

**NEBRASKA INTERNSHIP CONSORTIUM IN  
PROFESSIONAL PSYCHOLOGY  
Mid-Year Evaluation 2023-2024**

**Intern Name:** \_\_\_\_\_

**Dates Covered:** \_\_\_\_\_

**Supervisor/Training Director:** \_\_\_\_\_

**Site:** \_\_\_\_\_

This evaluation should be based on actual observation and/or reports of supervising psychologists, clients, and others concerned with clients and their treatment. The format includes eight basic competency areas and a general summary section. Competencies that are irrelevant to a particular site may be marked NA. Relevant competencies that are not listed may be addressed in the general summary. Each competency area is described with a list of specific behaviors. Some competencies also request information regarding context or population. The degree of competence for specific behaviors may be rated using the numerical scale from 1 to 6 described below. The scores on the specific behaviors listed in an area are averaged for the area summary rating.

If directly observed or audio taped observed, please describe which component(s) of the Area was/were observed in your comments to the intern.

Competency Scale 1 - 6

1 = Pre-internship/Deficient

4 = Yearend Competency Minimum

2 = Beginning Internship

5 = Yearend Competent

3 = Midyear Competency Minimum

6 = Post-internship/Exceptional

Note: The competency scale of 1 to 6 is intended to represent the typical range and course of development during the internship year. It is expected that for most interns in most areas ratings will be between 2 and 5, 2-3 at the beginning of internship and moving, as competencies develop, to 3-4 at midyear and 4-5 at the conclusion of the internship. Please explain specifically in the comments any ratings that fall in the 1-2 pre-internship/deficient and/or 5-6 post- internship/exceptional ranges of the scale. As indicated by the scale, all students need to average 4 or above in each area summary at the conclusion of the internship year to successfully complete internship.

**AREA 1 INTERVENTION/THERAPY TREATMENT**

Indicate modality (Y/N):

Indicate populations (Y/N):

\_\_\_\_ Individual therapy

\_\_\_\_ Child

\_\_\_\_ Couples therapy

\_\_\_\_ Adolescent

\_\_\_\_ Family therapy

\_\_\_\_ College Student

\_\_\_\_ Group therapy

\_\_\_\_ Adult

\_\_\_\_ Other

\_\_\_\_ Geriatric

\_\_\_\_ Other

On the competency scale of 1 to 6, to what degree of competence does intern:

\_\_\_\_ Grasp the presenting problem

\_\_\_\_ Clarify client's expectations

\_\_\_\_ Conceptualize the case

\_\_\_\_ Establish a therapeutic relationship

\_\_\_\_ Engage client in setting appropriate goals

\_\_\_\_ Utilize knowledge of the literature

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- \_\_\_\_\_ Employ effective interventions
- \_\_\_\_\_ Follow up on plans
- \_\_\_\_\_ Adapt to client's progress
- \_\_\_\_\_ Recognize and manage transference/countertransference dynamics
- \_\_\_\_\_ Manage referral, transfer, or termination processes

**Area 1 Summary**      \_\_\_\_\_

**Area 1 Was Observation:**

- Directly observed (video/in-person)
- Audio taped
- Not directly observed

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**AREA 2    CONSULTATION/COLLABORATION**

Indicate agency/organizational settings (list):

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Recognize the need for consultation
- \_\_\_\_\_ Involve appropriate sources
- \_\_\_\_\_ Communicate with referral sources
- \_\_\_\_\_ Communicate with family or caregivers
- \_\_\_\_\_ Communicate with other service providers
- \_\_\_\_\_ Address relevant issues
- \_\_\_\_\_ Follow up on plans

**Area 2 Summary**      \_\_\_\_\_

**Area 2 Was Observation:**

- Directly observed (video/in-person)
- Audio taped
- Not directly observed

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**AREA 3    ASSESSMENT/EVALUATION/TESTING**

Indicate type of assessments done (Y/N):

- \_\_\_\_\_ Intake Assessment
- \_\_\_\_\_ Diagnostic Interviewing
- \_\_\_\_\_ Behavioral Observation

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- \_\_\_\_\_ Intelligence
- \_\_\_\_\_ Personality
- \_\_\_\_\_ Abilities
- \_\_\_\_\_ Interests
- \_\_\_\_\_ Educational/Academic Evaluation
- \_\_\_\_\_ Psycho-physiological Functioning
- \_\_\_\_\_ Neuropsychological Functioning
- \_\_\_\_\_ Other

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Discern need for assessment
- \_\_\_\_\_ Explain rationale to clients
- \_\_\_\_\_ Select appropriate instruments
- \_\_\_\_\_ Adhere to administration standards
- \_\_\_\_\_ Interpret and integrate results
- \_\_\_\_\_ Develop relevant recommendations
- \_\_\_\_\_ Present findings

**Area 3 Summary**       =====

**Area 3 Observation:**

- Directly observed (video/in-person)
- Audio taped
- Not directly observed

**Data and comments from Observed Clinical Assessment:**

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**AREA 4   TEACHING/PRESENTING/SUPERVISING OTHERS**

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Select appropriate subject matter
- \_\_\_\_\_ Prepare adequately
- \_\_\_\_\_ Establish rapport
- \_\_\_\_\_ Adapt to the needs of the audience
- \_\_\_\_\_ Communicate information
- \_\_\_\_\_ Provide feedback

**Area 4 Summary**       =====

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**Area 4 Was Observation:**

- Directly observed (video/in-person)
- Audio taped
- Not directly observed

**Summary of Case Presentation Feedback:**

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**AREA 5 RESEARCH/PROGRAM EVALUATION**

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Conceptualize the question
- \_\_\_\_\_ Use existing resources
- \_\_\_\_\_ Collect and analyze data
- \_\_\_\_\_ Identify meaningful findings
- \_\_\_\_\_ Present useful recommendations

**Area 5 Summary**       =====

**Area 5 Was Observation:**

- Directly observed (video/in-person)
- Audio taped
- Not directly observed

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**AREA 6 ETHICAL/LEGAL/CULTURAL AWARENESS**

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Demonstrate sensitivity to cultural differences
- \_\_\_\_\_ Recognize issues with ethical and/or legal implications
- \_\_\_\_\_ Understand relevant standards and regulations
- \_\_\_\_\_ Comply with the spirit of such standards and regulations
- \_\_\_\_\_ Consult with other professionals when appropriate

**Area 6 Summary**       =====

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**Area 6 Was Observation:**

- Directly observed (video/in-person)
  - Audio taped
  - Not directly observed
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**AREA 7      PROFESSIONAL/INTERPERSONAL CONDUCT**

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Maintain prompt and regular attendance
- \_\_\_\_\_ Carry fair workload
- \_\_\_\_\_ Use time effectively
- \_\_\_\_\_ Know and observe organization's operating procedures
- \_\_\_\_\_ Manage service logistics (e.g., scheduling, billing)
- \_\_\_\_\_ Keep up-to-date records
- \_\_\_\_\_ Complete written work
- \_\_\_\_\_ Demonstrate professional appearance and deportment

**Area 7 Summary**      \_\_\_\_\_

**Area 7 Was Observation:**

- Directly observed (video/in-person)
  - Audio taped
  - Not directly observed
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**AREA 8      SUPERVISION/PROFESSIONAL DEVELOPMENT**

On the competency scale of 1 to 6, to what degree of competence does intern:

- \_\_\_\_\_ Demonstrate capacity for self-awareness
- \_\_\_\_\_ Take responsibility for supervision agenda
- \_\_\_\_\_ Recognize supervision needs
- \_\_\_\_\_ Invite feedback
- \_\_\_\_\_ Accept criticism
- \_\_\_\_\_ Try new approaches
- \_\_\_\_\_ Self identify as professional vs. student
- \_\_\_\_\_ Participate in professional activities

**Area 8 Summary**      \_\_\_\_\_

**Area 8 Was Observation:**

- Directly observed (video/in-person)
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**Providing Supervision to Others**

Address the following supervision competencies in the mid-internship NICPP evaluation:

- 1) Multicultural and/or Diversity Considerations:

Identify cultural and/or diversity factors by discussing personal expectations, values, biases, prejudice, stereotyping, worldviews, etc.

- 2) Legal Considerations:

Identify and discuss any potential legal factors that may affect decision-making

- 3) Ethical Practice:

Identify and discuss any potential ethical factors that may affect decision-making

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**Supervisor: Comment on any concerns or accomplishments not included above and summarize intern's overall progress, addressing established strengths, current areas of active growth, and priorities for future development:**

**Intern: Comment on perceived accuracy of evaluation, additional observations, and any new goals contemplated in response to this evaluation.**

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Intern Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
-NICPP Training Director Signature

\_\_\_\_\_  
Date