

**Vanderbilt-Department of Veterans Affairs
Internship in Professional Psychology**

Final Intern Performance Evaluation Instrument

Intern Name: _____ Date: _____

Training Site: _____

Primary Placement? _____ Secondary Placement? _____

Training Experience: _____

Supervisor Name: _____

Please review the intern's Internship Activity Log before completing this evaluation. After reviewing the evaluation with the intern, forward the original to the consortium Director and retain a copy for your records.

If you are not supervising training experiences for this intern relevant to one or more of the objectives enumerated below please so indicate and note where the intern is receiving such training.

Rate the intern's level of skill at this stage of the internship for each of the competency areas under the objectives for which you are providing training and supervision.

Use the scale below for your ratings (Example):

_____ **Ready for autonomous practice**

_____ **Needs occasional supervision**

_____ **Needs regular supervision**

_____ **Needs remedial work**

Note: An intern's performance is considered satisfactory at the time of this final evaluation if all competencies are rated at a skill level of **Needs regular supervision** or higher, and at least 80% of all competencies are rated as **Needs occasional supervision** or higher.

Any ratings of **Needs remedial work** will be accompanied by a written remediation plan signed by both the intern and the appropriate supervisor.

Objective I: Proficiency in Psychological Assessment

I am providing training and supervision for this intern in this skill area: Yes _____ No _____

If "No", where is the intern receiving such training?

Competencies:

A. Formulation of Testable Questions

- _____ **Ready for autonomous practice:** Consistently and independently identifies the core issues in assessment requests from a variety of sources.
- _____ **Needs occasional supervision:** Usually identifies core issues independently. Requests and responds appropriately to supervision when needed.
- _____ **Needs regular supervision:** Frequently requires supervision in identifying the core issues in assessment requests and in understanding how to address issues through test or interview data.
- _____ **Needs remedial work:** Tends to frequently misunderstand referral questions. Is unclear when supervision is needed or is not receptive to appropriate supervision.

B. Instrument or Procedure Selection

- _____ **Ready for autonomous practice:** Consistently and independently chooses appropriate assessment approaches to answer referral questions.
- _____ **Needs occasional supervision:** Occasionally needs assistance in choosing appropriate assessment approaches or reassurance that selected approaches are appropriate.
- _____ **Needs regular supervision:** Usually or frequently requires consultation with supervisor to select appropriate assessment instruments or approaches.
- _____ **Needs remedial work:** Has consistent difficulty in selecting assessment approaches to answer referral questions. Patients may frequently be dismissed without adequate data having been gathered.

C. Test Administration

- _____ **Ready for autonomous practice:** Proficiently administers all tests. Completes all testing efficiently.
- _____ **Needs occasional supervision:** Occasional input needed regarding fine points of test administration.
- _____ **Needs regular supervision:** Needs continued supervision on frequently administered tests.
- _____ **Needs remedial work:** Test administration is irregular, slow.

D. Scoring and Interpretation of Assessment Instruments

- _____ **Ready for autonomous practice:** Skillfully and efficiently scores and interprets test autonomously. Makes independent diagnostic formulations on a variety of syndromes with confidence. Accurately interprets and integrates results prior to supervision session.
- _____ **Needs occasional supervision:** Demonstrates knowledge of scoring methods, reaches appropriate conclusions with some support from supervision.
- _____ **Needs regular supervision:** Completes assessments on typical patients with some supervisory input, occasionally uncertain how to handle difficult patients or unusual findings. Understands basic use of tests, may occasionally reach inaccurate conclusions or take computer interpretation packages too literally.

- _____ **Needs remedial work:** Significant deficits in understanding of psychological testing, over-reliance on computer interpretation packages for interpretation. Repeatedly omits significant issues from assessments, reaches inaccurate or insupportable conclusions.

E. Data Integration and Report Writing

- _____ **Ready for autonomous practice:** Report is clear and thorough, follows a coherent outline, is an effective summary of major relevant issues. Relevant test results are woven into the report as supportive evidence. Recommendations are related to referral questions.
- _____ **Needs occasional supervision:** Report covers essential points without serious error, may need polish in cohesiveness and organization. Readily completes assessments with minimal supervisory input, makes useful and relevant recommendations.
- _____ **Needs regular supervision:** Intern uses supervision effectively for assistance in determining important points to highlight.
- _____ **Needs remedial work:** Inaccurate conclusions or poor grammar interfere with communication. Or reports are poorly organized and require major rewrites.

F. Clinical Interviewing

- _____ **Ready for autonomous practice:** Gathers relevant interview data promptly, appropriately evaluating immediate concerns such as suicidality, homicidality, and any other safety issues. The intern makes appropriate contingency plans with patient regarding **safety issues** if needed. The intern discusses all **confidentiality issues** openly with patients.
- _____ **Needs occasional supervision:** Intern needs guidance regarding interview of complex cases. Intern is aware of how to cope with safety issues, but continues to need reassurance in supervision. May occasionally forget to discuss confidentiality issues promptly.
- _____ **Needs regular supervision:** Intern recognizes potentially problematic cases, but needs guidance regarding detailed evaluation. Detailed discussions are needed to cope with safety issues; intern handles them well. Occasionally needs prompting to discuss confidentiality issues with patient.
- _____ **Needs remedial work:** Intern delays in questioning patient about immediate concerns. Intern forgets to ask about important safety issues or makes inadequate assessment or plan. Intern does not remember to address confidentiality issues, needs frequent prompting.

G. Understanding of Empirical Background

- _____ **Ready for autonomous practice:** Intern demonstrates knowledge of the empirical background of relevant assessment instruments and is able to apply that knowledge in clinical settings.
- _____ **Needs occasional supervision:** Needs occasional input regarding empirical background of assessment instruments or referrals to relevant literature.
- _____ **Needs regular supervision:** Consistently needs supervision on the empirical underpinnings of frequently used tests.
- _____ **Needs remedial work:** Significantly deficient in knowledge of the empirical background of frequently used tests.

H. Awareness of Diversity Issues Related to Assessment

- _____ **Ready for autonomous practice:** Spontaneously raises issues relating to cultural and other individual differences as they affect the assessment process, conveys ease in working with a range of backgrounds, aware and sensitive to individual differences, accurately self-monitors own responses to differences.
- _____ **Needs occasional supervision:** Initiates supervisory discussion regarding areas of inexperience in personal differences when needed.
- _____ **Needs regular supervision:** Has discomfort with some patients, resolves such issues effectively through supervision.
- _____ **Needs remedial work:** Has difficulty recognizing or working around prejudices, holds some beliefs which limit effectiveness with certain patients, unable to surmount these problems to date in supervision.

Comments:

Discussion of any “Needs remedial work” ratings:

Objective II: Proficiency in Psychological Intervention

I am providing training and supervision for this intern in this skill area: Yes _____ No _____

If “No”, where is the intern receiving such training?

Competencies:

A. Positive Therapeutic Rapport and Appropriate Professional Boundaries

- _____ **Ready for autonomous practice:** Establishes quality relationships with almost all patients, reliably identifies potentially challenging patients and spontaneously makes adjustments, maintains appropriate professional boundaries.
- _____ **Needs occasional supervision:** Generally comfortable and relaxed with patients, handles anxiety-provoking or awkward situations adequately so that they do not undermine therapeutic success.
- _____ **Needs regular supervision:** Actively developing skills with new patient populations. Relates well when has prior experience with the population. May have problems with boundary issues with an unusually difficult patient.

- _____ **Needs remedial work:** Has difficulty establishing rapport, alienates patients or shows little ability to recognize problems when they occur. Does not understand or violates professional boundaries.

B. Therapeutically Useful Case Formulation

- _____ **Ready for autonomous practice:** Intern independently produces a good case formulation, including treatment goals within own preferred theoretical orientation, can also draw some insights into case from other orientations. Overt emotional issues are accurately and consistently identified, plans and reflects appropriately on deeper issues between sessions.
- _____ **Needs occasional supervision:** Reaches case formulation on own, recognizes improvements when pointed out by supervisor. Readily identifies emotional issues but sometimes needs supervision for clarification.
- _____ **Needs regular supervision:** Reaches case formulation with supervisory assistance. Aware of emotional issues when they are clearly stated by the patient, needs supervision for development of awareness of underlying issues.
- _____ **Needs remedial work:** Responses to patients indicate significant inadequacies in theoretical understanding and case formulation. Misses or misperceives important emotional issues.

C. Proficiency in the Implementation of a Broad Range of Interventions, Including Empirically Supported Interventions

- _____ **Ready for autonomous practice:** Demonstrates knowledge of and proficiency in the implementation of a variety of psychological interventions, including empirically supported interventions, with a varied patient population, addressing a variety of psychological issues.
- _____ **Needs occasional supervision:** Is proficient in a more limited range of interventions, with a limited range of patient populations and problem areas, needs consistent supervision in other areas.
- _____ **Needs regular supervision:** Is proficient in only one favored intervention approach and requires significant supervision in all others. Is not familiar with the empirical literature related to the effectiveness of interventions.
- _____ **Needs remedial work:** Requires consistent supervision in all intervention modalities. Is unfamiliar with or requires intensive supervision in the implementation of empirically supported interventions.

D. Selection of Intervention Strategies

- _____ **Ready for autonomous practice:** Consistently and independently selects intervention strategies appropriate for individual patients and their presenting problems.
- _____ **Needs occasional supervision:** Intern requires supervisory assistance with the selection of intervention strategies for more difficult patients or presenting problems.
- _____ **Needs regular supervision:** Needs consistent supervision in the selection of interventions.
- _____ **Needs remedial work:** Consistently has difficulty selecting intervention strategies appropriate in light of individual patient variables and presenting problems.

E. Knowledge of Relevant Scientific Literature

- _____ **Ready for autonomous practice:** Independently demonstrates knowledge of the empirical literature on psychological intervention, the skills necessary to access that literature, and the ability to apply the information gained to clinical situations.
- _____ **Needs occasional supervision:** Requires occasional referrals to empirical data or literature and some guidance in accessing the literature.
- _____ **Needs regular supervision:** Consistently requires supervision in relation to or referral to the scientific literature on psychological intervention, and guidance in accessing that literature.
- _____ **Needs remedial work:** Is deficient in knowledge of the scientific literature on psychological intervention, and/or lacks the skills to access that literature.

F. Awareness of Diversity Issues Related to Intervention

- _____ **Ready for autonomous practice:** Spontaneously raises issues relating to cultural and other individual differences as they relate to psychological intervention, conveys ease in working with a range of backgrounds, aware and sensitive to individual differences, accurately self-monitors own responses to differences.
- _____ **Needs occasional supervision:** Initiates supervisory discussion regarding areas of inexperience in personal differences when needed.
- _____ **Needs regular supervision:** Has discomfort with some patients, resolves such issues effectively through supervision.
- _____ **Needs remedial work:** Has difficulty recognizing or working around prejudices, holds some beliefs which limit effectiveness with certain patients, unable to surmount these problems to date in supervision.

Comments:

Discussion of any “Needs remedial work” ratings:

Objective III: Proficiency in Psychological Consultation

I am providing training and supervision for this intern in this skill area: Yes _____ No _____

If “No”, where is the intern receiving such training?

Competencies:

A. Effective Interdisciplinary Professional Interaction

- _____ **Ready for autonomous practice:** Develops smooth working relationships, functions effectively in an interdisciplinary team, effectively uses team format in the service of treatment needs. Develops positive alliances with other professionals, handles differences openly.
- _____ **Needs occasional supervision:** Actively participates in team meetings, but input is circumscribed. Seeks input from supervisors to cope with rare interpersonal concerns.
- _____ **Needs regular supervision:** Progressing well on providing input in a team setting. Effectively seeks assistance to cope with interpersonal concerns with other professionals.
- _____ **Needs remedial work:** Personal characteristics or dysfunctional behaviors significantly limit the intern's ability to participate in team model, e.g. withdrawn, anxious, overly confrontational, insensitive. Has hostile interactions with colleagues, difficulty accurately perceiving interactions with other professionals.

B. Accurately Interprets Consultation Requests and Plans an Appropriate and Responsive Assessment/Intervention Approach

- _____ **Ready for autonomous practice:** Consistently, independently and accurately interprets referral questions, including those from non-psychologists, and responds with an appropriate assessment/intervention.
- _____ **Needs occasional supervision:** Occasionally requires supervisory input to accurately interpret a referral question and plan a useful response.
- _____ **Needs regular supervision:** Consistently requires supervision to interpret referral questions and to respond meaningfully.
- _____ **Needs remedial work:** Consistently fails to understand or misinterprets referral requests, has consistent difficulty in planning an appropriate course of action, is at times unaware of the need for or resistant to supervision.

C. Communication of Psychological Concepts to Non-Psychologists

- _____ **Ready for autonomous practice:** Communicates psychological concepts effectively and independently in an interdisciplinary team or to professionals of other disciplines. Provides useful and relevant input in response to consultation requests with a minimum of supervision.
- _____ **Needs occasional supervision:** Occasionally needs supervisory input in communicating concepts to non-psychologists and in formulating useful responses to consultation requests.
- _____ **Needs regular supervision:** Needs continuing supervision to communicate effectively and usefully with professionals of other disciplines.
- _____ **Needs remedial work:** Has persistent difficulty in communicating psychological ideas to non-psychologists, and in providing useful input through consultation. May lack insight into the nature of the communication problem.

Comments:**Discussion of any “Needs remedial work” ratings:****Objective IV: Professional Development****Competencies:****A. Understanding and Application of Professional Ethics**

- _____ **Ready for autonomous practice:** Spontaneously and consistently identifies ethical issues, effectively resolves issues using consultation and supervision as needed.
- _____ **Needs occasional supervision:** Consistently recognizes ethical issues, appropriately asks for supervisory input.
- _____ **Needs regular supervision:** Generally recognizes situations where ethical issues might be pertinent, is responsive to supervisory input .
- _____ **Needs remedial work:** Often unaware of important ethical issues, disregards supervisory input.

B. Knowledge of Professional Issues

- _____ **Ready for autonomous practice:** Spontaneously demonstrates interest in and knowledge of local, state and national issues effecting the profession of psychology.
- _____ **Needs occasional supervision:** Responds with interest when local, state and national issues facing the profession are raised. Seeks out additional information with some supervisory guidance.
- _____ **Needs regular supervision:** Participates in discussions of professional issues. Seeks out additional information when directed to do so.
- _____ **Needs remedial work:** Has no interest in issues facing the profession outside of immediate area of work and shows disinterest when these broader issues are raised.

C. Socialization into the Profession and Development of Professional Identity

- _____ **Ready for autonomous practice:** Takes an active and appropriate part in professional interactions, takes part in professional organizations, attends professional meetings and workshops.

_____ **Needs occasional supervision:** Takes part in the activities described above with encouragement from supervisors.

_____ **Needs regular supervision:** Takes part in professional interactions, organizations, meeting, or workshops only with strong encouragement and guidance from supervisors.

_____ **Needs remedial work:** Is guarded, withdrawn, or anxious in professional interactions. Takes no active professional role and is involved in no professional activities outside of direct internship activities.

D. Awareness of Professional Limits and Recognition of the Need for Supervision

_____ **Ready for autonomous practice:** Actively seeks out professional consultation as needed when treating complex cases. Makes generally accurate self-appraisal, recognizes tendencies to misjudge abilities and shows particular care in those areas.

_____ **Needs occasional supervision:** Open to feedback when offered, tries new ideas and behavior with varying degrees of comfort and success. Shows awareness of strengths and weaknesses, uses supervision well for clarification of areas of uncertainty.

_____ **Needs regular supervision:** Accepts supervision in many areas, but occasionally shows defensiveness. Needs supervisory input for determination of readiness to try new skills.

_____ **Needs remedial work:** Frequently defensive or confused by feedback, resists use of important and necessary feedback, overly dependent on habitual ideas and behavior. Seriously misjudges strengths and/or important limitations.

E. Appropriate Interaction with Peers and Supervisors

_____ **Ready for autonomous practice:** Develops smooth working relationships, effectively relates to peers and supervisors. Develops positive alliances with other interns and colleagues, handles differences openly. Appropriately utilizes support of peers and supervisors when needed.

_____ **Needs occasional supervision:** Actively participates in professional interaction but input is circumscribed. Seeks input from supervisors to cope with rare interpersonal concerns.

_____ **Needs regular supervision:** Developing skills in professional interaction. Effectively seeks assistance to cope with interpersonal concerns with colleagues.

_____ **Needs remedial work:** Personal characteristics or dysfunctional behaviors significantly limit the intern's ability to interact with peers and supervisors, e.g., withdrawn, suspicious, overly confrontational, insensitive. Has hostile interactions with colleagues.

F. Responsibility and Initiative

_____ **Ready for autonomous practice:** Takes initiative in ensuring that key tasks are accomplished, seeks responsibility. All reports and progress notes are filed promptly. Deadlines not needed. Fully dedicated to expanding knowledge and skills, seeks out and takes specific steps to follow through on learning opportunities.

_____ **Needs occasional supervision:** Systematically attends to all details with few prompts. Occasional deadlines needed to complete tasks. Shows initiative, eager to learn, beginning to take steps to enhance own learning.

_____ **Needs regular supervision:** Completes work effectively when given prompts or deadlines. Open to learning, waits for supervision to present ideas.

_____ **Needs remedial work:** Overly dependent on prompts or deadlines or frequently misses deadlines. Needs too much direction from supervisor, uninvolved.

G. Personal Adjustment and Management of Stress

_____ **Ready for autonomous practice:** Exhibits good awareness of any personal and professional problems, impact of stressors on professional practice is limited to subtle effects such as inefficiency. Seeks supervision and/or personal therapy to resolve issues if needed. Level of confidence accurately matches current abilities, experiences minor stress handling crises or major new responsibilities.

_____ **Needs occasional supervision:** Has good insight into the impact of stressor on professional functioning, seeks supervisory input to minimize this impact. Confident in practiced areas of competence, needs supervisory encouragement to venture into new areas.

_____ **Needs regular supervision:** Intern needs significant supervision time to minimize the effect of stressors on professional functioning. Confidence fluctuates, seeks reassurance from supervisor.

_____ **Needs remedial work:** Ongoing stressors significantly hamper professional functioning. Personal problems significantly disrupt professional practice, intern denies problems when brought up by supervisor. Lack of confidence is communicated to others in a manner that undermines the quality of work.

H. Awareness of the Impact of Diversity on the Science and Practice of Psychology

_____ **Ready for autonomous practice:** Spontaneously demonstrates an awareness of the importance of ethnic, religious, gender, sexual orientation, age, and other individual differences in both the clinical and scientific areas of psychology.

_____ **Needs occasional supervision:** Generally aware of the importance of these issues. Initiates discussion with supervisors when appropriate to deal with areas of inexperience,.

_____ **Needs regular supervision:** Lacks knowledge or is uncomfortable with diversity issues or certain patients. Responds well to supervision regarding these issues.

_____ **Needs remedial work:** Unwilling to acknowledge the importance of diversity issues in science and practice. Holds beliefs or prejudices which diminish effectiveness or could negatively effect certain patients. Unable or unwilling to recognize or work around these problems with supervision.

Comments:

Discussion of any “Needs remedial work” ratings:

Objective V: Proficiency in the Utilization of the Scientific Base of Psychology

Competencies:

A. Appropriate Utilization of the Professional and Scientific Literature in Clinical Practice

- _____ **Ready for autonomous practice:** Intern independently seeks out and reads professional writings pertaining to cases at hand and understands the implications of research for practice.
- _____ **Needs occasional supervision:** Intern identifies areas of knowledge that need enhancement with a particular client and asks for suggestions regarding readings. Is able to make appropriate use of research results with occasional supervision
- _____ **Needs regular supervision:** Intern readily accepts and reads professional writings as assigned by the supervisor. Understands the implications for practice with regular supervision.
- _____ **Needs remedial work:** Intern procrastinates regarding professional readings assigned by supervisor to learn essential treatment-oriented competencies. Does not understand, even with supervisory input, the implications of research for practice.

B. Planning and Implementation of Psychological Research

Is this intern working with you on any research project, or involved in any research on the rotation/area you supervise?

Yes _____ No _____

If yes, please describe briefly:

For the internship this is an optional competency. Complete the rating below only if you have had some interaction with the intern in the planning or implementation of research.

- _____ **Ready for autonomous practice:** The intern, alone or in conjunction with a colleague, is a full participant in development and implementation of the project.
- _____ **Needs occasional supervision:** The intern provides substantive input into the plan, and demonstrates the ability to execute at least one aspect of the project independently.
- _____ **Needs regular supervision:** The intern provides helpful suggestions regarding design and participates in the implementation of a colleague's plan.
- _____ **Needs remedial work:** The intern does not follow through with responsibilities in the development and implementation of the project.

Comments:

Discussion of any “Needs remedial work” ratings:

Objective VI. Proficiency in Supervision (Objective in trial use)

Did this intern have the opportunity to participate in supervision under supervision?

Yes _____ No _____

If yes, score on the following competencies:

A. Able to provide peer colleagues and practicum students with appropriate feedback and guidance in group settings.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

B. Provides a safe atmosphere in supervision to supervisees.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

C. Provides constructive feedback and guidance to supervisees.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

D. Effectively deals with resistance in supervision.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

E. Effectively deals with ethical issues in supervision.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

F. Effectively deals with boundary issues in supervisory relationship.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

G. Shows sensitivity to issues of cultural and individual diversity when appropriate in providing supervision.

_____ Ready for autonomous practice

_____ Needs occasional supervision

_____ Needs regular supervision

_____ Needs remedial work

Does this intern have any deficits/problems in any of the following areas which are sufficiently serious as to potentially compromise successful completion of the internship?

Ethics	Yes _____	No _____
Responsibility	Yes _____	No _____
Receptivity to supervision	Yes _____	No _____
Interactions with staff	Yes _____	No _____
Interactions with patients	Yes _____	No _____
Personal Adjustment	Yes _____	No _____

Professional Skill Deficits	Yes _____	No _____
Academic/Scientific Knowledge	Yes _____	No _____

If the answer is yes to any of the above questions, please explain:

If there are any other serious problems which could compromise this intern's ability to successfully complete your training experience or the internship, please describe:

If a serious problem has been noted, has a written remediation plan been developed with the intern?

Yes _____ No _____

Is there a need for the Consortium Training Committee to become involved at this time?

Yes _____ No _____

Signatures:

Supervisor: _____ **Date:** _____

Intern: _____ **Date:** _____