

Psychology Intern Quarterly Evaluation: Understanding the Rating Scale

All items on the Psychology Intern Quarterly Evaluation use the following rating scale. **Interns should be trained in and provided scores in ALL competency areas all year.**

	<i>Definition</i>	<i>Example Behaviors</i>
<i>Unfamiliar (1)</i>	The intern demonstrates significant deficiency in basic competency in this skill area, and/or demonstrates little motivation to improve, and/or is not receptive to feedback or direction.	<ul style="list-style-type: none"> ❖ Inability to administer, score or interpret psychological assessments independently. ❖ Inability to conceptualize and identify diagnostic criteria. ❖ Unwilling to engage in supervision and lacks insight into growth areas.
<i>Aware/Developing (2)</i>	The intern is motivated to learn and grow, but has inconsistent performance in this skill area as compared to an entry-level clinician. Intern is open and receptive to feedback and/or direction from supervisor, and regularly seeks out supervision and/or clarification when needed.	<ul style="list-style-type: none"> ❖ Continues to make errors in test administration, scoring, and interpretation. ❖ Requires multiple corrections to written materials. ❖ Requires assistance with differential diagnosis. ❖ Engages in supervision, but inconsistent expression of insight into areas of growth.
<i>Satisfactory Strength (3)</i>	The intern can use this skill effectively at times, but does not meet competency level compared to an entry-level clinician yet. Intern is able to function more independently and requires less supervisory direction to complete tasks.	<ul style="list-style-type: none"> ❖ Independently administers assessments, but requires oversight in scoring and test interpretation. ❖ Majority of written work requires few edits/revisions. ❖ Engages in case conceptualization and requires little assistance with differential diagnosis. ❖ Engages in supervision and demonstrates insight and follow through in areas of needed growth or improvement.
<i>Competent (4)</i>	The intern can use this skill on the same level as an entry-level clinician and is able to work independently with little to no supervisory direction.	<ul style="list-style-type: none"> ❖ Completes full psychological evaluation independently including interpretation and report writing. ❖ Written work is professional and meets all standards/expectations. ❖ Competent case conceptualization and diagnosis. ❖ Independently seeks out new learning opportunities and is receptive to feedback on areas of growth.
<i>Special Strength (5)</i>	The intern is demonstrating skills and abilities that are typical of an experienced professional with a specialty skill-set.	<ul style="list-style-type: none"> ❖ Competent in all areas of practice and teaches/supervises entry-level individuals. ❖ Interactions with others are professional and collegial. ❖ Demonstrates exceptional aptitude toward specialty areas of practice. ❖ Written work exceeds standards of basic competency.
<i>Not Trained</i>	Intern did not received training in this area during this quarter. Supervisor must identify why the intern was not trained and how the site will address this moving forward.	