

Appendix C: Counseling Interview Rating Form

(Adapted from Hill, 2014)

Student Name: _____ Observer Name: _____

Supervisor Name: _____

Date: _____ Recording #: _____ Session#: _____

For each of the following specific criteria demonstrated, make a frequency marking. Then assign points related to consistent skill mastery using the rating scale below. Noting the actual counselor phrasing is useful when providing feedback.

Skill Ratings

Advanced (4): Strong mastery of skills and thorough understanding of self and concepts;

Proficient (3): Understanding of concepts/self/skills evident;

Developing (2): Basic understanding of concepts/self/skills evident; Minor conceptual and/or skill errors; in process of developing;

Unsatisfactory (1): Remediation needed; deficits in knowledge/skills/dispositions

Case Presentation will be based upon the following:

- *Case conceptualization:* how the clinician is understanding what is occurring within the session (culturally, systemically, developmentally, functionally), identifying patterns, choosing interventions, and recognizing covert processes (listening with your 'third ear').
- *Personalization:* how the clinician is incorporating a personal style into the counseling encounter AND the clinician's awareness and modulating of personal issues and experiences as they emerge in the counseling relationship (countertransference).
- *Skills:* the appropriate and timely use of exploration skills, insight skills, and action skills (a review of these skills are below).
- *Professionalism:* counselor appearance, language, case presentation write-up and delivery; includes attendance and participation

Microskill	Frequency	Comment	Skill Rating

<u>Exploration Phase</u>			
Attending			
Listening			
Restatement/ Prob/ Summarizing			
Open Questions			
Reflection of Feeling			
Self-disclosure for Exploration			
Intentional Silence			
<u>Insight Phase</u>			
Challenges			
Open Questions for Insight			
Interpretations			
Self-disclosure for Insight			
Immediacy			
<u>Action Phase</u>			
Open Questions for Action			

Information-giving			
Feedback about the Client			
Direct Guidance			
Role-play and Behavior Rehearsal			
Disclosure of Strategies			
Homework			
Case Conceptualization:			
Personalization:			
Professionalism:			