

# UK Internship Consortium - Alumni Survey

Every three years the University of Kentucky Internship Consortium (UKIC) surveys recent graduates to garner their opinion on whether the program's stated goals are being met. The information received from recent graduates is used to inform program development, and it helps insure that all training within the UKIC is consistent with its stated goals.

With this in mind, please take the time to complete the alumni survey in its entirety. The information you provide is of critical importance, and completion of the survey is essential for the UKIC to maintain APA Accreditation.

Thank you in advance for your willingness to provide feedback.

Dr. David Susman

**Every three years the University of Kentucky Internship Consortium (UKIC) surveys recent graduates to garner their opinion on whether the program's stated goals are being met. The information received from recent graduates is used to inform program development, and it helps insure that all training within the UKIC is consistent with its stated goals.**

**With this in mind, please take the time to complete the alumni survey in its entirety. The information you provide is of critical importance, and completion of the survey is essential for the UKIC to maintain APA Accreditation.**

**Thank you in advance for your willingness to provide feedback.**

Please enter today's date

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What is your FIRST name?

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What is your LAST name?

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What UKIC rotations did you complete? Check all that apply

- Adolescent Medicine
- Cardinal Hill
- Counseling Center
- Eastern State Hospital
- Orofacial Pain
- Women's Health

In what year did you graduate from the internship?

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Are you currently employed as a psychologist?

- Yes
- No

What setting applies to your current position? Check all that apply

- Academic, but not a counseling center
- Academic counseling center
- Community mental health clinic
- Consortium
- Correctional facility
- Health maintenance organization
- Hospital or other medical center
- Psychiatric facility
- Independent practice
- School system
- Other

What activities apply to your current position? Check all that apply

- Administration
- Assessment
- Consultation
- Psychotherapy
- Research
- Supervision
- Teaching
- Other

Since you graduated from the internship, have you applied for licensure?

- Yes
- No

In what year did you receive your license?

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Are you now licensed?

- Yes
- No

Do you currently hold a professional membership in any of the following?

- American Psychological Association
- Any State Psychological Association
- Association for Psychological Science
- Association for Behavioral and Cognitive Therapies
- Society of Behavioral Medicine
- Other

If other, which one(s)?

\_\_\_\_\_

In the past 3 years, have you held the position of APA FELLOW?

- Yes
- No

In the past 3 years, have you held the position of ABPP DIPLOMATE?

- Yes
- No

In the past 3 years, have you authored or co-authored any scientific PUBLICATIONS, including any books, chapters, or articles?

- Yes
- No

In the past 3 years, have you given any scientific PRESENTATIONS, including any workshops, oral presentations, or poster presentations at professional meetings?

- Yes
- No

In the past 3 years, have you been the principal investigator or co-investigator on any research GRANTS/CONTRACTS?

- Yes
- No

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In the past 3 years, have you been involved in any LEADERSHIP ROLES or activities in professional organizations?

- Yes  
 No

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In the past 3 years, have you been engaged in the direct delivery of any PROFESSIONAL SERVICES?

- Yes  
 No

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In the past 3 years, have you been involved in any ADVOCACY related to psychology (e.g., informing and advising policy makers, government agencies, academic institutions, etc.)

- Yes  
 No

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In the past 3 years, have you been involved in any OUTREACH related to psychology (e.g., interacting with and informing the community of matters relevant to the profession of psychology)?

- Yes  
 No

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**The program goal is stated as follows:**

**The University of Kentucky Internship Consortium (UKIC) uses diverse training experiences to enable interns to function successfully in doctoral level positions in health service psychology. The goal is to prepare interns to use scientifically based, research-informed 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 the following functional competencies:**

- (1) □ Diagnosis and assessment,**
- (2) □ Intervention,**
- (3) □ Supervision;**
- (4) □ Consultation and interprofessional/interdisciplinary skills,**
- (5) □ Outreach, and**
- (6) □ Crisis assessment and intervention.**

**Supporting their work as professional psychologists, the same series of graduated and comprehensive learning tasks are desired to meet the following foundational competencies:**

- (1) □ Research, i.e., knowledge of theoretical bases, scientific practices, and empirical support for current methods of practice, and skills required to implement theory-based, scientifically supported methods,**
- (2) □ Ethical and legal practice,**
- (3) □ Professional values, attitudes and behaviors,**
- (4) □ Communication and interpersonal skills,**
- (5) □ Individual and cultural diversity, and**
- (6) □ Meta-competencies (i.e., the capacity for self-evaluation).**

To what extent did the internship promote your mastery of the aforesaid functional and foundational competencies? Please use a scale where 1 = not at all and 7 = very much

**For the questions that follow, please answer with regard to how well the UKIC meets its objectives, specifically related to each of the 12 competencies listed above.**

### RESEARCH & SCIENCE

The internship graduate is able to use systematic approaches to gathering data to inform clinical decision-making

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate applies scientific knowledge and skills appropriately and habitually to the solution of problems

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates willingness and motivation to develop his/her knowledge of the empirical literature relevant to clinical work

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates the integration of science in professional practice

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to develop treatment plans based on empirical literature, and implement those plans with fidelity to the empirical models

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate has knowledge of the foremost research as it pertains to addressing diversity

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## COMMUNICATION AND INTERPERSONAL SKILLS

The internship graduate is able to take a respectful, helpful, professional approach to clients

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to form working alliances

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to deal with conflict and negotiate differences

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to understand and maintain appropriate boundaries

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to work collegially with fellow professionals

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to provide helpful feedback to peers and receive such feedback non-defensively from peers

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is respectful to support staff roles and persons

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to communicate professionally and work collaboratively with community professionals

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to observe agency operating procedures

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to contribute in ways that will enrich the site experience of future internship graduates

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## DIAGNOSIS AND ASSESSMENT

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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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)

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to interpret assessment results accurately, while taking into account limitations of the evaluation methods

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate provides effective feedback to clients

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to effectively use supervision to enhance assessment skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

**CONSULTATION**

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to implement a systematic approach to data collection in a consultation role

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to effectively use supervision to enhance consultation skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

**INTERVENTION**

The internship graduate is able to formulate and conceptualize cases

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to implement treatment plans with fidelity to empirical models and flexibility to adapt where appropriate

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to apply specific empirically supported treatment methods

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt



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The internship graduate is able to manage cases effectively

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate writes clear intervention progress notes

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to discontinue treatment in an ethical and effective manner

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to assess treatment progress and outcome

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to effectively use client outcome measures

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to link concepts of therapeutic process and change to intervention strategies

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to use information gathered from self-appraisal to improve his/her effectiveness

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to effectively use supervision to enhance intervention skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## INDIVIDUAL AND CULTURAL DIVERSITY

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## ETHICS

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to recognize ethical or legal issues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to analyze ethical or legal issues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate practices appropriate professional assertiveness related to ethical issues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is committed to ethical practice

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

### PROFESSIONAL VALUES, ATTITUDES, AND BEHAVIOR

The internship graduate is able to use resources to promote effective practice

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is responsible and accountable relative to her/his level of training

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is willing to acknowledge and correct errors

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate completes professional tasks in allotted/appropriate time and arrives promptly at meetings and appointments

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate has developed an organized, disciplined approach to writing and maintaining notes and records

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to organize and present case material

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate has good day-to-day organizational skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate has good critical thinking and analytic skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to manage his/her time

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate is able to interact collaboratively and respectfully with other colleagues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to seek and use resources that support healthy functioning when experiencing personal distress

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate has adequate self-care

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate has awareness of her/his personal identity

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate has awareness of his/her own beliefs and values as they relate to and influence professional practice and activity

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate readily presents his/her work for the scrutiny of others

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## OUTREACH

The internship graduate demonstrates the ability to design and professionally present outreach programming

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates the ability to create learning objectives for outreach programming and evaluate the efficacy of the program in meeting those objectives

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates professionalism and adherence to ethical and legal standards in all facets of outreach programming

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates sensitivity to diversity issues in all facets of outreach programming

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

#### **META-COMPETENCIES**

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to use supervision, consultation, and other resources to improve and extend skills

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is committed to lifelong learning

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

**SUPERVISION OF SELF**

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to prepare effective for supervision

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able to work collaboratively with their supervisor

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate is able and willing to accept supervisory input

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

**SUPERVISION OF OTHERS**

The internship graduate demonstrates knowledge of models, theories, and research relevant to providing supervision to others

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate establishes a climate of trust, support, and understanding of supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate constructively works toward conflict resolution between self and supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate communicates effectively in giving suggestions and feedback to supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate sets effective goals for supervision in collaboration with supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate provides information and teaches counseling skills appropriately

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate assists in case conceptualization and understanding of client dynamics

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt



The internship graduate explores various therapeutic processes such as confrontation, support, timing, and their uses

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate assists supervisee with case management

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate uses appropriate books, articles, and other references

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate knows campus and community resources and helps supervisee refer clients to resources

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates the ability to assess skill level of supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate demonstrates ability to formulate and carry out evaluations and to manage the evaluative role, balancing support and challenge

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate models respect, openness, and awareness towards all aspects of diversity and its impact on both the therapeutic and supervisory process

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate effectively uses supervision of supervision to enhance skills as a supervisor

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate promotes awareness of ethical and legal issues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate monitors and provides guidance regarding ethical and legal issues

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate addresses supervisee's professional/personal issues and behaviors relevant to professional goals

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

The internship graduate encourages and responds to feedback made by supervisee

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

## CRISIS ASSESSMENT AND INTERVENTION

The internship graduate recognizes the need for crisis intervention and intervenes effectively

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate makes appropriate recommendations regarding referrals, including psychiatric evaluations

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate follows ethical and legal guidelines for crisis intervention

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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The internship graduate seeks consultation and supervision as needed

- Limited knowledge and limited skills
- Knowledgeable, but limited skills
- Experienced, but needs much more instruction
- Experienced, but needs some more instruction
- Experienced, and needs little more instruction
- Deep knowledge and skills
- Mastery, ability to cope and adapt

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Please provide any other comments you would like to offer concerning the UKIC.

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