

## I. ASSESSMENT & EVALUATION

	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
A. Measurement & Psychometrics	Selects assessment measures with attention to issues of reliability and validity	1. Identifies appropriate assessment measures for cases				
B. Evaluation Methods	Awareness of the strengths & limitations of administration, scoring, and interpretation of traditional assessment measures as well as related technological advances	1. Demonstrates intermediate level ability to accurately & consistently select, administer, score, and interpret assessment tools with client populations				
		2. Collects accurate and relevant data from structured and semi-structured interviews and mini-mental status exams				
C. Application of Methods	Selects appropriate assessment measures to answer diagnostic question	1. Selects assessment tools that reflect awareness of patient population served at a given practice site				
		2. Regularly selects and uses appropriate methods of evaluation				
		3. Demonstrates ability to adapt environment and materials according to client needs				

	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
D. Diagnosis	Applies concepts of normal/abnormal behaviour to case formulation & diagnosis in the context of stages of human development & diversity	1. Articulates relevant developmental features and clinical symptoms as applied to presenting question				
		2. Demonstrates ability to identify problem area and to use concepts of differential diagnosis				
E. Conceptualization & Recommendations	Utilizes systematic approaches of gathering data to inform clinical decision making	1. Presents cases and reports demonstrating how diagnosis is based on case material				
F. Communication of Findings	Writes assessment reports and progress notes	1. Writes a basic psychological report				
		2. Demonstrates ability to communicate basic findings verbally				
		3. Reports reflect data that has been collected via interview				
<b>II. INTERVENTION &amp; CONSULTATION</b>						
	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
A. Knowledge of Interventions	Knowledge of scientific, theoretical, empirical, and contextual bases of intervention, including theory,	1. Demonstrates knowledge of interventions and explanations for their use based on EBP				
		2. Demonstrates the ability to select interventions for different problems and populations				

	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
B. Intervention Planning	Formulates and conceptualizes cases and plan interventions utilizing at least one	1. Articulates a theory of change and identifies interventions to implement change				
		2. Creates understandable case conceptualization reports and collaborative treatment plans incorporating EBP				
C. Skills	Clinical skills	1. Develops rapport with most clients				
		2. Develops therapeutic relationships				
		3. Demonstrates appropriate judgement about when to consult supervisor				
D. Intervention Implementation	Implements evidence based interventions that take into account empirical support, clinical judgment, and client diversity	1. Applies specific evidence-based interventions				
E. Progress Evaluation	Evaluate treatment progress and modify treatment planning as indicated, utilizing established outcome measures	1. Assesses and documents treatment progress and outcomes				
		2. Alters treatment plan accordingly				
		3. Describes instances of lack of progress and actions taken in response				

### III. RESEARCH

	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
A. Scientific Approach to Knowledge Generation	Development of skills and habits in seeking, applying, and evaluating theoretical and research knowledge relevant to the practice of psychology	1. Demonstrates understanding of research methods and techniques of data analysis				
		2. Demonstrates being a critical consumer of research				
B. Application of Scientific Method to Practice	Apply scientific methods to evaluating own practice	1. Discusses evidence based practice				
		2. Discusses collecting and analyzing data on own clients (outcome measurement)				

#### IV. INTERPERSONAL RELATIONSHIPS

	Essential Component	Behavioural Anchor	Very Good	Good	Acceptable	Not Adequate
A. Interpersonal Relationships	Forms and maintains productive and respectful relationships with clients, peers/colleagues, supervisors, and professionals from other disciplines	1. Forms effective working alliance with clients				
		2. Engages with supervisors to work effectively				
		3. Works cooperatively with peers				
		4. Demonstrates respectful and collegial interactions with those who have different professional models or perspectives				
B. Affective Skills	Negotiates differences and handles conflict satisfactorily; provides effective feedback to others and receives feedback nondefensively	1. Works collaboratively				
		2. Demonstrates active problem-solving				
C. Expressive Skills	Clear and articulate expression	1. Communicates clearly using verbal, nonverbal, and written skills				
		2. Demonstrates understanding of professional lanuguage				

\* = covered in coursework

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