

APPENDIX I
On-Site Supervisor Evaluation

Student:

Date:

Supervisor:

Title:

Internship Site:

Institution:

1 = below expectations

2 = almost meets expectations

3 = meets expectations

4 = above expectations

5 = exceeds expectations

Please circle the response that best fits your experience of working with your site supervisor. Space has been left after each response for comments.

1. Explains his/her expectations of me as an intern

1 2 3 4 5

2. Helps me clarify my goals and objectives.

1 2 3 4 5

3. Makes supervision a constructive learning process.

1 2 3 4 5

4. Commends me when I have performed a task well.

1 2 3 4 5

5. Provides me with constructive feedback in areas where I need improvement.

1 2 3 4 5

6. Motivates me to assess my own counseling sessions.

1 2 3 4 5

7. Enables me to express opinions, questions, and concerns about my counseling.

1 2 3 4 5

8. Prepares me adequately for my next counseling session.

1 2 3 4 5

9. Provides me with the opportunity to adequately discuss the major difficulties I am facing with my clients.

1 2 3 4 5

10. Encourages me to conceptualize in new ways.
1 2 3 4 5

11. Encourages me to use new and different techniques when appropriate.
1 2 3 4 5

12. Is timely, dependable, and attends all of our weekly supervision meetings.
1 2 3 4 5

13. Emphasizes the development of my strengths and capabilities.
1 2 3 4 5

14. Invites me to brainstorm solutions, responses, and techniques that would be helpful in future situations.
1 2 3 4 5

15. Invites me to become actively involved in the supervision process.
1 2 3 4 5

16. Helps me feel like a part of the department/office.
1 2 3 4 5

17. Motivates me to assess my written work (case notes, tape reviews, informed consents, etc).
1 2 3 4 5

18. Conveys competence in the field.
1 2 3 4 5

19. Appropriately addresses interpersonal dynamics between the two of you.
1 2 3 4 5

20. Can accept feedback from intern.
1 2 3 4 5

21. Helps reduce defensiveness in supervision.
1 2 3 4 5

22. Invites me and challenges me to express opinions, questions, and concerns about my internship.
1 2 3 4 5
23. Is familiar with a variety of theoretical models
1 2 3 4 5
24. Develops case conceptualizations grounded in theory
1 2 3 4 5
25. Maintains reasonable boundaries with students, staff, and interns.
1 2 3 4 5
26. Networks with other professionals/professional associations
1 2 3 4 5
27. Recognizes and adheres to professional ethical guidelines
1 2 3 4 5
28. Demonstrates commitment to ongoing professional development
1 2 3 4 5
29. Recognizes and supports various cultural dimensions (gender, age, race, religion, ethnicity, ability, class, sexual orientation)
1 2 3 4 5
30. Maintains awareness of own cultural group membership
1 2 3 4 5
31. Expects me to evaluate myself
1 2 3 4 5
32. Explains the criteria for evaluation clearly and in behavioral terms.
1 2 3 4 5

Other areas:

Overall comments:

Student Signature: _____

Date: _____

Borders, L. D., & Leddick, G. R. (1987). Handbook of counseling supervision. Alexandria, VA: AACD & ACES.