**Texas A&M University-Commerce**

**Counseling Department**

**Professional Dispositional Skills Evaluation**

Student Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Degree/Course: [ ] M.S. [ ] 516 [ ]  552

 [ ] PhD [ ] 717 [ ] 718

Student Degree/Track\_\_\_\_\_\_\_\_\_\_\_ Faculty\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Semester/Year: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| --- | --- | --- | --- |
| Standard | Does Not Meet Expectation1 | Meets Expectation2 | Exceeds Expectation3 |
| Dependable in meeting obligations |  |  |  |
| Openness to new ideas  |  |  |  |
| Flexibility  |  |  |  |
| Cooperativeness with others  |  |  |  |
| Willingness to accept and use feedback  |  |  |  |
| Awareness of own impact on others  |  |  |  |
| Ability to deal with conflict  |  |  |  |
| Ability to accept personal responsibility  |  |  |  |
| Ability to express feelings effectively and appropriately  |  |  |  |
| Attention to ethical and legal considerations  |  |  |  |
| Demonstrates multicultural awareness and sensitivity |  |  |  |

Competence achieved in each standard observed?: \_\_\_ yes \_\_\_ no

*If no, describe the specific behavior(s) observed indicating competence not achieved:*

What will happen next? *(describe responsibility of student and/or faculty)*

 Signatures (acknowledges the student received this evaluation):

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Student Evaluating Faculty

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Others in attendance

**Appendix A**

**Criteria for Professional Performance Evaluation**

 **1 = Does Not Meet Expectation; 2 = Meets Expectation; 3 = Exceeds Expectation**

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| **1. Dependable in meeting obligations** |
| 1 | 2 | 3 |
| - Often missed deadlines and classes. - Rarely participated in class activities. - Often failed to meet minimal expectations in assignments. | - Missed the maximum allowable classes and deadlines. - Usually participated in class activities. - Met only the minimal expectations in assigned work | - Met all attendance requirements and deadlines. - Regularly participated in class activities. - Met or exceeded expectations in assigned work. |
| **2. Openness to new ideas**  |
| 1 | 2 | 3 |
| - Was dogmatic about own perspective and ideas.- Ignored or was defensive about constructive feedback.- Showed little or no evidence of incorporating constructive feedback received to change own behavior. | - Was amenable to discussion of perspectives other than own.- Accepts constructive feedback without defensiveness.- Some evidence of effort to incorporate relevant feedback received to change own behavior | - Solicited others' opinions and perspectives about own work.- Invited constructive feedback, and demonstrated interest in others' perspectives.- Showed strong evidence of incorporation of feedback received to change own behavior. |
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| **3. Flexibility** |
| 1 | 2 | 3 |
| - Showed little or no effort to recognize changing demands in the professional & interpersonal environment.- Showed little or no effort to flex own response to changing environmental demands.- Refused to flex own response to changing environmental demands despite knowledge of the need for change.- Was intolerant of unforeseeable or necessary changes in established schedule or protocol. | - Effort to recognize changing demands in the professional & interpersonal environment was evident but sometimes inaccurate.- Effort to flex own response to new environmental demands was evident was evident but sometimes inaccurate.- Flexed own response to changing environmental demands when directed to do so.- Accepted necessary changes in established schedule or protocol, but without effort to understand the reason for them. | - Showed accurate effort to recognize changing demands in the professional & interpersonal environment.- Showed accurate effort to flex own response to changing environmental demands as needed.- Independently monitored the environment for changing demands and flexed own response accordingly.- Attempts to understand needs for change in established schedule or protocol to avoid resentment.- Accepted necessary changes in established schedule and attempted to discover the reasons for them. |
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| **4. Cooperativeness with others** |
| 1 | 2 | 3 |
| - Showed little or no engagement in collaborative activities.- Undermined goal achievement in collaborative activities.- Was unwilling to compromise in collaborative activities. | - Engaged in collaborative activities but with minimum allowable input. - Accepted but rarely initiated compromise in collaborative activities. - Was concerned mainly with own part in collaborative activities | - Worked actively toward reaching consensus in collaborative activities. - Was willing to initiate compromise in order to reach group consensus. - Showed concern for group as well as individual goals in collaborative activities. |

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| **5. Willingness to accept and use feedback** |
| 1 | 2 | 3 |
| - Discouraged feedback from others through defensiveness and anger. - Showed little or no evidence of incorporation of feedback of supervisory feedback received. - Took feedback contrary to own position as a personal affront. - Demonstrated greater willingness to give feedback than receive it | - Was generally receptive to supervisory feedback. - Showed some evidence of incorporating supervisory feedback into own views and behaviors. - Showed some defensiveness to critique through "overexplanation of own actions--but without anger.- Demonstrated greater willingness to receive feedback than to give it. | - Invited feedback by direct request and positive acknowledgement when received. - Showed evidence of active incorporation of supervisory feedback received into own views and behaviors. - Demonstrated a balanced willingness to give and receive supervisory feedback. |
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| **6. Awareness of own impact on others** |
| 1 | 2 | 3 |
| - Words and actions reflected little or no concern for how others were impacted by them. - Ignored supervisory feedback about how words and actions were negatively impacting others. | - Effort to determine how own words and actions impacted others was evident but sometimes inaccurate. - Respond as necessary to feedback regarding negative impact of own words and actions on others, but at times, with resentment. | - Effort toward recognition of how own words and actions impacted others - Initiates feedback from others regarding impact of own words and behaviors - Regularly incorporates feedback regarding impact of own words and behaviors to effect positive change. |
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| **7. Ability to deal with conflict** |
| 1 | 2 | 3 |
| -Was unable or unwilling to consider others' points of view. - Showed no willingness to examine own role in a conflict. - Ignored supervisory advisement if not in agreement with own position. - Showed no effort at problem solving. - Displayed hostility when conflicts were addressed. | - Attempted but sometimes had difficulty grasping conflicting points of view. - Would examine own role in a conflict when directed to do so. - Was responsive to supervision in a conflict if it was offered. - Participated in problem solving when directed. | - Always willing and able to consider others' points of view. - Almost always willing to examine own role in a conflict. - Was consistently open to supervisory critique about own role in a conflict. - Initiated problem solving efforts in conflicts. - Actively participated in problem solving efforts. |

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| **8. Ability to accept personal responsibility** |
| 1 | 2 | 3 |
| - Discouraged feedback from others through defensiveness and anger. - Showed little or no evidence of incorporation of feedback of supervisory feedback received. - Took feedback contrary to own position as a personal affront. - Demonstrated greater willingness to give feedback than receive it | - Was generally receptive to supervisory feedback. - Showed some evidence of incorporating supervisory feedback into own views and behaviors. - Showed some defensiveness to critique through "overexplanation of own actions--but without anger.- Demonstrated greater willingness to receive feedback than to give it. | - Invited feedback by direct request and positive acknowledgement when received. - Showed evidence of active incorporation of supervisory feedback received into own views and behaviors. - Demonstrated a balanced willingness to give and receive supervisory feedback. |
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| **9. Ability to express feelings effectively and appropriately** |
| 1 | 2 | 3 |
| - Showed no evidence of willingness and ability to articulate own feelings. - Showed no evidence of willingness and ability to recognize and acknowledge the feelings of others. - Acted out negative feelings (through negative behaviors) rather than articulating them. - Expressions of feeling were inappropriate to the setting - Was resistant to discussion of feelings in supervision. | - Showed some evidence of willingness and ability to articulate own feelings, but with limited range. - Showed some evidence of willingness and ability to acknowledge others' feelings-- sometimes inaccurate. - Expressions of feeling usually appropriate to the setting-- responsive to supervision when not. - Willing to discuss own feelings in supervision when directed. | - Was consistently willing and able to articulate the full range of own feelings.- Showed evidence of willingness and accurate ability to acknowledge others' feelings.- Expression of own feelings was consistently appropriate to the setting.- Initiated discussion of own feeling in supervision. |
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| **10. Attention to ethical and legal considerations** |
| 1 | 2 | 3 |
| - Engaged in dual relationships with clients. - Endangered the safety and the well-being of clients. - Breached established rules for protecting client confidentiality. | - Was responsive to supervision for occasional personal-professional boundary confusion in verbal interactions with clients.- Used judgment that could have put client safety and well-being at risk. - Used judgment that could have put client confidentiality at risk. | - Maintained clear personal-professional boundaries with clients. - Satisfactorily ensured client safety and well-being; - Appropriately safeguarded the confidentiality of clients. |

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| **11. Demonstrates multicultural awareness and sensitivity** |
| 1 | 2 | 3 |
| - Acted with prejudice toward those of different race, culture, gender, gender identity, or sexual orientation than self. - Showed no evidence of willingness and ability to recognize and acknowledge sensitivity to diversity. - Was resistant to discussion of diversity in supervision. | - Was responsive to supervision for occasional insensitivity to diversity in professional interactions- Showed some evidence of willingness and ability to acknowledge sensitivity to diversity.  | - Demonstrated consistent sensitivity to diversity. - Showed evidence of willingness and accurate ability to acknowledge sensitivity to diversity.- Initiated discussion of diversity in supervision. |