

**Lakehead University Clinical Psychology
PhD Internship Evaluation Form**
(updated 2 February 2007)

(This form must be completed by each supervisor at the midpoint and endpoint of the predoctoral internship. The original should be sent to the Clinical Placement Coordinator.)

Check One
 Mid year End of Year

Intern: _____

Internship Site: _____ **Dates: from:** _____ **to:** _____

Supervisor: _____ **Rotation:** _____

Supervisor: Please evaluate the intern you have supervised on the following items by marking the description that best fits your observations. Use "Not observed/not applicable" for items that do not apply to your rotation. Provide note any special strengths or areas for improvement within each skill area. Additional general comments can be written at the end.

A) KNOWLEDGE AND SKILLS

1. Knowledge of psychological theory and clinical research:

- Not observed/not applicable
- Shows inadequate knowledge and little effort to acquire that knowledge
- Shows less than minimal amount of knowledge related to client's problems
- Shows adequate comprehension and relates theory and research to client's problems
- Shows above average knowledge and displays insight in relating this knowledge to clients
- Demonstrates superior comprehension of theory and research and integrates these into clinical work

Strengths: _____

Areas for Improvement: _____

2. Clinical assessment and testing skills:

- Not observed/not applicable
- Unable to perform basic assessment skills without assistance
- Demonstrates basic assessment skills; needs frequent assistance
- Demonstrates basic assessment skills; occasionally requires assistance
- Demonstrates a variety of assessment skills; requires minimal assistance
- Demonstrates a variety of high level assessment skills; with minimal assistance

Strengths: _____

Areas for Improvement: _____

3. Therapeutic intervention with individual clients:

- Not observed/not applicable

- Unable to implement basic interventions without assistance
- Demonstrates basic intervention skills; needs frequent assistance
- Demonstrates basic intervention skills; occasionally requires assistance
- Demonstrates a variety of intervention skills; requires minimal assistance
- Demonstrates a variety of high level intervention skills; with minimal assistance

Strengths: _____

Areas for Improvement: _____

4. Therapeutic intervention in group settings:

- Not observed/not applicable
- Unable to implement basic interventions without assistance
- Demonstrates basic intervention skills; needs frequent assistance
- Demonstrates basic intervention skills; occasionally requires assistance
- Demonstrates a variety of intervention skills; requires minimal assistance
- Demonstrates a variety of high level intervention skills; with minimal assistance

Strengths: _____

Areas for Improvement: _____

5. Oral presentations:

- Not observed/not applicable
- Presentations are inadequate or reflect inadequate understanding/poorly organized
- Presentations are complete and timely but poorly organized
- Presentations are prompt and reflect adequate understanding
- Presentations are timely, concise, and reflect good understanding
- Presentations are of outstanding quality and reflect excellent understanding

Strengths: _____

Areas for Improvement: _____

6. Written reports and documentation:

- Not observed/not applicable
- Reports consistently inadequate and/or late
- Reports are complete but require frequent revisions
- Reports are prompt and capably completed
- Reports are concise, timely, and reflect good understanding
- Reports are of outstanding quality and reflect excellent understanding

Strengths: _____

Areas for Improvement: _____

7. Professional ethics:

- Not observed/not applicable
- Always fails to consider ethical concerns
- Often fails to consider ethical concerns

- Occasionally fails to consider ethical concerns
- Reliably considers ethical concerns
- Consistently arrives at good ethical decisions even on highly complex matters

Strengths: _____

Areas for Improvement: _____

8. Knowledge of limits of competence:

- Not observed/not applicable
- Regularly fails to consider own limits of competence in work with clients or other professionals
- Often fails to consider own limits of competence in work with clients or other professionals
- Occasionally fails to consider own limits of competence in work with clients or other professionals
- Reliably considers own limits of competence in work with clients or other professionals
- Demonstrates an excellent understanding of limits of competence, consults when necessary, and makes referrals when appropriate

Strengths: _____

Areas for Improvement: _____

B) PERSONAL QUALITIES

9. Initiative/Motivation (Supervisor: include clinical, teaching and research opportunities):

- Not observed/not applicable
- Not motivated at all, unproductive; avoids “doing” when possible
- Shows poor motivation, does work only when instructed to but frequently fails to follow through
- Just getting by; does work when instructed and is able to follow through
- Carries his/her share of the work load; does work without requiring instruction or reminder, and attends to tasks satisfactorily
- Exceeds workload expectations, volunteers or seeks out extra tasks, and attends to them satisfactorily

Strengths: _____

Areas for Improvement: _____

10. Supervision/feedback utilization:

- Not observed/not applicable
- Is not receptive to feedback; no evidence of feedback implementation
- Is receptive to and shows some implementation of feedback
- Is receptive to and implements feedback effectively
- Seeks feedback, is receptive to and implements feedback
- Seeks feedback, generates constructive self correction, and is receptive to and implements feedback

Strengths: _____

Areas for Improvement: _____

11. Self-Awareness of Interpersonal Impact (impact on clients):

- Not observed/not applicable

- Consistently shows no awareness of how his/her behaviour impacts others
- Frequently appears to not consider the impact of own behaviour on others
- Occasionally seems unaware of own impact on others
- Reliably monitors how own behaviour impacts others and makes amends when necessary
- Shows an exceptional awareness of interpersonal impact on others and ability to engage in self-correction

Strengths: _____

Areas for Improvement: _____

12. Self-Awareness of Interpersonal Impact (impact on supervisors and colleagues):

- Not observed/not applicable
- Consistently shows no awareness of how his/her behaviour impacts others
- Frequently appears to not consider the impact of own behaviour on others
- Occasionally seems unaware of own impact on others
- Reliably monitors how own behaviour impacts others and makes amends when necessary
- Shows an exceptional awareness of interpersonal impact on others and ability to engage in self-correction

Strengths: _____

Areas for Improvement: _____

13. Professional presentation (demeanor/dress/grooming):

- Not observed/not applicable
- Consistently acts, dresses, or grooms self in an inappropriate/unprofessional manner
- Often fails to dress professionally or engage in adequate grooming
- Occasionally fails to present self in a professional manner
- Reliably dresses and presents self in a professional manner
- Consistently appears and presents self in a manner that reflects the highest ideals of the profession

Strengths: _____

Areas for Improvement: _____

14. Ability to deal with stress:

- Not observed/not applicable
- Consistently fails to cope with stress with severe adverse impact on professional work and relationships
- Ability to deal with stress is poor with some adverse impact on professional work and relationships
- Ability to deal with stress is fair with occasional adverse impact on professional work and relationships
- Ability to deal with stress is good with little to no adverse impact on professional work and relationships
- Ability to deal with stress is excellent; able to defuse problematic situations before they deteriorate

Strengths: _____

Areas for Improvement: _____

15. Ability to work effectively with multiple demands:

- Not observed/not applicable
- Consistently appears unable to adequately balance, organize and prioritize the multiple demands of the profession
- Often appears unable to adequately balance, organize and prioritize the multiple demands of the profession
- Occasionally appears unable to adequately balance, organize and prioritize the multiple demands of the profession
- Rarely appears to have a problem with balancing, organizing and prioritizing the multiple demands of the profession
- Consistently demonstrates excellent organizational and prioritizing abilities

Strengths: _____

Areas for Improvement: _____

C) INTERPERSONAL FUNCTIONING

16. Relationships with clients:

- Not observed/not applicable
- Unable to establish appropriate rapport with clients
- Fair rapport established; sometimes seemed to be a lack of communication
- Good rapport; listened and communicates concern for patient's problems
- Not only listens and communicates well but instills confidence in ability
- Professional attitude; convinces clients of expertise and puts clients at ease

Strengths: _____

Areas for Improvement: _____

17. Sensitivity to human diversity (e.g., gender, sexual orientation, racial and ethnic identity, disabilities, age) :

- Not observed/not applicable
- Consistently behaves in ways that could be considered offensive to clients with diverse backgrounds
- Often appears unaware and unappreciative of differences related to diverse backgrounds
- Occasionally appears unaware of how own behaviour may be interpreted by clients from diverse backgrounds
- Often demonstrates a good awareness and sensitivity to human diversity
- Consistently demonstrates an excellent awareness and sensitivity to human diversity

Strengths: _____

Areas for Improvement: _____

18. Team participation/Co-worker relationships:

- Not observed/not applicable
- Behavior often undermines team effort
- Behavior has little impact on team
- An active member of the team who works well with the other members
- An active member of the team who elicits the cooperation of others
- An exceptionally active member of the team whose leadership qualities are sought by others

Strengths: _____

Areas for Improvement: _____

19. Relationships with other interns:

- Not observed/not applicable
- Consistently fails to show good collaboration and/or collegiality with other interns
- Sometimes shows good collaboration and/or collegiality with other interns
- Often shows good collaboration and/or collegiality with other interns
- Consistently shows good collaboration and/or collegiality with other interns
- Behaviour exemplifies an ideal colleague who is regularly sought out by other interns due to abilities, knowledge, and willingness to share without reservation

Strengths: _____

Areas for Improvement: _____

General Comments: *(Supervisor, please comment on skills and abilities specific to your particular rotation)*

Supervisor Signature: _____ Intern Signature: _____

Date: _____ Date: _____

Form is adapted from the version used by Centre for Addiction and Mental Health, Toronto, Ontario, 2004.

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