

**Department of Counseling & Student Personnel  
Professional School Counseling Program  
Intern Evaluation  
Components of Effective Professionalism**

Student \_\_\_\_\_

Site Supervisor \_\_\_\_\_

School \_\_\_\_\_

Date \_\_\_\_\_

**Characteristic Scale**

Element Unmet	Basic	Satisfactory	Proficient
Is not aware of or does not yet demonstrate understanding of this component OR has shown inability to adapt this characteristic to professional persona.	Demonstrates minimal aspects of the characteristic, but needs additional effort in order to improve professional demeanor in the area.	Successfully demonstrates appropriate levels of the characteristic as is expected of a mid-level intern.	Demonstrates high level of the characteristic at a level of consistency expected of a later-year intern OR is particularly masterful with this component indicative of a post-professional demeanor.
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>

**Not Applicable (NA)** = Intern has not yet had the opportunity to demonstrate the characteristic OR the characteristic is not relevant at the site.

Professional Attribute	0	1	2	3	NA
1. Demeanor representative of a professional					
2. Work ethic and initiative (e.g., punctuality, attendance, preparation)					
3. Empathetic with students					
4. Keeps appropriate boundaries, but is flexible as needed					
5. Poised under pressure					
6. Genuine					
7. Professional relationships with students					
8. Professional relationships with staff					
9. Professional relationships with parents					
10. Level of self-confidence appropriate					
11. Dress appropriate for work environment					
12. Emotional stability					
13. Communication of concerns / questions to supervisors					
14. Handles workload well					
15. Solicits feedback to improve understanding and performance					
16. Tolerance of opinions and negative / difficult feedback					
17. Professional and personal ethics					
18. Sound judgment					
19. Able to tolerate chaos and frustration					
20. Acts on suggestions for improvements					