

# EMPLOYEE EVALUATION

Clinician: \_\_\_\_\_ Supervisor: \_\_\_\_\_

The purpose of this evaluation is to provide the therapist with feedback regarding his/her performance in their individual clinical work as well as more global areas of professional competence, including ethical and professional behavior, multicultural awareness, and self-awareness.

## PERFORMANCE RATING SCALE

1	2	3	4	NA
Major improvements needed	Some improvements needed	Meets expectations	Exceeds expectations	Not Applicable/ Not enough information to adequately evaluate performance

## THERAPY RELATIONSHIP & TECHNIQUE OVERALL RATING

	1	2	3	4	NA
1. Establishes good rapport and working alliance with clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Demonstrates empathy with clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Establishes and maintains appropriate therapeutic boundaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Demonstrates flexibility to receive and work with client feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Appropriately identifies short and long-term treatment goals and selects interventions accordingly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Deliberately selects interventions based on sound clinical rationale and clients' needs and capacities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Attends to and works with client resistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Attends to and uses the therapeutic relationship as an intervention tool (including but not limited to transference/ counter-transference, therapist self-disclosure, parallel interpersonal dynamics played out in the therapy relationship)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Demonstrates sensitivity to multicultural issues in the therapy relationship and in formulating and implementing interventions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Attends to termination issues in a timely and integrated manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Assess the impact of treatment/interventions and makes appropriate adjustments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Demonstrates the ability to retain clients (at least three sessions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# EMPLOYEE EVALUATION

## CRISIS INTERVENTION

### OVERALL RATING

1 2 3 4 NA

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Conducts thorough crisis and lethality assessments   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Demonstrates good clinical judgment in selecting and implementing appropriate crisis intervention strategies (e.g. follow-up, safety contracts, voluntary or involuntary transport to hospital for further evaluation) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Consults with other staff/professionals as appropriate/necessary   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Clearly and promptly documents crisis assessments and interventions  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## NON CLINICAL EXPECTATIONS

### OVERALL RATING

1 2 3 4 NA

- |   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Documents all client-related notes & reports clearly, concisely, and in a timely manner              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Attends to client assignment, appointments, follow-up and referrals in responsible and timely manner | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Maintains confidentiality and security of client materials   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Responds to team in timely manner (via email or in person)   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Demonstrates a team player mentality   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## ETHICS & PROFESSIONAL BEHAVIOR

### OVERALL RATING

1 2 3 4 NA

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|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Demonstrates knowledge of ethical principles and applies these appropriately  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Recognizes and appropriately addresses ethical issues/dilemmas in clinical work and professional relationships                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Considers multicultural issues as they may impact ethical issues/dilemmas   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Maintains appropriate professional boundaries in various clinical and professional relationships                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Demonstrates a mature sense of professional responsibility to clients, colleagues, staff, trainees, and the agency as a whole | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## SUPERVISION PROCESS & RELATIONSHIP W/ SUPERVISOR

### OVERALL RATING

1 2 3 4 NA

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|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Actively seeks and receives constructive feedback non-defensively   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Incorporates feedback productively into clinical and professional activities  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Processes issues within the supervisory relationship, including difficulties or conflicts, openly with the supervisor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Appropriately communicates one's own experiences and needs in supervision   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Maintains appropriate boundaries  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

# EMPLOYEE EVALUATION

## SELF-AWARENESS

### OVERALL RATING

1 2 3 4 NA

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|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Openly engages in self-exploration, as relevant to clinical & professional growth                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Demonstrates awareness of one's own reactions and its impact on therapy and supervision processes | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Recognizes and acknowledges one's strengths, clinically & professionally                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Recognizes and acknowledges one's limitations and areas for growth clinically & professionally    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## PROFESSIONAL IDENTITY DEVELOPMENT

### OVERALL RATING

1 2 3 4 NA

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Developing a clearer sense of career direction and professional identify that is consistent with one's sense of self, values, and interests | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Maintains openness to further exploration of one's professional identity and a commitment to life-long learning and growth                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Has clearly defined niche(s)  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Demonstrates desire to grow within the group (blogging, workshops, groups...)   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## SPECIFIC STRENGTHS:

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## SPECIFIC AREAS OF NEEDED GROWTH:

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## NEW/REVISED GOALS:

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Supervisor's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clinician's Signature

\_\_\_\_\_  
Date