



Manhattan Psychiatric Center

Intern Evaluation

This Evaluation is to be completed by the Supervisor and reviewed with the Intern at one-month, mid-way, and at the end of the training year.

Intern: _____ Supervisor: _____

Period of Evaluation: _____ to _____

Methods used in evaluating competency:

____ Direct Observation ____ Review of Audio/Video ____ Case Presentation
____ Document Review ____ Supervision ____ Feedback from Staff/Faculty

Scoring Criteria:

1 Remedial Significant skill development required; remediation necessary
2 Beginning/Developing Competence Expected level of competence pre-internship; close supervision required on most cases
3 Intermediate Competence Expected level of competence for intern by mid-point of training program; routine or minimal supervision required on most cases
4 Proficient Competence Expected level of competence for intern at completion of training program; ready for entry-level practice
5 Advanced Competence Rare rating for internship; able to function autonomously with a level of skill representing that expected beyond the conclusion of internship training

Competency 1 – Intern will achieve competence in the area of: Research	
Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including the host institution), regional, or national level.	
Seeks out research articles and/or other evidenced-based resources to inform their practice.	
Compares and contrasts EBP approaches with other theoretical perspectives and interventions in the context of case conceptualizations and treatment planning.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 2 – Intern will achieve competence in the area of: Ethical and Legal Standards	

Demonstrates knowledge of and acts in accordance with the current version of the APA Ethical Principles of Psychologists and Code of Conduct.	
Demonstrates knowledge of and acts in accordance with relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels.	
Demonstrates knowledge of and acts in accordance with relevant professional standards and guidelines.	
Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve the dilemmas.	
Conducts self in an ethical manner in all professional activities.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 3 – Intern will achieve competence in the area of: Individual and Cultural Diversity	
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.	
Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.	
Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities). This includes the ability to apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.	
Demonstrates the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 4 – Intern will achieve competence in the area of: Professional Values and Attitudes	
Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.	
Engages in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness.	
Actively seeks and demonstrates openness and responsiveness to feedback and supervision.	
Responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	

Competency 5 – Intern will achieve competence in the area of: Communication and Interpersonal Skills	
Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.	
Produces and comprehends oral, nonverbal, and written communications that are informative and well-integrated; demonstrate a thorough grasp of professional language and concepts.	
Demonstrates effective interpersonal skills and the ability to manage difficult communication well.	
Provides case presentations to local audiences.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 6 – Intern will achieve competence in the area of: Assessment	
Demonstrates current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology.	
Demonstrates understanding of human behavior within its context (e.g., family, social, societal and cultural).	
Demonstrates the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.	
Selects and applies assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics.	
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.	
Interprets assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective.	
Communicates orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.	
Provides assessment case presentations to local audiences.	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Competency 7 – Intern will achieve competence in the area of: Intervention	
Establishes and maintains effective relationships with the recipients of psychological services.	
Develops evidence-based intervention plans specific to the service delivery goals.	

Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.	
Demonstrate the ability to apply the relevant research literature to clinical decision making.	
Modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking.	
Evaluate intervention effectiveness and adapt intervention goals and methods consistent with ongoing evaluation.	
Comments:	
Competency 8 – Intern will achieve competence in the area of: Supervision	
Applies supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice examples of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.	
Demonstrates knowledge of supervision models and practices.	
Comments:	
Competency 9 – Intern will achieve competence in the area of: Consultation and Interprofessional/Interdisciplinary Skills	
Demonstrate knowledge and respect for the roles and perspectives of other professions.	
Applies this knowledge in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.	
Comments:	
OVERALL RATING (Average of broad competence area scores)	
Comments on Intern's overall performance:	
Intern Comments on Competency Evaluation (Optional):	

I acknowledge that my supervisor has reviewed this evaluation with me.

Intern Signature

Date

Supervisor Signature

Date