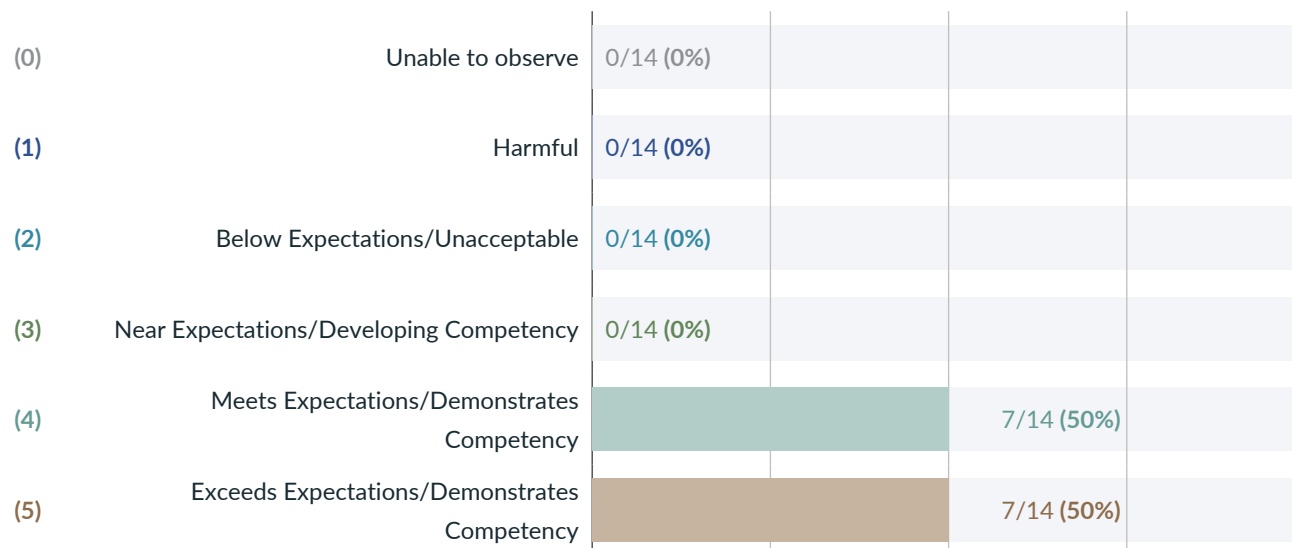


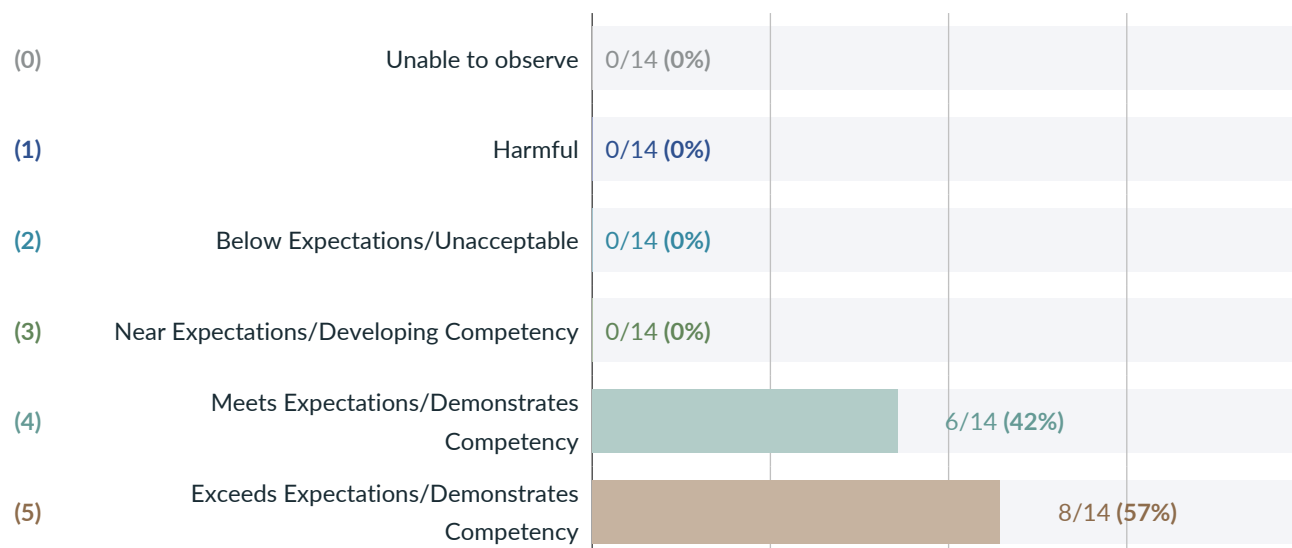
From
1/1/22

To
12/1/25

Nonverbal: Includes body position, eye contact, posture, distance from client, voice tone, rate of speech, use of silence, etc. Attuned to the emotional state and cultural norms of the clients



Encouragers: Includes minimal encouragers and door openers such as "Tell me more about...", "Hmm"



Questions: Use of appropriate open and closed questioning. (e.g., avoidance of double questions)

CCS-R

(0)	Unable to observe	0/14 (0%)			
(1)	Harmful	0/14 (0%)			
(2)	Below Expectations/Unacceptable	0/14 (0%)			
(3)	Near Expectations/Developing Competency	0/14 (0%)			
(4)	Meets Expectations/Demonstrates Competency			7/14 (50%)	
(5)	Exceeds Expectations/Demonstrates Competency			7/14 (50%)	

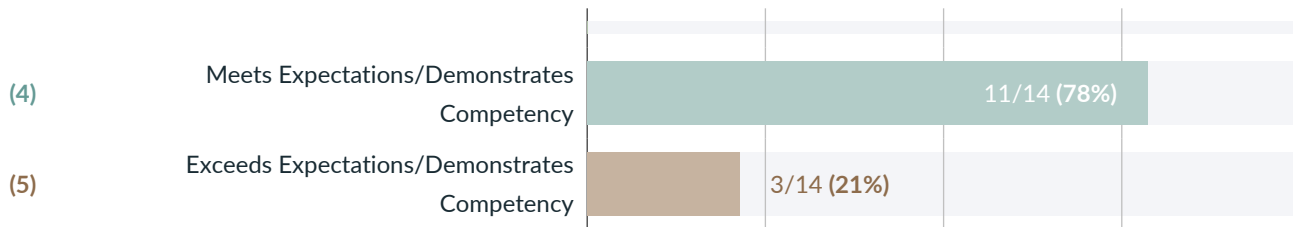
Reflecting, paraphrasing: Basic reflection of content-paraphrasing (with couples and families, paraphrasing the different clients' multiple perspectives)

(0)	Unable to observe	0/14 (0%)			
(1)	Harmful	0/14 (0%)			
(2)	Below Expectations/Unacceptable	0/14 (0%)			
(3)	Near Expectations/Developing Competency	0/14 (0%)			
(4)	Meets Expectations/Demonstrates Competency			8/14 (57%)	
(5)	Exceeds Expectations/Demonstrates Competency			6/14 (42%)	

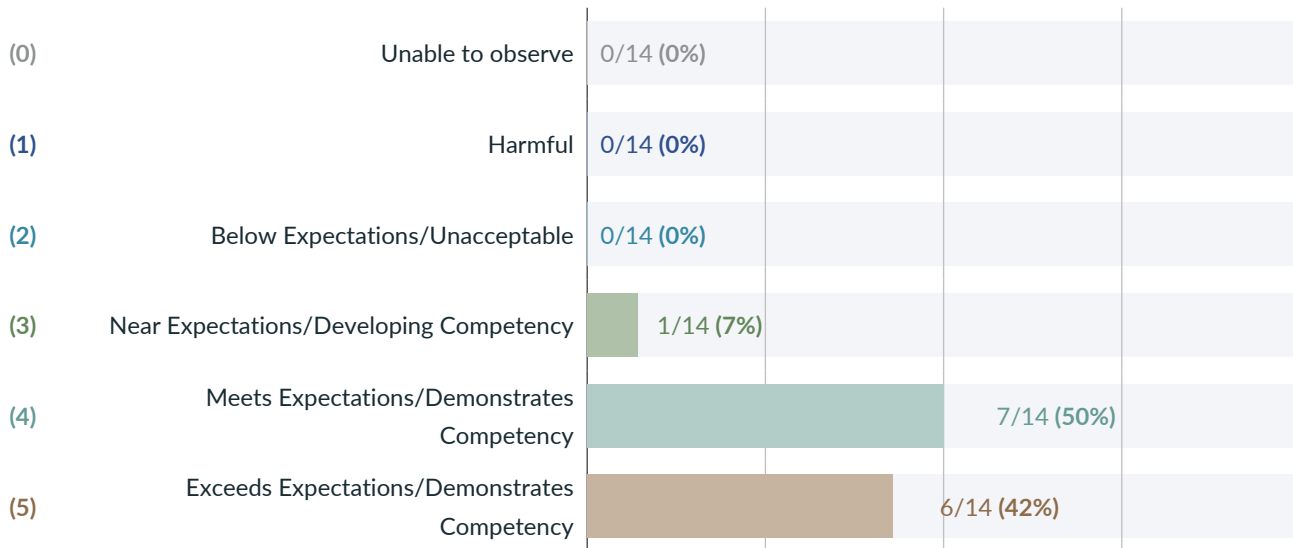
Reflection, reflection of Feelings: reflection of feelings (with couples and families, reflection each clients' feelings)

(0)	Unable to observe	0/14 (0%)			
(1)	Harmful	0/14 (0%)			
(2)	Below Expectations/Unacceptable	0/14 (0%)			
(3)	Near Expectations/Developing Competency	0/14 (0%)			

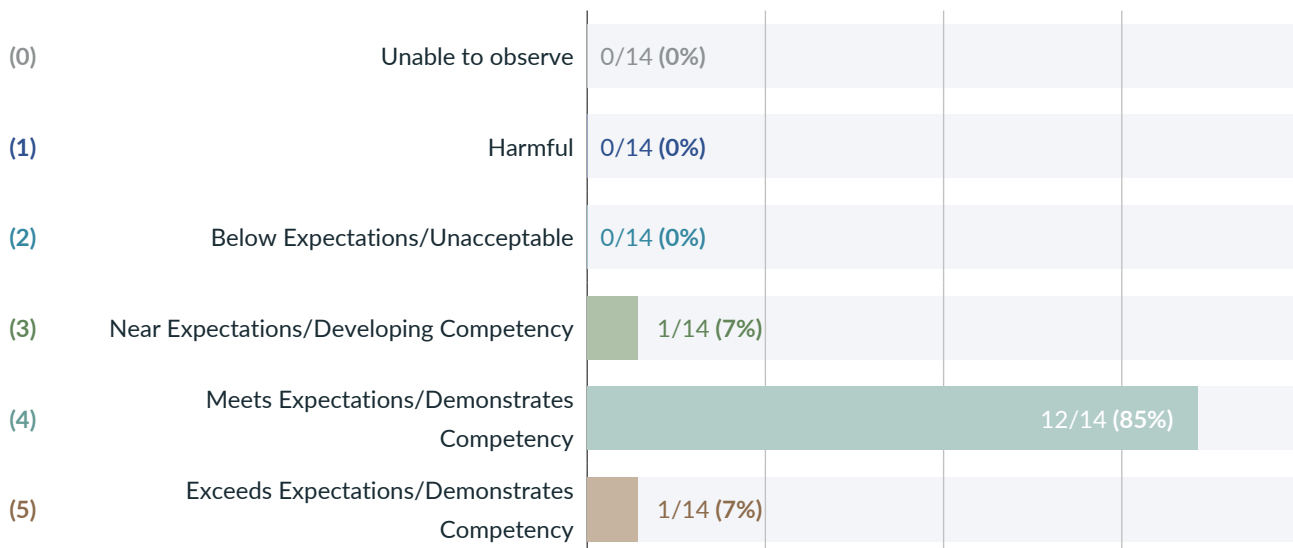
CCS-R



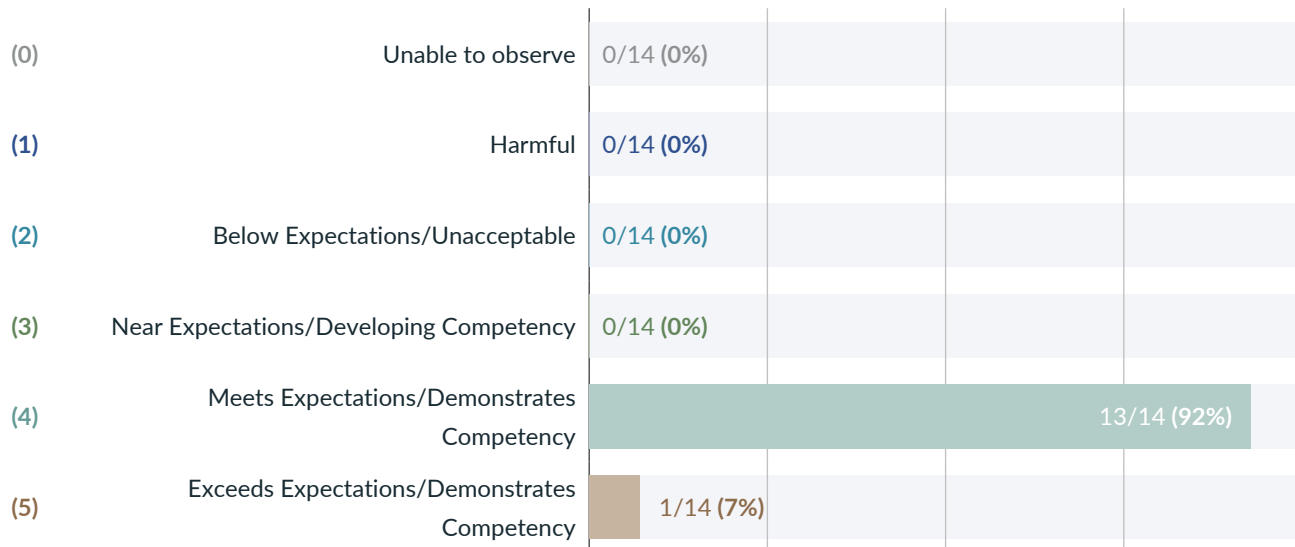
Reflecting, summarizing: summarizing content, feelings, behaviors, and future plans (with couples and families, summarizing relational patterns of interaction)



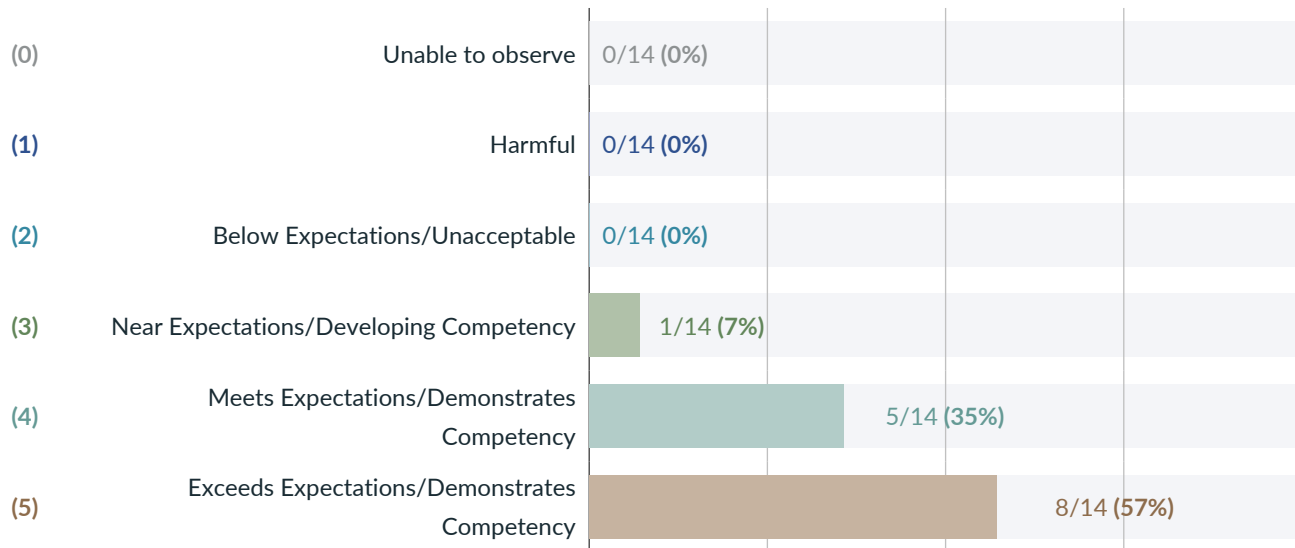
Advanced reflection (meaning): advanced reflection of meaning including values and core beliefs (taking counseling to a deeper level)



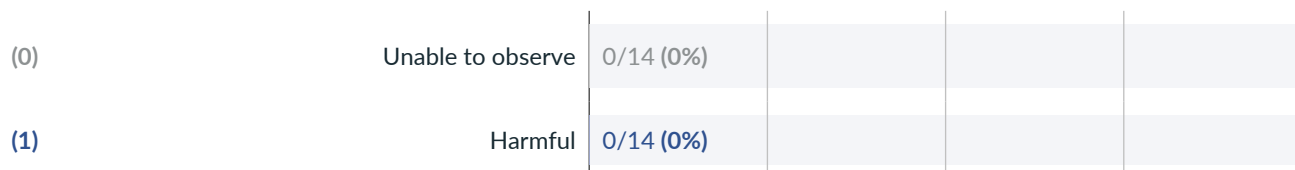
Confrontation: counselor challenges clients to recognize and evaluate inconsistencies



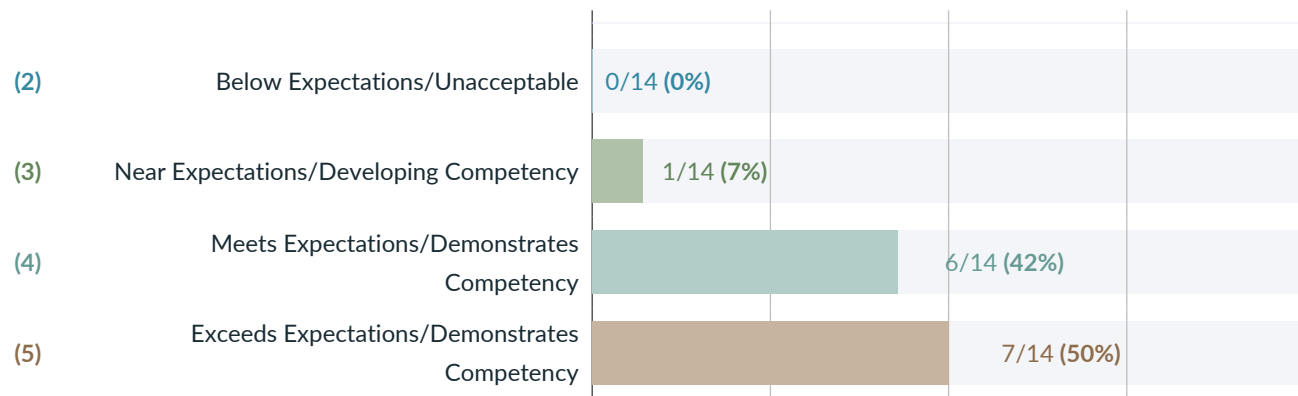
Goal setting: counselor collaborates with clients to establish realistic, appropriate, and attainable therapeutic goals (with couples and families, supports clients in establishing common treatment goals)



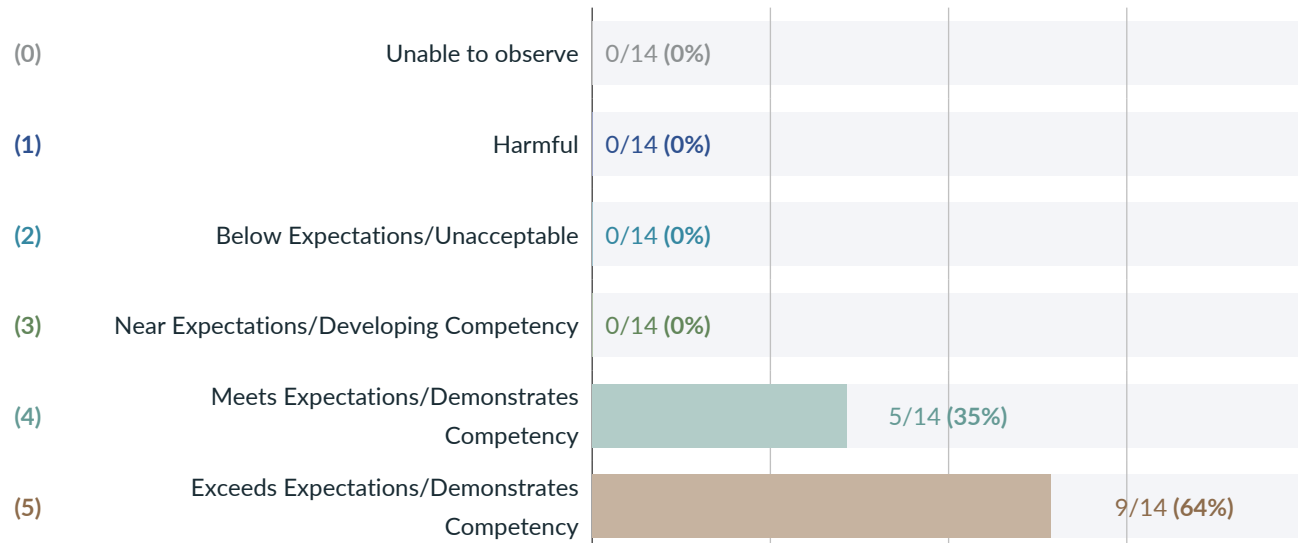
Focus of counseling: counselor focuses (or refocuses) clients on their therapeutic goals (i.e. purposeful counseling)



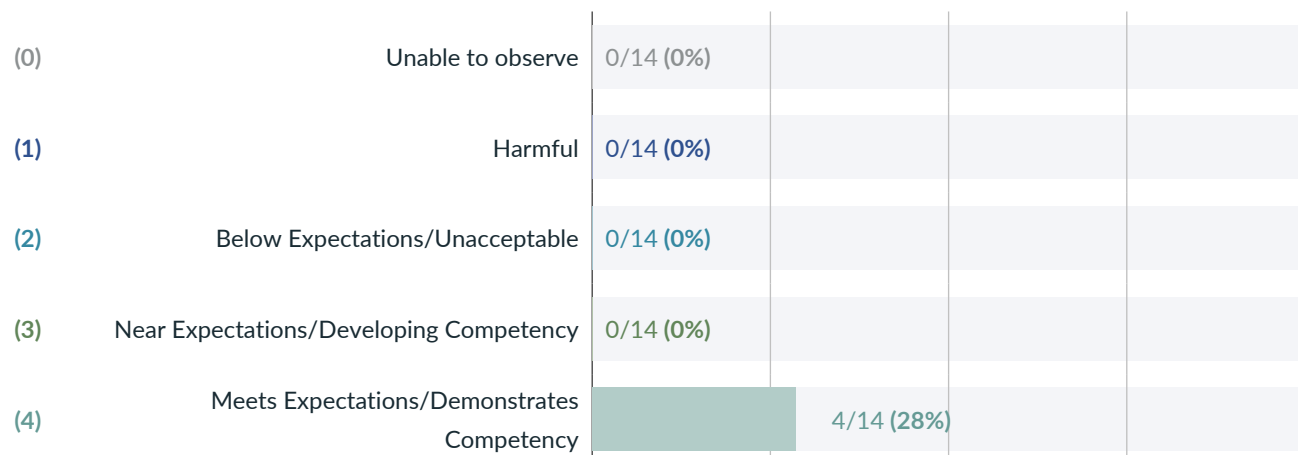
CCS-R



Facilitate therapeutic environment, empathy and caring: express accurate empathy and case. Counselor is "present" and open to clients (includes immediacy and concreteness)




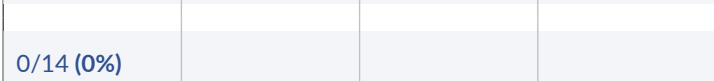
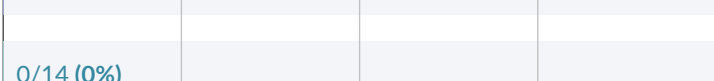
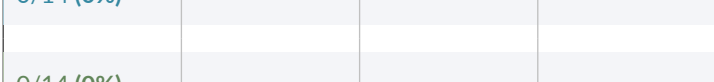
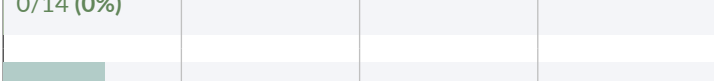
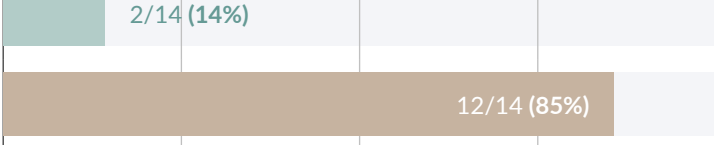
Facilitate therapeutic environment, respect and compassion: counselor expresses appropriate respect and compassion for clients




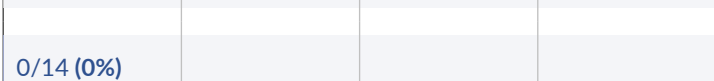
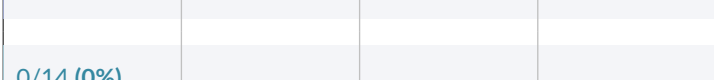
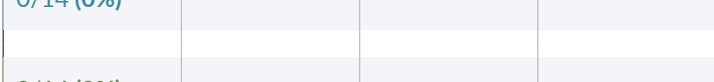
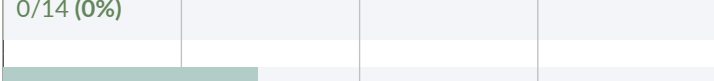
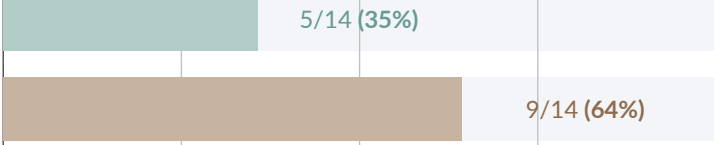
CCS-R

(5)	Exceeds Expectations/Demonstrates Competency		10/14 (71%)
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Professional ethics: adheres to the ethical guidelines of the, ACA, ASCA, IAMFC, APA, and NBCC, including practices within competencies

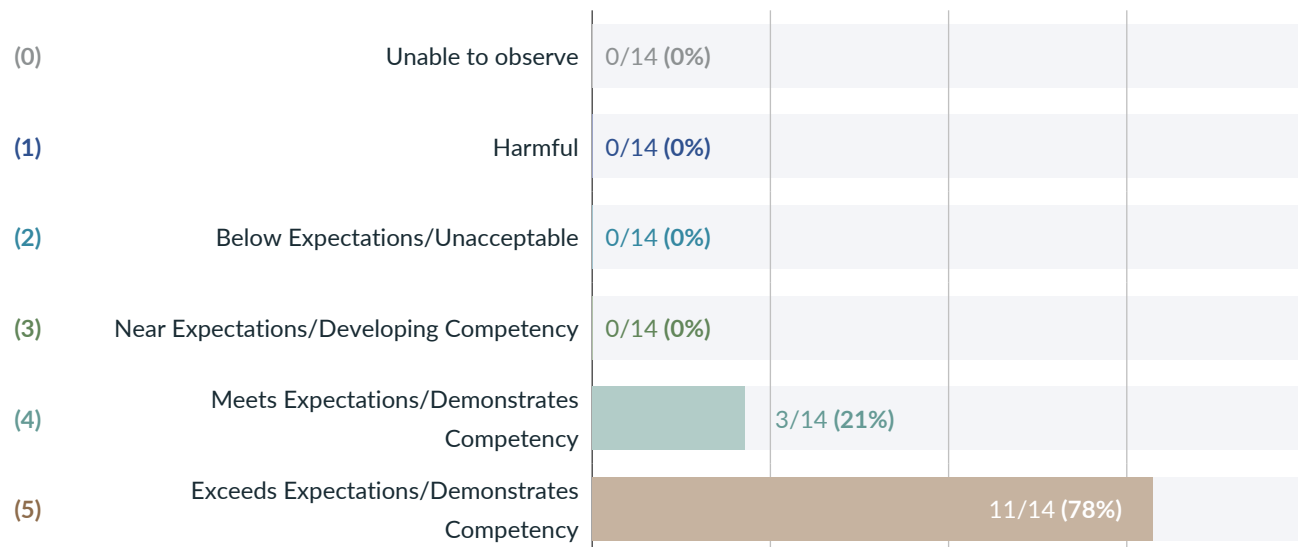
(0)	Unable to observe	0/14 (0%)	
(1)	Harmful	0/14 (0%)	
(2)	Below Expectations/Unacceptable	0/14 (0%)	
(3)	Near Expectations/Developing Competency	0/14 (0%)	
(4)	Meets Expectations/Demonstrates Competency	2/14 (14%)	
(5)	Exceeds Expectations/Demonstrates Competency	12/14 (85%)	

Professional behavior: behaves in a professional manner towards supervisors, peers, and clients (e.g., emotional regulation). Is respectful and appreciative to the culture of colleagues and is able to effectively collaborate with others

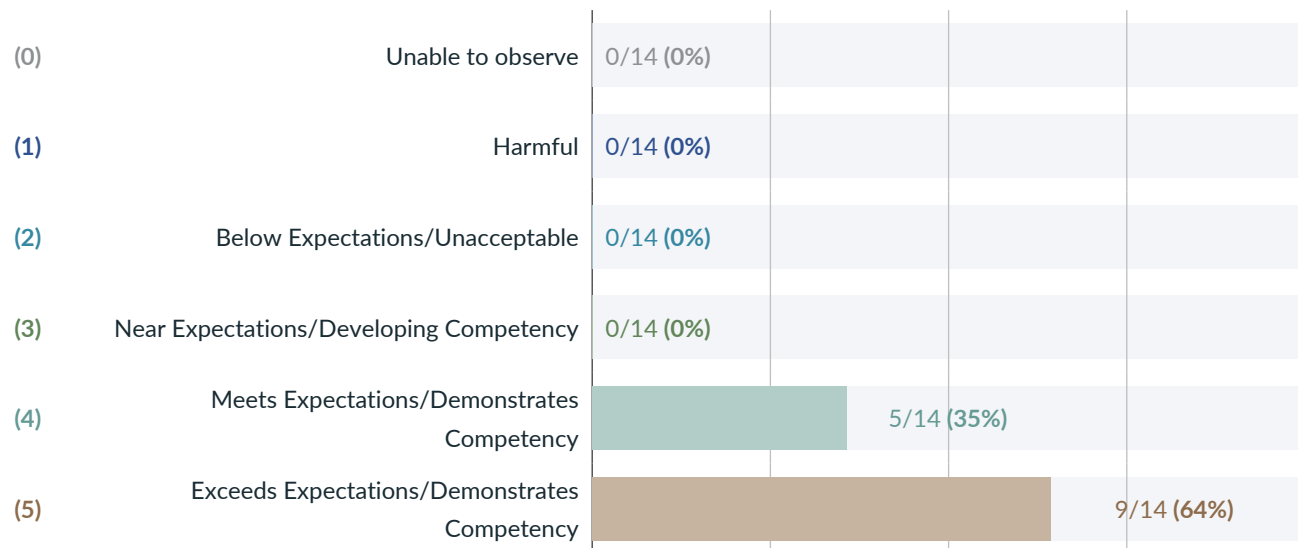
(0)	Unable to observe	0/14 (0%)	
(1)	Harmful	0/14 (0%)	
(2)	Below Expectations/Unacceptable	0/14 (0%)	
(3)	Near Expectations/Developing Competency	0/14 (0%)	
(4)	Meets Expectations/Demonstrates Competency	5/14 (35%)	
(5)	Exceeds Expectations/Demonstrates Competency	9/14 (64%)	

Professional and personal boundaries: maintains appropriate boundaries with supervisors, peers, and clients

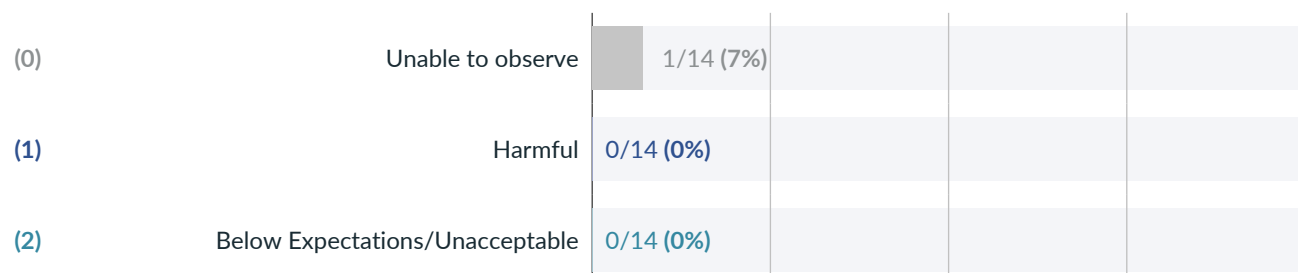
CCS-R



Knowledge and adherence to site and course policies: demonstrates an understanding and appreciation for all counseling site and course policies and procedures



Record keeping and task completion: completes all record keeping and tasks correctly and promptly (e.g., case notes, psychosocial reports, treatment plans, supervisory report)



CCS-R

(3)	Near Expectations/Developing Competency	0/14 (0%)			
(4)	Meets Expectations/Demonstrates Competency		7/14 (50%)		
(5)	Exceeds Expectations/Demonstrates Competency		6/14 (42%)		

Multicultural competence in counseling relationship: demonstrates respect for culture (e.g., race, ethnicity, gender, spirituality, religion, sexual orientation, disability, social class, etc) and awareness of and responsiveness to ways in which culture interacts with the counseling relationship

(0)	Unable to observe	0/14 (0%)			
(1)	Harmful	0/14 (0%)			
(2)	Below Expectations/Unacceptable	0/14 (0%)			
(3)	Near Expectations/Developing Competency	0/14 (0%)			
(4)	Meets Expectations/Demonstrates Competency		6/14 (42%)		
(5)	Exceeds Expectations/Demonstrates Competency		8/14 (57%)		

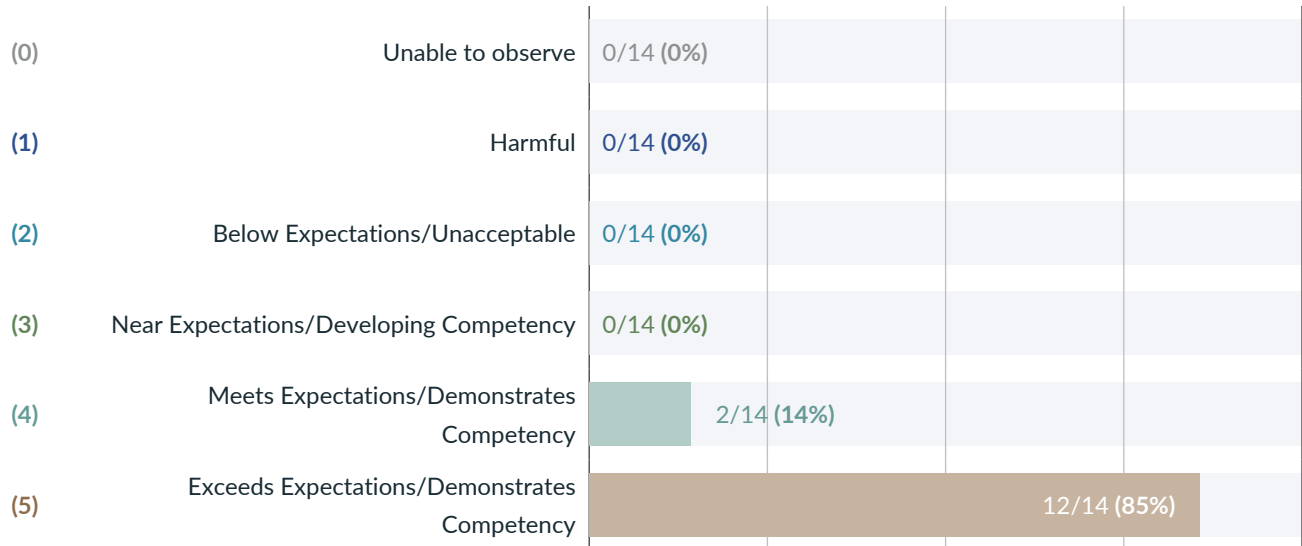
Emotional stability and self-control: demonstrates self-awareness and emotional stability (i.e., congruence between mood and affect) and self-control (i.e., impulse control) in relationships with clients

(0)	Unable to observe	0/14 (0%)			
(1)	Harmful	0/14 (0%)			
(2)	Below Expectations/Unacceptable	0/14 (0%)			
(3)	Near Expectations/Developing Competency	0/14 (0%)			
(4)	Meets Expectations/Demonstrates Competency		7/14 (50%)		
(5)	Exceeds Expectations/Demonstrates Competency		7/14 (50%)		

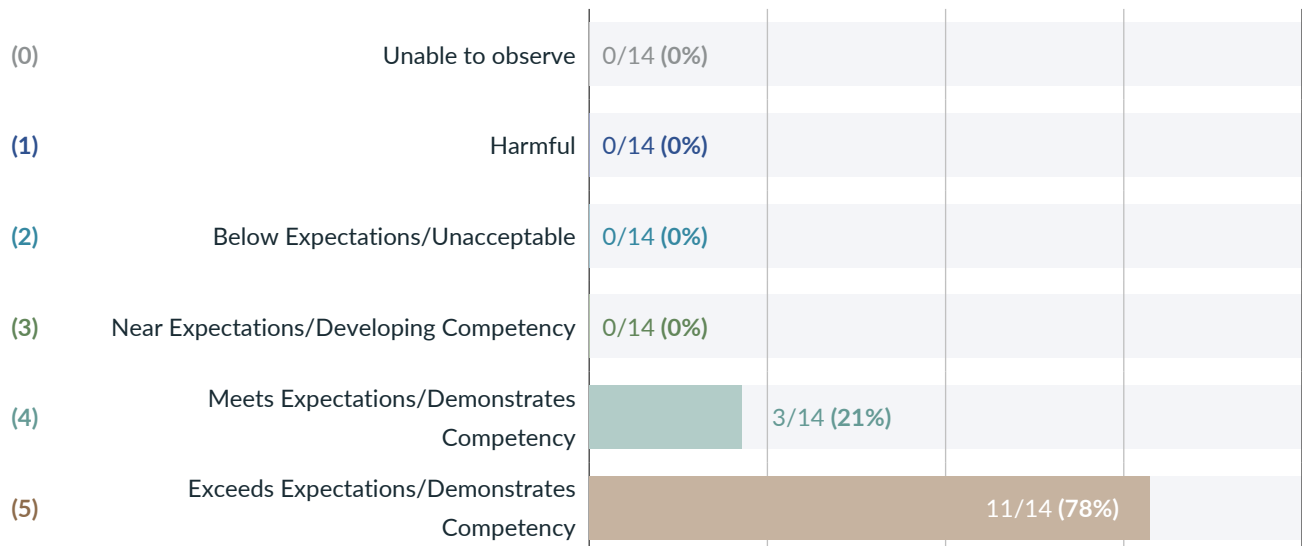
Competency



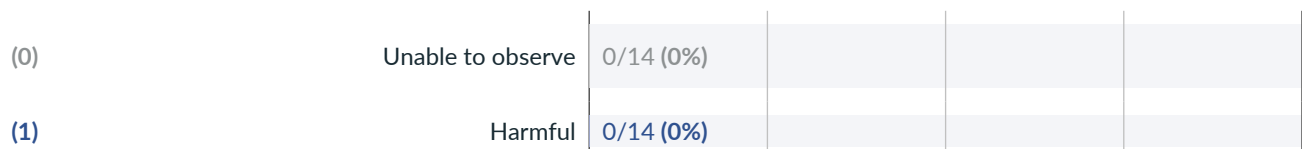
Motivated to learn and grow/initiative: demonstrates engagement in learning and development of his/her counseling competenceis



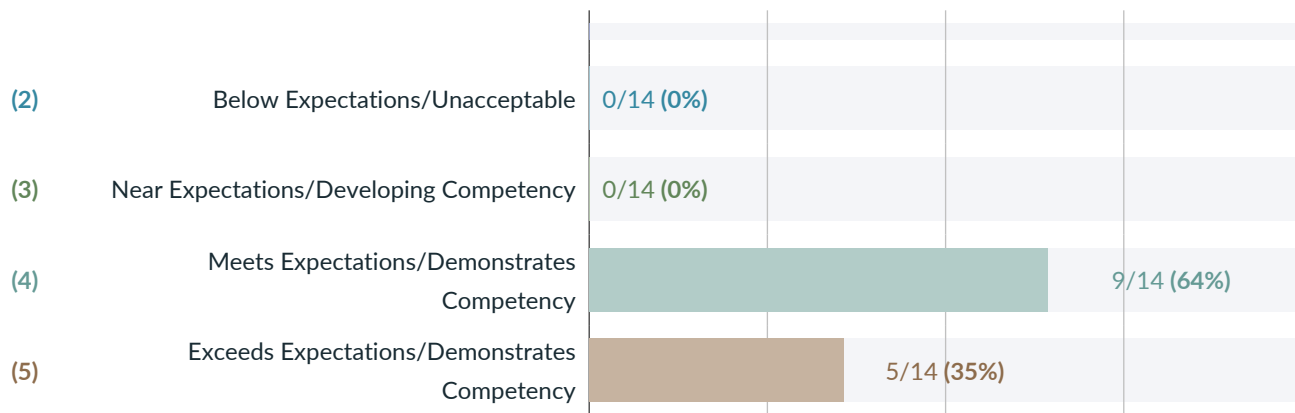
Openness to feedback: responds non-defensively and alters behavior in accordance with supervisory and/or instructor feedback



Flexibility and adaptability: demonstrates ability to adapt to changing circumstance, unexpected events, and new situations



CCS-R



Congruence and genuineness: demonstrates ability to be present and "be true to oneself"

