

As an advanced practicum site, we strive towards equipping our trainees throughout the course of the academic year to achieve five primary areas of competency in order to prepare them for internship and beyond.

I. Professional Activity

Trainees will provide high quality clinical services to clients and deliver effective outreach and consultation.

Behavioral Anchors:

- Proficient in conducting time-limited psychotherapy with individuals, couples and groups
- Demonstrates awareness of legal/ethical issues and applies ethical decision-making model in working with clients
- Responds appropriately to crisis/walk-in situations
- Able to effectively construct and deliver an outreach presentation on campus
- Evaluates needs and provides effective consultation as needed

II. Clinical Skills

Trainees will demonstrate the ability to formulate and articulate a theoretically based treatment plan and implement with clients in a time-limited framework.

Behavioral Anchors:

- Conceptualizes client's central issue(s) and able to assess need for appropriate referral(s)
- Able to establish rapport and maintain boundaries with clients
- Awareness of transference/counter-transference issues and utilizes therapeutically in session
- Flexibility in use of intervention techniques
- Addresses termination issues effectively throughout treatment

III. Supervision

Trainees will demonstrate understanding of their roles and responsibilities within the supervision process.

Behavioral Anchors:

- Keeps appointments for supervision and completes paperwork promptly
- Relates non-defensively, is open to learning, and demonstrates insight into self
- Takes initiative, prepares for supervision, and implements ideas generated from meetings
- Able to function independently and consults with supervisor/UCC staff as needed
- Actively participates in seminars and group supervision

IV. Diversity Issues

Trainees will demonstrate a greater awareness and sensitivity in working with diverse clients and understanding of how their own values impact their clinical work. "Culture" is defined broadly and includes but is not limited to: race, ethnicity, class, religion, age, gender, sexual orientation, and ability.

Behavioral Anchors:

- Awareness of own cultural values and biases
- Awareness of client's worldview and understanding how cultural factors influence conceptualization and treatment
- Understanding how social, economic, and political factors may influence diverse clients, and the role of privilege, prejudice, and discrimination
- Ability to discuss cultural differences with client and evaluate their impact on therapeutic relationship
- Knowledge and practice of religious/spiritual integration with clients
- Ability to relate to diverse clients and utilize culturally appropriate intervention strategies

V. Professionalism

Trainees will increase the development of their emerging professional identity as a future psychologist and actively explore and utilize resources for professional growth.

Behavioral Anchors:

- Dresses and behaves in a professional manner
- Demonstrates initiative and flexibility to meet the needs of clients and the UCC
- Demonstrates self-care and accurate self-assessment
- Utilizes effective written and oral communication skills
- Forms positive relationships with trainees and UCC staff
- Utilizes conflict management and problem solving skills appropriately

Adapted from *Assessment of Competency Benchmarks*- APA Board of Educational Affairs (2007) and Association for Multicultural Counseling and Development: *Multicultural Counseling Competencies*