

Postdoctoral Fellow Competency Assessment Form

Fellow

Supervisor

Rotation: **Sept.-March** **April-Sept.** Training year

Training experience/rotation

General professional competencies

1. Competency goal: The fellow demonstrates good knowledge of **ethical principles** and consistently applies them appropriately, seeking consultation as needed.

_____ **Ready for autonomous practice**

Spontaneously and consistently identifies ethical issues, effectively resolves issues using consultation and supervision as needed

_____ **Needs occasional supervision**

Consistently recognizes ethical issues, appropriately asks for supervisory input.

_____ **Needs regular supervision**

Generally recognizes situation where ethical issues might be pertinent, is responsive to supervisory input.

_____ **Needs remedial work**

Often unaware of important ethical issues, disregards supervisory input.

2. Competency goal: The fellow seeks **consultation or supervision** as needed and uses it productively.

_____ **Ready for autonomous practice**

Actively seeks out professional consultation as needed when treating complex cases. Makes generally accurate self-appraisal, recognizes tendencies to misjudge abilities and shows particular care in those areas.

_____ **Needs occasional supervision**

Open to feedback when offered, tries new ideas and behaviors with varying degrees of comfort and success. Shows awareness of strengths and weaknesses and uses supervision well to clarify of areas of uncertainty.

_____ **Needs regular supervision**

Accepts supervision in many areas, but occasionally shows defensiveness. Needs supervisory input for determination of readiness to try new skills.

_____ **Needs remedial work**

Frequently defensive or confused by feedback, resists use of important and necessary feedback overly dependent on habitual ideas and behavior. Seriously misjudges strengths and/or important limitations.

3. Competency goal: The fellow **interacts professionally** and appropriately with treatment teams, peers and supervisors at all times. The fellow seeks peer support as needed.

_____ **Ready for autonomous practice**

Develops smooth working relationships, effectively relates to team members in accordance with their unique roles, effectively uses team format in the service of treatment needs. Develops positive alliances with other fellows and colleagues, handles differences openly.

_____ **Needs occasional supervision**

Actively participates in team meetings, but input is circumscribed. Seeks input from supervisors to cope with rare interpersonal concerns.

_____ **Needs regular supervision**

Progressing well with providing input in a team setting. Effectively seeks assistance to cope with interpersonal concerns with colleagues.

_____ **Needs remedial work**

Personal characteristics or dysfunctional behaviors significantly limit the fellow's ability to participate in team model, e.g. withdrawn, overly confrontational and insensitive. Has hostile interactions with colleagues.

4. Competency goal: The fellow **takes on responsibility** for key patient care tasks, autonomously ensuring tasks are completed promptly. The fellow demonstrates the necessary **self-direction**, with regards to gathering clinical and research information, to practice independently and competently as a professional psychologist.

_____ **Ready for autonomous practice**

Takes initiative to ensure key tasks are accomplished, seeks responsibility. All reports and progress notes are filed promptly. Deadlines not needed. Fully dedicated to expanding knowledge and skills, seeks out and takes specific steps to follow through on learning opportunities.

_____ **Needs occasional supervision**

Systematically attends to all details with few prompts. Occasional deadlines needed to complete tasks. Shows initiative, eager to learn, beginning to take steps to enhance own learning.

_____ **Needs regular supervision**

Completes work effectively when given prompts or deadlines. Open to learning, waits for supervision to present ideas.

_____ **Needs remedial work**

Overly dependent on prompts or deadlines or frequently misses deadlines. Needs too much direction from supervisor, uninvolved.

5. Competency goal: The fellow demonstrates **positive coping strategies** to manage personal and professional stressors to maintain professional functioning so quality patient care continues uninterrupted. The intern copes with professional challenges such as new responsibilities or patient crises.

_____ **Ready for autonomous practice**

Exhibits good awareness of any personal and professional problems, impact of stressors on professional practice is limited to subtle effects such as inefficiency. Seeks supervision and/or personal therapy to resolve issues if needed. Level of confidence accurately matches current abilities, experiences minor stress handling crises or major new responsibilities.

_____ **Needs occasional supervision**

Has good insight into the impact of stressors on professional functioning, seeks supervisory input to minimize this impact. Confident in practiced areas of competence, needs supervisory encouragement to venture into new areas.

_____ **Needs regular supervision**

Fellow needs significant supervision time to minimize the effect of stressors on professional functioning. Confidence fluctuates, seeks reassurance from supervisor.

_____ **Needs remedial work**

Ongoing stresses significantly hamper professional functioning. Personal problems significantly disrupt professional practice, fellow denies problems when brought up by supervisor. Lack of confidence is communicated to others in a manner that undermines the quality of work.

6. Competency Goal: The fellow consistently achieves a **good rapport** with patients.

_____ **Ready for autonomous practice**

Establishes quality relationships with almost all patients, reliably identifies potentially challenging patients and spontaneously makes adjustments.

_____ **Needs occasional supervision**

Generally comfortable and relaxed with patients, handles anxiety-provoking or awkward situations adequately so they do not undermine therapeutic success.

_____ **Needs regular supervision**

Actively developing skills with new patient populations. Relates well when has prior experience with the population.

_____ **Needs remedial work**

Has difficulty establishing rapport, alienates patients or shows little ability to recognize problems when they occur.

7. Competency goal: The fellow maintains **sensitivity to cultural and other individual differences** in clinical work (assessment, consultation and intervention), in the research context and in the context of didactic and case presentations.

_____ **Ready for autonomous practice**

Spontaneously raises issues relating to individual differences with patients as appropriate, conveys ease in working with a range of backgrounds, aware and sensitive to individual differences, accurately self-monitors own responses to differences.

_____ **Needs occasional supervision**

Initiates supervisory discussion regarding areas of inexperience in personal differences when needed.

_____ **Needs regular supervision**

Has discomfort with some patients, resolves these issues effectively through supervision.

_____ **Needs remedial work**

Has difficulty recognizing or working around prejudices, holds some beliefs which limit effectiveness with certain patients, unable to surmount these problems to date in supervision.

8. Competency goal: The fellow **gathers relevant interview data** promptly, appropriately evaluating immediate concerns such as suicidality, homicidality and other safety issues. The fellow makes appropriate contingency plans with patient regarding **safety issues** if needed. The fellow discusses all **confidentiality issues** openly with patients.

_____ **Ready for autonomous practice**

Fellow autonomously demonstrates above professional competencies.

_____ **Needs occasional supervision**

Fellow needs guidance regarding interview of patients with complex cases. Fellow is aware of how to cope with safety issues, but continues to need reassurance in supervision. May occasionally forget to promptly discuss confidentiality issues.

_____ **Needs regular supervision**

Intern recognizes potentially problematic cases, but needs guidance regarding detailed evaluation. Detailed discussions are needed to cope with safety issues, fellow handles them well. Occasionally needs prompting to discuss confidentiality issues with patient.

_____ **Needs remedial work**

Fellow delays questioning patient about immediate concerns. Fellow forgets to ask about important safety issues or makes inadequate assessment or plan. Fellow does not remember to address confidentiality issues, needs frequent prompting.

Competence in psychological assessment

_____ This section not applicable to this rotation/experience

1. Competency goal: The fellow **promptly and proficiently administers** commonly used tests in his/her area of practice, autonomously choosing the tests to be administered appropriately.

_____ **Ready for autonomous practice**

Proficiently administers all tests. Completes all testing efficiently. Chooses appropriate tests to answer referral question.

_____ **Needs occasional supervision**

Occasional input needed regarding fine points of test administration. Occasionally needs reassurance that selected tests are appropriate.

_____ **Needs regular supervision**

Needs continued supervision on frequently administered tests. Needs occasional consultation regarding appropriate tests to administer.

_____ **Needs remedial work**

Test administration is irregular, slow. Often needs to recall patient to further testing sessions due to poor choice of tests administered.

2. Competency goal: The fellow autonomously **interprets** the results of psychological tests used in his/her area of practice.

_____ **Ready for autonomous practice**

Skillfully and efficiently interprets tests. Makes independent diagnostic formulations on a variety of syndromes with confidence. Accurately interprets and integrates results prior to supervision session.

_____ **Needs occasional supervision**

Demonstrates knowledge of scoring methods, reaches appropriate conclusions with some support from supervision.

_____ **Needs regular supervision**

Completes assessments on typical patients with some supervisory input, occasionally uncertain how to handle difficult patients or unusual findings. Understands basic use of tests, may occasionally reach inaccurate conclusions or take computer interpretation packages too literally.

_____ **Needs remedial work**

Significant deficits in understanding of psychological testing, over-reliance on computer interpretation packages for interpretation. Repeatedly omits significant issues from assessments, reaches inaccurate or insupportable conclusions.

3. Competency goal: The fellow writes a **well-organized psychological report**, answering the referral question clearly and providing the referral source with specific **recommendations** for patient care.

_____ **Ready for autonomous practice**

Report is clear and thorough, follows a coherent outline, effectively summarizes major relevant issues. Relevant test results are woven into the report as supportive evidence. Recommendations are related to referral questions.

_____ **Needs occasional supervision**

Report covers essential points without serious error, may need polish in cohesiveness and organization. Readily completes assessments with minimal supervisory input, makes useful and relevant recommendations.

_____ **Needs regular supervision**

Fellow uses supervision effectively for assistance in determining important points to highlight.

_____ **Needs remedial work**

Inaccurate conclusions or grammar interfere with communication. Or reports are poorly organized and require major rewrites.

Competence in psychotherapeutic interventions

_____ This section not applicable to this rotation/experience

1. Competency goal: The fellow formulates a useful **case conceptualization** that draws on theoretical and research knowledge.

_____ **Ready for autonomous practice**

Fellow independently produces good case conceptualizations within own preferred theoretical orientation, can also draw some insights into case from other orientations. Overt emotional issues are accurately and consistently identified, plans and reflects appropriately on deeper issues between sessions.

_____ **Needs occasional supervision**

Reaches case conceptualization on own, recognizes improvements when pointed out by supervisor. Readily identifies emotional issues but sometimes needs supervision for clarification.

_____ **Needs regular supervision**

Reaches case conceptualization with supervisory assistance. Aware of emotional issues when they are clearly stated by the patient, needs supervision for development of awareness of underlying issues.

_____ **Needs remedial work**

Responses to patients indicate significant inadequacies in theoretical understanding and case formulation. Misses or misperceives important emotional issues.

2. Competency goal: The fellow formulates appropriate therapeutic **treatment goals** in collaboration with the patient. The fellow collaborates with patients in crisis to make appropriate **short-term safety plans** and intensify treatment as needed.

_____ **Ready for autonomous practice**

Consistently sets realistic goals for the long term in accordance with patients' needs and desires. Can work autonomously with patient in crisis to establish appropriate short-term plan.

_____ **Needs occasional supervision**

Sets appropriate goals with occasional prompting from supervisor, distinguishes realistic and unrealistic goals. Shows good professional skills, but needs occasional reassurance after coping with patients in crisis.

_____ **Needs regular supervision**

Requires ongoing supervision to set therapeutic goals aside from those presented by patient. Needs to refine crisis plans in collaboration with supervisor.

_____ **Needs remedial work**

Fails to set any goals without prompting from supervisor. Fear overwhelms the fellow's abilities in patient crises.

3. Competency goal: The fellow presents **interventions** that are well-timed, effective and consistent with empirically supported treatments.

_____ **Ready for autonomous practice**

Interventions and interpretations facilitate patient acceptance and change. Demonstrates motivation to increase knowledge and expand range of interventions through reading and consultation as needed.

_____ **Needs occasional supervision**

Most interventions and interpretations facilitate patient acceptance and change. However, fellow requires supervisory assistance with the timing and delivery of more difficult interventions.

_____ **Needs regular supervision**

Many interventions and interpretations are delivered and timed well. Needs supervision to plan interventions and clarify interpretations.

_____ **Needs remedial work**

Most interventions and interpretations are rejected by patients. Has frequent difficulty targeting interventions to patients' level of understanding and motivation.

Competence in group psychotherapy skills

_____ This section not applicable to this rotation/experience

Competency goal: The fellow appropriately copes with **group therapy challenges** and complications.

_____ **Ready for autonomous practice**

Consistently manages issues as they arise in group, builds cohesiveness while dealing with complications. Aware of own strengths and weaknesses as a group leader.

_____ **Needs occasional supervision**

Seeks input on group process issues as needed, then works to apply new knowledge and skills. Needs occasional feedback concerning strengths and weaknesses.

_____ **Needs regular supervision**

Welcomes ongoing supervision to identify key issues and initiate group interaction. Actively working on identifying own strengths and weaknesses as a group leader.

_____ **Needs remedial work**

Responses to patients and management of group process indicate significant inadequacy in the theoretical understanding and implementation of group process. Defensive or not insightful when discussing strengths and weaknesses.

Competence in professional consultation

___ This section not applicable to this rotation/experience

Competency goal: The fellow performs an **assessment** of the patient referred for consultation, incorporating mental status exam, structured interview techniques or psychological assessment, as needed, to **answer the referral question**.

___ **Ready for autonomous practice**

The fellow is able to choose appropriate means of assessment to respond effectively to the referral question; reports and progress notes are well-organized and provide useful, relevant recommendations with minimal supervisory input.

___ **Needs occasional supervision**

Occasional input is needed regarding appropriate measures of assessment and effective write-up of report or progress notes to best answer the referral question

___ **Needs regular supervision**

Needs continued supervision regarding appropriate assessment techniques to complete consultations as well as input regarding integration of findings and recommendations.

___ **Needs remedial work**

Consultation reports and progress notes are poorly written and/or organized. Fails to incorporate relevant information and/or use appropriate measures of assessment necessary to answer the referral question.

Scholarly and research competencies

___ This section not applicable to this rotation/experience

1. Competency goal: The fellow **seeks out professional writings** regarding assessment and/or treatment cases as needed to enhance knowledge about the patient's psychological status.

___ **Ready for autonomous practice**

Fellow independently seeks out and reads professional writings pertaining to cases at hand.

___ **Needs occasional supervision**

Fellow identifies areas of knowledge that need enhancement with a particular patient and asks for suggestions regarding readings.

___ **Needs regular supervision**

Fellow readily accepts and reads professional writings as assigned by the supervisor.

___ **Needs remedial work**

Fellow procrastinates regarding professional readings assigned by supervisor to learn essential treatment-oriented competencies.

2. Competency goal: The fellow is able to develop a plan for research or other professional writing.

___ **Ready for autonomous practice**

The fellow, alone or in conjunction with a colleague, is a full participant in development of the plan.

___ **Needs occasional supervision**

The fellow provides substantive input into the plan.

___ **Needs regular supervision**

The fellow provides helpful suggestions regarding design and implementation of a colleague's plan.

___ **Needs remedial work**

The fellow does not follow through with responsibilities in development of plan.

Supervisor's comments

Summary of strengths:

Areas of additional development or remediation, including recommendations:

Conclusions

Competency goal for evaluations done at 6 months: All competency areas will be rated at a level of competence of **Needs regular supervision** or higher. No competency areas will be rated as **needs remedial work**.

Competency goal for evaluations done at 12 months: At least 80 percent of competency areas will be rated at level of competence of **needs occasional supervision** or higher. No competency areas will be rated as **needs remedial work**. Note: exceptions would be specialty area rotations that would take a more intensive course of study to achieve this level of competency and the major supervisor, training director and fellow agree that a level of **needs regular supervision** is appropriate for that particular rotation, e.g., a neuropsychology major rotation for a general track fellow.

_____ The fellow **has** successfully completed the above competency goal. We have reviewed this evaluation together.

_____ The fellow **has not** successfully completed the above competency goals. We have made a joint written remedial plan, which follows, with specific dates indicated for completion. Once completed, the rotation will be re-evaluated using another evaluation form, or on this form, clearly marked with a different color ink. We have reviewed this evaluation together.

Supervisor _____

Date _____

I have received a full explanation of this evaluation. I understand that my signature does not necessarily indicate my agreement.

Fellow _____

Date _____