**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.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern/Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor/Date