

Emphasized Competencies

Specific competencies, expected to be developed over the course of the year, flow from the superordinate goals and objectives of the internship. The competencies on which we focus are illustrated on our intern evaluation form, under each specific goal and objective. Interns self-rate their competencies at the beginning of the year. They are then rated by each supervisor at four month intervals on all of the competencies, as a basis for summative feedback. Copies of the evaluations are given to the intern and forwarded to the Internship Director who shares them with the Training Committee. Any need for remediation with respect to any of the competencies is discussed amongst the Training Committee and with the supervisor as well as the intern.

Competencies are developed over the year via actual experience, supervision of that experience and ongoing didactic training. To successfully complete the internship, the intern is expected to attain a rating of at least 3 (intermediate skill level) on all competencies. Below is a copy of our evaluation form, highlighting all of our expected competencies.

**RUTGERS UNIVERSITY BEHAVIORAL HEALTHCARE
PSYCHOLOGY INTERN PERFORMANCE EVALUATION FORM
CLINICAL COMPETENCIES**

Intern: _____

Supervisor: _____

Initial Self-Evaluation _____ 4 Month Evaluation _____ 8 Month Evaluation _____ Final Evaluation _____

Methods of assessment: Clinical Collaboration___ Direct observation___ Videotape___ Audiotape___ Role Play___ Verbal___

Scale

1=Not Competent (Requires remedial work under intensive supervisory focus)

2=Minimally Competent (Basic competency is focus of supervision)

3=Competent (Competency is at level expected of an intern)

4=Very Competent (Competency is at level of advanced trainee)

5=Highly Competent (Competence is comparable to someone ready for licensure)

N/A=Not applicable for this training experience

Goal # 1: (Research) The intern demonstrates the substantially independent ability to critically evaluate and disseminate research in support of clinical activities.	
Objective 1.1 The intern is able to present pertinent research literature. The intern:	
a. is aware of and cites research which is relevant to their treatment population.	1 2 3 4 5 NA
b. is able to access research literature to enhance the supervisory process.	1 2 3 4 5 NA
c. is able to informally present relevant research effectively to colleagues.	1 2 3 4 5 NA
Objective 1.2 Intern is able to critically evaluate research literature. The intern:	
a. can discuss limitations of research with respect to treatment.	1 2 3 4 5 NA
b. is able to maintain fidelity to evidence-based treatment applications while modifying them to meet clinical need.	1 2 3 4 5 NA
<i>Comments:</i>	
Goal #2: (Ethical and Legal Standards) The intern is able to effectively and autonomously follow the Psychologist's Code of Ethics.	
Objective 2.1 The intern demonstrates a keen awareness of ethical principles. The intern:	
a. is able to identify ethical issues as they arise during the internship.	1 2 3 4 5 NA
b. is able to anticipate ethical dilemmas.	1 2 3 4 5 NA
c. understands state laws and regulations as they apply to treatment.	1 2 3 4 5 NA

Objective 2.2 The Intern operates within ethical guidelines. The intern:	
a. maintains appropriate boundaries with clients and other professionals.	1 2 3 4 5 NA
b. understands their role and its limitations in their clinical work.	1 2 3 4 5 NA
c. does not ethically compromise therapist/client relationships	1 2 3 4 5 NA
d. maintains consumer confidentiality	1 2 3 4 5 NA
e. can utilize the Code of Ethics to effectively navigate relevant situations.	1 2 3 4 5 NA
f. adheres to RBHS/UBHC policies and codes of conduct.	1 2 3 4 5 NA
<i>Comments:</i>	
Goal # 3: (Individual and Cultural Diversity) The intern is able to knowledgably and effectively work with a range of diverse individuals and groups.	
Objective 3.1 The intern demonstrates awareness of their own cultural background and values. The intern:	
a. is aware of and can identify how her/his own cultural views impact treatment.	1 2 3 4 5 NA
b. can effectively deal with situations in which a client's cultural prescriptions clash with his/her own.	1 2 3 4 5 NA
c. shows awareness of and ability to modify individual "blind spots" in treatment.	1 2 3 4 5 NA

Objective 3.2 The intern demonstrates awareness and understanding of cultural issues impacting their clients. The intern:	
a. can identify cultural issues that arise in treatment.	1 2 3 4 5 NA
b. can engage clients across a range of cultural backgrounds.	1 2 3 4 5 NA
c. can effectively use the literature to help navigate issues of culture in treatment.	1 2 3 4 5 NA
d. understands the interaction of culture and systems within the client's life	1 2 3 4 5 NA
e. can directly address cultural differences as necessary in treatment.	1 2 3 4 5 NA
<i>Comments:</i>	
Goal # 4: (Professional Values and Attitudes) The intern is able to function professionally and independently as a psychologist	
Objective 4.1 The intern demonstrates professional attitudes and behaviors. The intern:	
a. effectively and appropriately interacts with other multi-disciplinary professionals.	1 2 3 4 5 NA
b. conscientiously follows through on all assignments.	1 2 3 4 5 NA
c. is able to prioritize and manage competing agendas.	1 2 3 4 5 NA
d. demonstrates the ability and judgment to function well autonomously.	1 2 3 4 5 NA
Objective 4.2 The intern understands and follows organizational/unit standards. The intern:	
a. presents a professional appearance.	1 2 3 4 5 NA
b. demonstrates good attendance and punctuality.	1 2 3 4 5 NA
c. completes paperwork within prescribed time frame.	1 2 3 4 5 NA
d. completes paperwork according to quality standards.	1 2 3 4 5 NA
e. understands the structure and follows the workflows of the treatment setting.	1 2 3 4 5 NA

Objective 4.3 The intern is self-reflective about personal/professional functioning. The intern	
a. demonstrates a commitment to ongoing learning and self-examination.	1 2 3 4 5 NA
b. is non-defensive and open to feedback.	1 2 3 4 5 NA
c. is aware of his/her personal and professional strengths and weaknesses.	1 2 3 4 5 NA
d. is willing to push the limits of his/her comfort zone.	1 2 3 4 5 NA
Objective 4.4 The intern effectively uses supervision. The intern:	
a. comes to supervision appropriately prepared.	1 2 3 4 5 NA
b. takes initiative in setting the supervision agenda.	1 2 3 4 5 NA
c. seeks out immediate case consultation when appropriate.	1 2 3 4 5 NA
d. discusses and shows consolidation of professional identity	1 2 3 4 5 NA
e. utilizes supervision to improve clinical performance	1 2 3 4 5 NA
f. is multimodal in representing clinical work, e.g. direct observation, audio/video clips, verbal presentations, etc.	1 2 3 4 5 NA

<i>Comments:</i>	
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Goal # 5: (Communications & Interpersonal Skills) The intern is able to communicate effectively in professional situations.						
Objective 5.1 The intern effectively manages professional relationships. The intern:						
a. is appropriately assertive and reciprocal with supervisor and colleagues.	1	2	3	4	5	NA
b. is able to cultivate professional relationships as a peer.	1	2	3	4	5	NA
c. effectively represents the role of psychologist in consultation with other professionals.	1	2	3	4	5	NA
d. establishes balanced and appropriate relationships within the unit.	1	2	3	4	5	NA
e. establishes effective working relationships with clients and their families.	1	2	3	4	5	NA
Objective 5.2 The intern possesses strong communications skills. The intern:						
a. is able to effectively follow directions.	1	2	3	4	5	NA
b. appropriately appraises their supervisor of important information.	1	2	3	4	5	NA
c. is clear and effective in verbal communication.	1	2	3	4	5	NA
d. is clear and effective in written communication.	1	2	3	4	5	NA
e. can manage difficult communication.	1	2	3	4	5	NA
f. can communicate clinical concepts with psychological savvy.	1	2	3	4	5	NA

<i>Comments:</i>	
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Goal # 6: (Intervention) The intern demonstrates skills required to treat clients with behavioral health and multi-systemic problems.						
Objective 6.1 The Intern can effectively establish, maintain and terminate relationships with clients. The intern:						
a. effectively engage clients.	1	2	3	4	5	NA
b. can effectively maintain ongoing therapeutic relationships	1	2	3	4	5	NA
c. can effectively address issues related to the therapeutic relationship	1	2	3	4	5	NA
d. can competently plan and complete client referrals and transfers.	1	2	3	4	5	NA
e. can competently engage clients through the termination process.	1	2	3	4	5	NA
Objective 6.2 The intern demonstrates skill in clinical interviewing. The intern:						
a. conducts a thorough assessment of symptoms and presenting problems.	1	2	3	4	5	NA
b. can understand the presenting problems from the client's perspective.	1	2	3	4	5	NA
c. understands the developmental aspects of the presenting problem.	1	2	3	4	5	NA
d. can assess the impact of environmental and systemic variables on the presenting problem.	1	2	3	4	5	NA
e. can incorporate cultural understanding into the evaluation.	1	2	3	4	5	NA
f. is able to make accurate ICD10/DSM5 diagnoses.	1	2	3	4	5	NA
g. proficiently assesses suicidality/homicidality.	1	2	3	4	5	NA
h. proficiently assesses issues of physical abuse.	1	2	3	4	5	NA
i. proficiently assesses issues of substance abuse.	1	2	3	4	5	NA
Objective 6.3 The intern demonstrates competency in case conceptualization and treatment planning. The intern:						
a. establishes understandable and mutually agreed upon goals with clients.	1	2	3	4	5	NA
b. can cogently conceptualize presenting problems and treatment focus.	1	2	3	4	5	NA
c. effectively understands the impact of cultural issues.	1	2	3	4	5	NA
d. develops evidence-based treatment plans.	1	2	3	4	5	NA
e. maintains focus on the treatment plan.	1	2	3	4	5	NA
f. effectively recognizes the need for additional service e.g. psychopharmacology, group, etc.	1	2	3	4	5	NA

Objective 6.4 The intern demonstrates competency in evidence-based treatment plan. The intern:	
a. demonstrates knowledge of empirically based interventions appropriate to clinical setting.	1 2 3 4 5 NA
b. is able to implement appropriate and effective evidence-based interventions	1 2 3 4 5 NA
c. consults literature regarding evidence-based treatment, cultural competence and other areas, as required to enhance practice	1 2 3 4 5 NA
d. can objectively measure treatment effectiveness.	1 2 3 4 5 NA
e. can adapt interventions based on ongoing evaluation and information.	1 2 3 4 5 NA
f. can modify and adapt evidence-based interventions to unclear or complex clinical presentations.	1 2 3 4 5 NA
<i>Comments:</i>	

Supervisor's Signature

Date

Intern Signature

Date