

Competency Assessment Form
Updated March 2026

Mentor: _____

Name: _____

Supervisor: _____

Rotation/Training Activity: _____ **Date:** _____

Period of Training: Jul-Sep

Oct-Dec

Jan-Mar

Apr-Jun

COMPETENCY RATING DESCRIPTIONS	
1	Needs Remedial Work. Intern requires remedial training. Serious concerns about professional, ethical, or clinical behavior have been noted.
2	Emerging Competence. Common rating for beginning of new rotation. The intern has the basic foundational knowledge to complete each objective within the profession wide competency and is starting to acquire competency. Significant supervision of the clinical and/or professional activity is needed.
3	Maturing Competence. Common rating mid-year into the internship. The intern is gaining greater competence to complete each objective within the profession wide competency. Routine supervision of the clinical and/or professional activity is needed. Generally, exercises good clinical and professional judgment and seeks supervision when needed.
4	Competent. The intern is aware of the objective and frequently applies it in their work without the need for assistance. The intern can independently function in a broad range of clinical and professional activities and is able to generalize skills and knowledge to new situations. The intern self-assesses when to seek out additional training, supervision, or consultation. <i>(This is the minimal level of competence needed for successful completion of the internship and is indicative of readiness for entry level practice).</i>
5	Proficient. The intern has a well-established competence in the objective. The use of each objective is consistently incorporated into the intern's work as an emerging psychologist. The intern reflects on their experience and knows when to consult. The intern functions in this element at a level that would allow them to work independently.
N/A	Not applicable for this training experience or Not assessed during this evaluation period.

During this training period, the intern demonstrated their development in the following ways.

Check all methods of evaluation utilized for this assessment.

_____ Formal demonstration of skill or knowledge (e.g., presentation)

_____ Direct observation

Date Reviewed: _____

_____ Video/audio tape review

Date Reviewed: _____

_____ Case conference or other meeting

_____ Case studies; process notes; case notes in medical record

_____ Assessment reports

_____ Supervision for intervention cases

_____ Feedback from others

RESEARCH

The intern demonstrates knowledge, skills, and competence sufficient to produce new knowledge to critically evaluate and use existing knowledge to solve problems, and to disseminate research. This area of competence requires substantial knowledge of scientific methods, procedures, and practices.

1. Intern integrates and applies the best available extant literature and clinical expertise when discussing cases, developing treatment plans, and writing assessment reports.	1	2	3	4	5	N/A
2. Intern discusses relevant research during supervision while conceptualizing clients.	1	2	3	4	5	N/A
3. Intern states the limits of their knowledge and takes steps to address any limits of knowledge (such as conducting literature searches, consultation with experts, extra training).	1	2	3	4	5	N/A
4. Intern demonstrates the independent ability to critically evaluate research or other scholarly activities (e.g., case conferences, presentations, and publications).	1	2	3	4	5	N/A
5. Intern disseminates research or other scholarly activities (e.g., case conference, presentation, publications) at the local, regional, or national level.	1	2	3	4	5	N/A
6. Intern considers cultural and diversity factors when consuming or producing research and when considering the empirical basis for treatment and assessments.	1	2	3	4	5	N/A

Research Comments: _____

ASSESSMENT

Intern demonstrates competence in conducting evidence-based assessments consistent with the scope of Health Service Psychology. The intern demonstrates skills in evaluating/assessing individual behavior by observation, interview, administration of psychological instruments, and review of collateral information that leads to appropriate consultation in verbal and/or written format to the person being evaluated and, when applicable, to other health care providers.

1. Intern demonstrates and applies current knowledge of diagnostic classification, functional and dysfunctional behaviors to include consideration of client strengths and psychopathology.	1	2	3	4	5	N/A
2. Intern demonstrates understanding of human behavior within its context (including familial, social, societal, and cultural).	1	2	3	4	5	N/A
3. Intern demonstrates the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.	1	2	3	4	5	N/A
4. Intern selects and applies assessment methods that draw from the empirical literature and that reflects the science of measures and psychometrics.	1	2	3	4	5	N/A
5. Intern collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient.	1	2	3	4	5	N/A
6. Intern interprets assessment results, following current research and professional standards and guidelines, to inform case conceptualizations, classifications, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective.	1	2	3	4	5	N/A
7. Intern consolidates information obtained through interviews and psychological testing into a concise report.	1	2	3	4	5	N/A

8. Intern communicates the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.	1	2	3	4	5	N/A
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Assessment Comments/List Tests Administered:

PSYCHOLOGICAL INTERVENTION

Intern demonstrates competence in evidence-based interventions consistent with the scope of Health Service Psychology. Intervention is defined broadly to include but not limited to psychotherapy. Interventions may be derived from a variety of theoretical orientations or approaches. The level of intervention includes those directed at an individual, a family, a group, a community, a population, or other systems. The intern demonstrates the ability to provide a case conceptualization based on theoretical orientation that leads to effective treatment planning.

1. Intern develops a meaningful case conceptualization based on theoretical orientation and the relevant empirical literature.	1	2	3	4	5	N/A
2. Intern uses case conceptualization to collaborate with clients to develop treatment goals.	1	2	3	4	5	N/A
3. Intern monitors treatment goals and works with the client to revise treatment goals as necessary based upon on-going evaluation.	1	2	3	4	5	N/A
4. Intern modifies and adapts intervention approaches when a clear evidence-base is lacking.	1	2	3	4	5	N/A

The intern can identify and provide the most suitable psychological intervention based on theoretical orientation and extant literature.

5. Intern establishes and maintains effective relationships with recipients of psychological services.	1	2	3	4	5	N/A
6. Intern develops evidence-based intervention plans specific to the service delivery goals.	1	2	3	4	5	N/A
7. Intern implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.	1	2	3	4	5	N/A
8. Intern demonstrates the ability to apply the relevant research literature to clinical decision making.	1	2	3	4	5	N/A
9. Intern evaluates intervention effectiveness and adapts intervention goals and methods consistent with ongoing evaluation.	1	2	3	4	5	N/A
10. Intern identifies and discusses their own reactions to clients that may impact therapy.	1	2	3	4	5	N/A
11. Intern conducts risk assessments with clients and accurately determines the appropriate level of care needed for patient safety.	1	2	3	4	5	N/A
12. Intern follows clinic policy to ensure patient safety needs are met (e.g., appropriate referrals and hospitalization).	1	2	3	4	5	N/A
13. Intern properly plans, discusses, and manages treatment termination for all clients.	1	2	3	4	5	N/A

Intern demonstrates the ability to (co)facilitate group therapy.

14. Intern has knowledge of group therapy theory.	1	2	3	4	5	N/A
15. Intern facilitates group interventions that are appropriate for individual	1	2	3	4	5	N/A

members of the group.						
16. Intern manages difficult group members during group therapy.	1	2	3	4	5	N/A
17. Intern maintains a good working relationship with group co-therapist while balancing contributions to session.	1	2	3	4	5	N/A

Intervention Comments: _____

CONSULTATION

Consultation and interprofessional/interdisciplinary skills are reflected in the intentional collaboration of professionals in Health Service Psychology with other individuals or groups to address a problem, seek or share knowledge, or promote effectiveness in professional settings. The intern demonstrates the ability to consult and collaborate with other professionals.

1. Intern is knowledgeable of consultation models and practices found in the scientific literature.	1	2	3	4	5	N/A
2. Intern demonstrates knowledge and respect for the roles and perspective of other professions.	1	2	3	4	5	N/A
3. Intern applies the knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.	1	2	3	4	5	N/A
4. Intern consults with other professionals regarding clients in an ethical manner.	1	2	3	4	5	N/A
5. In instances where interns are unable to provide consultation to other professionals, consultation and interprofessional/interdisciplinary skills are demonstrated through role-played consultation with others, peer consultation, or provision of consultation to other trainees.	1	2	3	4	5	N/A
6. Intern effectively communicates with professionals when serving on a multidisciplinary treatment team.	1	2	3	4	5	N/A
7. Intern considers relevant cultural factors during the consultation process.	1	2	3	4	5	N/A
8. Intern creates and effectively presents outreach to the community.	1	2	3	4	5	N/A

Consultation Comments: _____

PROFESSIONALISM

The intern demonstrates appropriate interactions with professionals, clients, and colleagues and displays a professional appearance. Intern effectively manages all aspects of clinical care. The intern responds professionally in increasingly complex situations with a greater degree of independence across levels of training.

1. Intern behaves in a way that reflect the values and attitudes of psychology, including cultural humility, integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.	1	2	3	4	5	N/A
2. Intern engages in self-reflection regarding one's personal and professional functioning by engaging in activities to maintain and improve performance, well-being, and professional effectiveness.	1	2	3	4	5	N/A

3. Intern actively seeks and demonstrates openness and responsiveness to feedback and supervision.	1	2	3	4	5	N/A
4. Intern interacts appropriately with professionals, such as physicians, nurses, and social workers.	1	2	3	4	5	N/A
5. Intern interacts appropriately with support staff, supervisors, treatment team, and other interns.	1	2	3	4	5	N/A
6. Intern behaves professionally in meetings and participates in seminar discussions.	1	2	3	4	5	N/A
7. Intern maintains a professional appearance by dressing appropriately.	1	2	3	4	5	N/A
8. Intern responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.	1	2	3	4	5	N/A
9. Intern interacts with staff, supervisors, treatment teams, professionals, and peers in a culturally sensitive manner.	1	2	3	4	5	N/A

Intern effectively manages all aspects of clinical care.

10. Intern demonstrates effective time management skills regarding clinical care, meetings, supervision, and seminars.	1	2	3	4	5	N/A
11. Intern is on time for appointments, meetings, supervision, and seminars.	1	2	3	4	5	N/A
12. Intern completes tasks with little prompting or reminders.	1	2	3	4	5	N/A
13. Intern maintains records of clinical care and completes all documentation in a timely manner.	1	2	3	4	5	N/A

Professionalism Comments: _____

INDIVIDUAL AND CULTURAL DIVERSITY

The intern demonstrates knowledge, awareness, sensitivity, and skills when working with diverse individuals and communities who embody a variety of cultural and personal backgrounds and characteristics. The CoA defines cultural and individuals' differences and diversity as including, but not limited to, age, disability, ethnicity, gender identity, gender expression, language, national origin, race, religion, culture, sexual orientation, and socioeconomic status.

1. Intern demonstrates an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves.	1	2	3	4	5	N/A
2. Intern demonstrates knowledge of current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.	1	2	3	4	5	N/A
3. Intern respects and works effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.	1	2	3	4	5	N/A
4. Intern integrates awareness and knowledge of individual and cultural differences in the conduct of professional roles.	1	2	3	4	5	N/A
5. Intern utilizes supervision to discuss issues of individual and cultural diversity.	1	2	3	4	5	N/A
6. Intern can apply a framework for working effectively with areas of individual and cultural diversity.	1	2	3	4	5	N/A

Diversity Comments: _____

ETHICAL AND LEGAL STANDARDS

The intern demonstrates good knowledge of ethical principles and state law. Interns are expected to respond ethically and professionally in increasingly complex situations with a greater degree of independence.

1. Intern actively participates in ethical & legal discussions during supervision, didactics, and seminars.	1	2	3	4	5	N/A
2. Intern identifies ethical dilemmas as they arise, applies ethical decision-making processes to resolve dilemmas, and seeks out supervision to discuss appropriate actions to resolve any issues.	1	2	3	4	5	N/A
3. Intern is knowledgeable of and acts in accordance with: (a) the current version of APA Ethical Principles of Psychologists and Code of Conduct; (b) relevant laws, regulations, rules, and policies governing health services psychology at the organizational, local, state, regional, and federal levels; and (c) relevant professional standards and guidelines.	1	2	3	4	5	N/A
4. Intern follows organizational clinic policy regarding documentation, informed consent, release of information, and issues of confidentiality.	1	2	3	4	5	N/A
5. Intern conducts self in an ethical manner in all professional activities.	1	2	3	4	5	N/A

Intern can assess, manage, and document all high-risk client situations (to include suicidality, homicidality, and other safety issues).

6. Intern conducts a risk assessment with all new clients and as necessary with follow-up clients.	1	2	3	4	5	N/A
7. Intern develops a safety plan for all patients reporting suicidality or homicidality.	1	2	3	4	5	N/A
8. Intern can assess level of care needed to maintain a client's safety and takes necessary actions to ensure client safety based on clinic policy.	1	2	3	4	5	N/A
9. Intern ensures supervisor is informed and involved in all emergency procedures to ensure client safety.	1	2	3	4	5	N/A
10. Intern documents all safety plans, safety precautions, and hospitalizations thoroughly in progress notes.	1	2	3	4	5	N/A
11. Intern appropriately considers relevant individual and cultural factors when assessing and managing high risk client situations.	1	2	3	4	5	N/A

Ethical Comments: _____

SUPERVISION

Intern actively participates in supervision and over time requires less intensive supervision to effectively function in the clinical setting.

1. Intern meets regularly with supervisor to discuss cases.	1	2	3	4	5	N/A
2. Intern arrives organized and prepared for supervision with agenda items to discuss.	1	2	3	4	5	N/A
3. Intern follows through on supplemental readings/educational activities that supervisor suggests.	1	2	3	4	5	N/A
4. Intern discusses high risk issues or difficult cases with supervisor	1	2	3	4	5	N/A

immediately.						
5. Intern is open and non-defensive regarding feedback from supervisor.	1	2	3	4	5	N/A

Demonstrates good knowledge and use of supervision theory, models, techniques, and skills.

6. Intern actively participates in supervision seminars.	1	2	3	4	5	N/A
7. Is knowledgeable about theories, models, and effective practices in supervision.	1	2	3	4	5	N/A
8. Intern applies knowledge in direct or simulated practice with psychology trainees or other health professionals. Examples of direct or simulated practice examples include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.	1	2	3	4	5	N/A
9. Intern applies the supervisory skills of observing in direct or simulated practice.	1	2	3	4	5	N/A
10. Intern applies the supervisory skills of evaluating in direct or simulated practice.	1	2	3	4	5	N/A
11. Intern applies the supervisory skills of giving guidance and feedback in direct or simulated practice.	1	2	3	4	5	N/A
12. Intern considers relevant cultural factors when supervising psychology trainees or other health professionals, provided supervision vignettes, or while role-playing.	1	2	3	4	5	N/A

Supervision Comments: _____

COMMUNICATION AND INTERPERSONAL SKILLS

The intern utilizes appropriate interpersonal skills to communicate effectively with colleagues, supervisors, and clients. Interns are expected to respond professionally in increasingly complex situations with a greater degree of independence across the training year.

1. Intern develops and maintains effective relationships with a wide range of diverse individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.	1	2	3	4	5	N/A
2. Intern demonstrates a thorough grasp of professional language and concepts and can produce, comprehend, and engage in communications that are informative and well-integrated.	1	2	3	4	5	N/A
3. Intern demonstrates effective interpersonal skills and the ability to manage difficult communication well.	1	2	3	4	5	N/A

Communication Comments: _____

OVERALL IMPRESSIONS

Areas of Strength: _____

Areas to Improve: _____

Goal for Internship Evaluations done prior to 12 months: All objectives will be rated at a level of competence of a “2” or higher. No objectives will be rated as a “1”.

Goal for Internship Evaluations done at 12 months: All competency areas will be rated at a level of competence of **4 = Competent** or higher.

If any 1's on evaluation, please list specific areas of competence which must be addressed as part of a remediation plan:

1. _____
2. _____
3. _____

Please sign to signify that feedback has been provided to the intern regarding the evaluation.

Faculty Signature _____ **Date** _____

Comments: _____

Intern Signature _____ **Date** ____

Comments: _____

