**NICPP**

**INTERN EVALUATION OF SUPERVISOR**

PLEASE NOTE: This form may be modified to better fit certain Consortium sites. If, for some reason, an intern is not comfortable presenting candid feedback to his/her supervisor, the intern may discuss this evaluation with Dr. McChargue.

Supervisor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Semester\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date of Report\_\_\_\_\_\_\_\_\_\_

Importance of Anonymity:
\_\_\_\_ High – I do NOT want my supervisor to know I wrote this evaluation.
\_\_\_\_ Low – I am comfortable with my supervisor knowing I wrote this evaluation.

Please choose a rating which best reflects your experiences with this supervisor.

6 Strongly Agree

5 Mostly Agree

4 Somewhat Agree

3 Somewhat Disagree

2 Mostly Disagree

1 Strongly Disagree

NA Not Applicable

1. **Supervisory Relationship – focus on my supervisor as a person, and the climate in which we worked.**

**MY SUPERVISOR**

 1. Shows a high level of empathy

 toward me. 6 5 4 3 2 1 NA

 2. Communicates respect and concern

 for me. 6 5 4 3 2 1 NA

 3. Promotes a learning environment

 which is supportive and safe. 6 5 4 3 2 1 NA

 4. Encourages independent thinking

and responsible action. 6 5 4 3 2 1 NA

 5. Makes me feel appreciated as a

 professional. 6 5 4 3 2 1 NA

 6. Is a model of ethical behavior. 6 5 4 3 2 1 NA

1. Is open to feedback on supervisory

behavior. 6 5 4 3 2 1 NA

**B. Structure of supervision – focus on goals, objectives and boundaries of my supervision.**

**MY SUPERVISOR**

 8. Schedules and maintains sufficient

 time for supervision. 6 5 4 3 2 1 NA

 9. Provides extra time as requested. 6 5 4 3 2 1 NA

 10. Addresses my learning needs and

 agenda. 6 5 4 3 2 1 NA

 11. States own objectives for

 supervision. 6 5 4 3 2 1 NA

 12. Sets and maintains appropriate

 boundaries in supervision. 6 5 4 3 2 1 NA

 13. Helps me set and revise my

 learning goals. 6 5 4 3 2 1 NA

 14. Gives focused and specific

 feedback. 6 5 4 3 2 1 NA

 15. Confronts me constructively. 6 5 4 3 2 1 NA

 16. Uses positive reinforcement. 6 5 4 3 2 1 NA

 17. Selects effective aids in supervision

 (i.e., role-playing) to meet goals. 6 5 4 3 2 1 NA

 18. Encourages or assigns readings

 related to casework. 6 5 4 3 2 1 NA

 19. Provides timely, ongoing feedback. 6 5 4 3 2 1 NA

1. **Development of Counseling** **Skills – focus on conceptualization of the case,**

**treatment, and termination of brief therapy.**

**MY SUPERVISOR**

 20. Assesses my basic counseling

 skills. 6 5 4 3 2 1 NA

 21. Promotes accurate use of assessment

 techniques when appropriate. 6 5 4 3 2 1 NA

 22. Suggests alternative assessment. 6 5 4 3 2 1 NA

 23. Assists in case conceptualization. 6 5 4 3 2 1 NA

 24. Helps develop client and treatment

 goals. 6 5 4 3 2 1 NA

 25. Provides insight into client

 dynamics. 6 5 4 3 2 1 NA

 26. Offers general strategies for

 treatment. 6 5 4 3 2 1 NA

 27. Provides specific suggestions and

 responses for sessions. 6 5 4 3 2 1 NA

 28. Assists in planning and implementing

 termination. 6 5 4 3 2 1 NA

 29. Focuses on counseling content and

 process. 6 5 4 3 2 1 NA

 30. Assists me in appraising my

 counseling skills. 6 5 4 3 2 1 NA

**D**. **Global Evaluations of Supervisor’s Behavior**

1. Overall skill in setting relationship

(Items 1-7). 6 5 4 3 2 1 NA

 32. Overall skill in structure of

 supervision (Items 8-19). 6 5 4 3 2 1 NA

 33. Overall skill in furthering

 development of my counseling

 skills (Items 20-30) 6 5 4 3 2 1 NA

34. **Comments**: In particular, you might address your supervisor’s major strengths as well as areas for possible improvement.

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 Intern/Date

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 Supervisor/Date