INTERNERSHIP EVALUATION FORM  
COUNSELING PSYCHOLOGY  
WAYNE STATE UNIVERSITY

Intern: ___________________________ Supervisor: ________________________________

Internship Site: __________________________

( ) Fall Semester ( ) Winter Semester ( ) Summer Semester Year ____________

I. PERSONAL CHARACTERISTICS

1. Attendance:

_____ Frequently absent and/or late, unacceptable
_____ Occasionally absent or late, needs improvement
_____ Acceptable attendance and punctuality
_____ Excellent attendance

Comments: ________________________________________________________________


2. Responsibility, Reliability and Dependability:

_____ Requires constant supervision; otherwise lacks reliability
_____ Must have reminders, prompting; needs improvement in assigned tasks
_____ Functions with moderate supervision, accomplishing assigned tasks
_____ Functions with minimal supervision, asks for help if needed, accomplishes assigned tasks
_____ Works independently, self-motivated, extremely reliable and dependable

Comments: ________________________________________________________________

_________________________________________________________________________
3. Staff Relationships:

- Is having difficulty working with and getting along with staff
- Occasionally has difficulty in working with and getting along with staff
- Acceptable, appropriate staff relationships
- Works very well and cooperatively with staff
- Exceptionally good staff relationships; is sought out by others as a leader

Comments:______________________________

II. THERAPEUTIC PERFORMANCE

1. Individual Therapy: Knowledge and Skills:

- Insufficient skills and knowledge; needs close supervision and requires improvement
- Skills and knowledge weak, but eager and responsive to learn
- Acceptable performance and knowledge; needs on-going supervision
- Very good skills, aware of weaknesses, seeks knowledge to improve; minimal supervision needed
- Excellent knowledge and skills in all phases of job; minimal supervision needed

Comments:______________________________

2. Couple Therapy: Knowledge and Skills:

- Insufficient skills and knowledge; needs close supervision and requires improvement
- Skills and knowledge poor, but eager and responsive to learn
- Acceptable performance and knowledge; needs on-going supervision
- Very good skills, aware of weaknesses, seeks knowledge to improve; minimal supervision needed
- Excellent knowledge and skills in all phases of job; minimal supervision needed

Comments:______________________________
3. Family Therapy: Knowledge and Skills:

- Insufficient skills and knowledge; needs close supervision and requires improvement
- Skills and knowledge poor, but eager and responsive to learn
- Acceptable performance and knowledge; needs on-going supervision
- Very good skills, aware of weaknesses, seeks knowledge to improve; minimal supervision needed
- Excellent knowledge and skills in all phases of job; minimal supervision needed

Comments: ____________________________________________

4. Quality of Therapeutic Work: (e.g., therapeutic effectiveness, creativity, judgment; ethical behavior, thoroughness, and record keeping.)

- Does not meet minimum requirements and expectations
- Minimally effective; needs close supervision to perform adequately
- Effective, acceptable performance, judgment, and records
- Very good performance, shows creativity in tasks, good problem solving, judgment, and records
- Outstanding performance, creative, excellent problem solving, judgment and records

Comments: ____________________________________________

5. Quantity of Work: (e.g., productivity, administrative chores, planning-organizing)

- Does below or bare minimum of work assigned
- Does just enough to get by
- Volume of work is satisfactory and acceptable
- Hard worker, doing more than expected
- Production is superior; readily offers to take on additional assignments

Comments: ____________________________________________
6. Knowledge of human behavior and dynamics: (e.g., defense mechanisms, resistance, process of change)

   ____ Shows insufficient knowledge about human behavior and its dynamics
   ____ Knowledge about human behavior is weak, but shows willingness to learn
   ____ Knowledge about human behavior is acceptable and can apply it in therapy
   ____ Very good knowledge about the dynamics of human behavior but has difficulty applying it in therapy
   ____ Very good knowledge about behavior and its dynamics and able to apply it in therapy

Comments: ____________________________________________________________

____________________________________________________________________

7. Use of Supervision

   ____ Shows lack of motivation or desire to seek supervisory input; shows defensiveness
   ____ Has difficulty using supervision; seems reticent to open self to supervisor
   ____ Makes adequate use of supervision; fairly open to criticism and suggestions
   ____ Makes good use of supervision; open to criticism and suggestions
   ____ Makes excellent use of supervision, shows openness to supervisor’s ideas and is able to discuss issues without defensiveness
   ____ Seeks too much supervisory suggestions, seems afraid to take risks

Comments: ____________________________________________________________

____________________________________________________________________

III. ASSESSMENT

1. The intern has given the following assessment instruments during this portion of the internship:

   ____ WAIS     ____ WISC     ____ WPPSI
   ____ Stanford Binet  ____ Gordon Diagnostic  ____ MMPI
   ____ PIC     ____ Depression Scale   ____ ADHD Screen
   ____ Bender Gestalt  ____ Myers Briggs   ____ 16 PF
   ____ Rorschach  ____ CAT     ____ TAT
   ____ Draw an H-T-P  ____ Draw a Family  ____ Woodcock Ach.
   ____ WIAT     ____ Sentence Completion  ____ Behavior Checklist

Others: ____________________________________________________________

____________________________________________________________________
2. On the projective assessment instruments, the intern:

   __ Shows insufficient skills and knowledge; needs constant supervision and improvement is required
   __ Skills and knowledge poor, but eager and responsive to learning
   __ Acceptable performance and knowledge; needs on-going supervision
   __ Shows very good skills, aware of weaknesses, seeking knowledge to improve
   __ Is highly knowledgeable and skilled in all phases of job; minimal supervision needed

3. On the standardized instruments the intern:

   __ Shows insufficient skills and knowledge; needs constant supervision and improvement is required
   __ Skills and knowledge poor, but eager and responsive to learning
   __ Acceptable performance and knowledge; needs on-going supervision
   __ Shows very good skills, aware of weaknesses, seeking knowledge to improve
   __ Is highly knowledgeable and skilled in all phases of job; minimal supervision needed

IV. GENERAL COMMENTS REGARDING IMPROVEMENT

1. Areas needing improvement: (Please refer to categories for specific examples).
   A. Recommendations for improvement:
   
   B. If performance is poor or unsatisfactory, steps being taken or to be taken to make performance satisfactory, including time parameters.

2. Areas of improvement noted since last evaluation:

3. Summary statement (including strengths, special talents, skills, etc.):

   ____________________________________________________________________________

   Supervisor’s Signature  Date

I have read the above and this has been discussed with me. My signature does not necessarily imply agreement with all statements made. I realize that I may write a reply or explanation.

   ____________________________________________________________________________

   Intern’s Signature  Date