienced, and needs <strong>little</strong> guidance or instruction</th>
<th>Deep Knowledge and Skills</th>
<th>Mastery, ability to cope/adapt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Novice</td>
<td>Novice</td>
<td>Intermediate</td>
<td>Intermediate</td>
<td>Intermediate</td>
<td>Advanced</td>
<td>Advanced</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

**Relationship/Interpersonal Skills**

1. The internship graduate is able to take a respectful, helpful, professional approach to clients. \( \Psi \)
   
   1 2 3 4 5 6 7

2. The internship graduate is able to form working alliances.
   
   1 2 3 4 5 6 7

3. The internship graduate is able to deal with conflict and negotiate differences.
   
   1 2 3 4 5 6 7

4. The internship graduate is able to understand and maintain appropriate boundaries.
   
   1 2 3 4 5 6 7

5. The internship graduate is able to work collegially with fellow professionals. \( \Psi \)
   
   1 2 3 4 5 6 7

6. The internship graduate supports others in their work and gains support for their own work.
   
   1 2 3 4 5 6 7

7. The internship graduate is able to provide helpful feedback to peers and receive such feedback non-defensively from peers.
   
   1 2 3 4 5 6 7

8. The internship graduate is respectful to support staff roles and persons. \( \Psi \)
   
   1 2 3 4 5 6 7

9. The internship graduate is able to communicate professionally and work collaboratively with community professionals.
   
   1 2 3 4 5 6 7

10. The internship graduate is able to observe agency operating procedures. \( \Psi \)
    
    1 2 3 4 5 6 7

11. The internship graduate is able to contribute in ways that will enrich the site experience of future internship graduates. \( \Psi \)
12. The internship graduate is knowledgeable of the unique patient care roles of other professionals.

13. The internship graduate is able to effectively relate to other professionals in accordance with their unique patient care roles.

14. The internship graduate has the capacity for dialogue with other professionals in a manner that avoids use of psychological jargon.

15. The internship graduate is able to self-reflect and self-evaluate regarding clinical skills and use of supervision.

16. The internship graduate is able to prepare effectively for supervision.

17. The internship graduate is able to work collaboratively with their supervisor.

18. The internship graduate is able and willing to accept supervisory input.

19. The internship graduate is able to follow through on supervisory directions and recommendations.

20. The internship graduate is able to negotiate needs for autonomy from supervisors.

**Assessment, Evaluation, and Consultation Skills**

1. The internship graduate is able to select and implement multiple methods and means of evaluation in ways that are responsive to and respectful of diversity.

2. The internship graduate is able to select assessment tools with appropriate empirical basis, reliability, and validity.

3. The internship graduate is able to select assessment tools with characteristics appropriate to the intended use (e.g., sensitivity, specificity, and positive and negative predictive powers).

4. The internship graduate understands the strengths and limitations of diagnostic approaches and interpretation of results from multiple measures for diagnosis, treatment planning, and treatment evaluation.
5. The internship graduate is able to use systematic approaches to gathering data to inform clinical decision-
making.

6. The internship graduate is able to choose appropriate means of assessment to answer referral questions.

7. The internship graduate is able to implement a systematic approach to data collection in a consultation or 
evaluation role.

8. The internship graduate is able to interpret assessment results accurately, while taking into account 
limitations of the evaluation method(s).

9. The internship graduate produces consultative reports that are well organized, succinct, and provide 
useful and relevant recommendations.

10. The internship graduate provides effective feedback to clients and consultees (e.g., presents assessment 
results in a clear manner, uses lay language, answers clients'/consultees’ questions appropriately).

11. When repeated assessment occurs, the internship graduate is able to systematically and effectively 
integrate prior and current knowledge of the client and/or organization.

12. The internship graduate demonstrates knowledge of DSM and makes appropriate diagnostic decisions.

13. The internship graduate is able to integrate assessment data from different sources for diagnostic and 
evaluation purposes.

14. When repeated assessment occurs, the internship graduate is able to revise diagnostic impressions 
when applicable.

15. The internship graduate has an understanding of the consultant’s role as an information provider to 
another professional who will ultimately be the patient care decision maker.

16. The internship graduate is able to effectively use supervision to enhance assessment, evaluation and 
consultation skills. Ψ

17. The internship graduate is able to learn effectively from supervisor’s role modeling of assessment, 
evaluation, and consultation procedures.
Intervention Skills

1. The internship graduate is able to formulate and conceptualize cases.
   1 2 3 4 5 6 7

2. The internship graduate is able to develop treatment plans based on empirical literature.
   1 2 3 4 5 6 7

3. The internship graduate is able to implement treatment plans with fidelity to empirical models and flexibility to adapt where appropriate.
   1 2 3 4 5 6 7

4. The internship graduate is able to apply specific empirically supported treatment methods. Ψ
   1 2 3 4 5 6 7

5. The internship graduate is able to manage cases effectively.
   1 2 3 4 5 6 7

6. The internship graduate is able to manage crises effectively.
   1 2 3 4 5 6 7

7. The internship graduate writes clear intervention progress notes. Ψ
   1 2 3 4 5 6 7

8. The internship graduate is able to discontinue treatment in an ethical and effective manner.
   1 2 3 4 5 6 7

9. The internship graduate is able to assess treatment progress and outcome.
   1 2 3 4 5 6 7

10. The internship graduate is able to effectively use client outcome measures.
    1 2 3 4 5 6 7

11. The internship graduate is able to link concepts of therapeutic process and change to intervention strategies.
    1 2 3 4 5 6 7

12. The internship graduate is able to self-appraise his/her own performance.
    1 2 3 4 5 6 7

13. The internship graduate is able to use information gathered from self-appraisal to improve his/her effectiveness.
    1 2 3 4 5 6 7

14. The internship graduate is able to effectively use supervision to enhance intervention skills. Ψ
    1 2 3 4 5 6 7
15. The internship graduate is able to learn effectively from supervisor’s role modeling of intervention procedures.

Diversity/Multicultural
1. The internship graduate has knowledge of self in the context of diversity, as he/she operates in the clinical setting with diverse others.

2. The internship graduate is able to work effectively with diverse others in assessment, treatment, and consultation.

Ethics
1. The internship graduate demonstrates knowledge of the APA Ethical Principles and Code of Conduct and other ethical, legal, and professional standards and guidelines relevant to the profession of psychology.

2. The internship graduate is able to recognize ethical or legal issues.

3. The internship graduate is able to analyze ethical or legal issues.

4. The internship graduate is able to self-reflect on the possible ethical or legal implications of his/her actions.

5. The internship graduate has honesty, integrity, and a sense of personal responsibility.

6. The internship graduate is able to seek consultation or help for ethical problems in supervision.

7. The internship graduate practices appropriate professional assertiveness related to ethical issues.

8. The internship graduate is committed to ethical practice.

Professional Development
1. The internship graduate is able to use resources to promote effective practice.
2. The internship graduate is responsible and accountable relative to her/his level of training. 
   1 2 3 4 5 6 7
3. The internship graduate is willing to acknowledge and correct errors. 
   1 2 3 4 5 6 7
4. The internship graduate completes professional tasks in allotted/appropriate time and arrives promptly 
   at meetings and appointments. 
   1 2 3 4 5 6 7
5. The internship graduate has developed an organized, disciplined approach to writing and maintaining 
   notes and records. 
   1 2 3 4 5 6 7
6. The internship graduate has developed skills to handle payment-related issues with clients. 
   1 2 3 4 5 6 7
7. The internship graduate is able to organize and present case material. 
   1 2 3 4 5 6 7
8. The internship graduate has good day-to-day organizational skills. 
   1 2 3 4 5 6 7
9. The internship graduate has good critical thinking and analytic skills. 
   1 2 3 4 5 6 7
10. The internship graduate is able to manage his/her time. 
    1 2 3 4 5 6 7
11. The internship graduate is able to interact collaboratively and respectfully with other colleagues. 
    1 2 3 4 5 6 7
12. The internship graduate is able to create and conduct an effective presentation. 
    1 2 3 4 5 6 7
13. The internship graduate demonstrates willingness and motivation to develop his/her knowledge of the 
    empirical literature relevant to clinical work at his/her internship sites. 
    1 2 3 4 5 6 7
14. The internship graduate demonstrates the integration of science in professional practice. 
    1 2 3 4 5 6 7
15. The internship graduate is able to self-identify personal distress as it relates to clinical work. 
    1 2 3 4 5 6 7
16. The internship graduate is able to seek and use resources that support healthy functioning when 
    experiencing personal distress. 
    1 2 3 4 5 6 7
17. The internship graduate demonstrates self-awareness, understanding, and reflection.
   1 2 3 4 5 6 7

18. The internship graduate has adequate self-care.
   1 2 3 4 5 6 7

19. The internship graduate has awareness of her/his personal identity.
   1 2 3 4 5 6 7

20. The internship graduate has awareness of his/her own beliefs and values as they relate to and influence professional practice and activity. Ψ
   1 2 3 4 5 6 7

21. The internship graduate applies scientific knowledge and skills appropriately and habitually to the solution of problems.
   1 2 3 4 5 6 7

22. The internship graduate readily presents his/her work for the scrutiny of others.
   1 2 3 4 5 6 7

**Outreach**

1. The internship graduate demonstrates the ability to design and professionally present outreach programming.
   1 2 3 4 5 6 7

2. The internship graduate demonstrates the ability to create learning objectives for outreach programming and evaluate the efficacy of the program in meeting those objectives.
   1 2 3 4 5 6 7

3. The internship graduate considers current empirical literature, audience needs, and diversity variables when developing programs.
   1 2 3 4 5 6 7

4. The internship graduate demonstrates ability to implement a variety of teaching methods (e.g., lecture, experiential activities, facilitating discussion) to engage the audience, and to professionally and meaningfully achieve the learning objectives for the program.
   1 2 3 4 5 6 7

5. The internship graduate demonstrates the ability to work with various members of the university community to accurately assess programming needs.
   1 2 3 4 5 6 7

6. The internship graduate demonstrates professionalism and adherence to ethical and legal standards in all facets of outreach programming.
   1 2 3 4 5 6 7
7. The internship graduate demonstrates sensitivity to diversity issues in all facets of outreach programming.

1 2 3 4 5 6 7

**Meta-Competencies**

1. The internship graduate knows the extent and limit of her/his skills.

1 2 3 4 5 6 7

2. The internship graduate has developed the habit and skills for self-evaluation of clinical skills.

1 2 3 4 5 6 7

3. The internship graduate has knowledge of the process for extending current skills into new areas.

1 2 3 4 5 6 7

4. The internship graduate is able to use supervision, consultation, and other resources to improve and extend skills. $\Psi$

1 2 3 4 5 6 7

5. The internship graduate is committed to lifelong learning. $\Psi$

1 2 3 4 5 6 7

**Supervision of Others**

1. **Knowledge:** The internship graduate demonstrates knowledge of models, theories, and research relevant to providing supervision to others.

1 2 3 4 5 6 7

2. **Relationship with Supervisee:**
   a. The internship graduate establishes a climate of trust, support, and understanding of supervisee.

1 2 3 4 5 6 7
   b. The internship graduate constructively works toward conflict resolution between self and supervisee.

1 2 3 4 5 6 7
   c. The internship graduate communicates effectively in giving suggestions and feedback to supervisee.

1 2 3 4 5 6 7

3. **Goal Setting:**
   a. The internship graduate sets effective goals for supervision in collaboration with supervisee.

1 2 3 4 5 6 7
   b. The internship graduate provides information and teaches counseling skills appropriately.

1 2 3 4 5 6 7
4. **Structure and Plans:**
   a. The internship graduate assists in case conceptualization and understanding of client dynamics.
   
   1 2 3 4 5 6 7
   
   b. The internship graduate explores various therapeutic processes such as confrontation, support, timing, and their uses.
   
   1 2 3 4 5 6 7
   
   c. The internship graduate assists supervisee with case management.
   
   1 2 3 4 5 6 7
   
   d. The internship graduate views recordings provided by trainee on a regular basis.
   
   1 2 3 4 5 6 7
   
   e. The internship graduate uses appropriate books, articles, and other references.
   
   1 2 3 4 5 6 7
   
   f. The internship graduate knows campus and community resources and helps supervisee refer clients to resources.
   
   1 2 3 4 5 6 7

5. **Evaluation:**
   a. The internship graduate demonstrates the ability to assess skill level of supervisee.
   
   1 2 3 4 5 6 7
   
   b. The internship graduate demonstrates ability to formulate and carry out evaluations and to manage the evaluative role, balancing support and challenge.
   
   1 2 3 4 5 6 7

6. **Diversity:** The internship graduate models respect, openness, and awareness towards all aspects of diversity and its impact on both the therapeutic and supervisory process.
   
   1 2 3 4 5 6 7

7. **Supervision of Supervision:** The internship graduate effectively uses supervision of supervision to enhance skills as a supervisor.
   
   1 2 3 4 5 6 7

8. **Ethics/Professional Issues:**
   a. The internship graduate promotes awareness of ethical and legal issues.
   
   1 2 3 4 5 6 7
   
   b. The internship graduate monitors and provides guidance regarding ethical and legal issues.
   
   1 2 3 4 5 6 7
   
   c. The internship graduate addresses supervisee’s professional/personal issues and behaviors relevant to professional goals.
d. The internship graduate encourages and responds to feedback made by supervisee.

**Crisis Assessment and Intervention**

1. The internship graduate recognizes the need for crisis intervention and intervenes effectively.
   
2. The internship graduate follows the internship site’s crisis intervention protocols.
   
3. The internship graduate can conduct a lethality assessment and knows the actions to take when confronted with a client who is a danger to self or others.
   
4. The internship graduate makes appropriate recommendations regarding referrals, including psychiatric evaluations.
   
5. The internship graduate follows ethical and legal guidelines for crisis intervention.
   
6. The internship graduate seeks consultation and supervision as needed.
   
7. The internship graduate is able to learn effectively from supervisor’s role modeling of crisis intervention procedures.

Please provide any other comments you would like to offer concerning the internship and how to improve the quality of the experience: