

Interpreting Reports: Quarterly Internship Feedback

The Quarterly Internship Feedback is a platform for the interns to what has been going well, as well as provide suggestions on how things could be better. This is collected from the interns quarterly. An aggregated report is completed each quarter for the site and sent to the Site Training Directors. Please visit our website for the complete survey (<https://psychologyinterns.org/interns-supervisors/>).

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
<i>Interns rate sites</i>	<ul style="list-style-type: none"> • Onboarding and Orientation • Support • Communication • Training • DEI Efforts • Profession-Wide Competencies • Principal Supervisors performance • Training Directors performance 	<ul style="list-style-type: none"> • Support • Communication • Training • DEI Efforts • Profession-Wide Competencies • Principal Supervisors performance • Training Directors performance 	<ul style="list-style-type: none"> • Support • Communication • Training • DEI Efforts • Profession-Wide Competencies • Principal Supervisors performance • Training Directors performance 	<ul style="list-style-type: none"> • Support • Communication • Training • DEI Efforts • Profession-Wide Competencies • Principal Supervisors performance • Training Directors performance • Professional Development
<i>Intern self-rating</i>			Readiness for practice at the post-doctoral level*	Readiness for practice at the post-doctoral level

**If answered "Below Average" for any of the items, suggestions or feedback on what activities or actions that can be taken to increase your feelings of readiness during this quarter is requested.*

Understanding the Rating Scales:

All items on the Quarterly Internship feedback use the following rating scale, with a few exceptions noted on the next page. There are times where interns may choose "N/A" if it does not apply to their site or if they have not needed to interact with an individual. If an intern chooses N/A it will not show up on the feedback.

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| <ul style="list-style-type: none"> • Outstanding (5) • Above Average (4) • Average (3) | <ul style="list-style-type: none"> • Below Average (2) • Inadequate (1) • N/A (no score) |
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Rating Scale for Principal Supervisors and Training Directors:

The Principal Supervisors and Training Directors are rated on the extent to which they meet each of the questions asked. The choices are:

- Always
- Often
- Sometimes
- Rarely
- Never
- N/A – Haven't interacted with them much but haven't needed them

The number reported by each choice is the number of interns that answered with that response.

Rating Scale for Profession Wide Competencies:

The sites are not rated on each specific profession-wide competency, but rather an overall question of **"My training so far this quarter on the profession-wide competencies has been."** Scores of *Below Average (2)* or *Inadequate (1)* will prompt a question to clarify which profession-wide competencies and to provide additional feedback.

*If a question is answered with "Sometimes," "Rarely," Or "Never" additional feedback and/or context is requested.

**If answered "N/A" above for training director accessibility or support, context is requested for whether this limited contact has been an issue.

Understanding the Rating Scale for Overall Experience:

- Outstanding (5) - Experience far exceeds my expectations.
- Above Average (4) - Things are going very well and I have very few comments or feedback.
- Average (3) - Experience meets minimum expectations, though I still have suggestions and/or feedback on how to make things better.
- Below Average (2) - I have concerns or unresolved concerns and have provided suggestions for follow-up or discussion.
- Inadequate (1) - Experience does not at all meet expectations / I have many concerns or many unresolved concerns and am requesting a formal meeting to address them.

The numbers reported for **overall experience** is determine by the combined response ratings divided by the number of interns at the site.