

**Minnesota State University, Mankato
Department of Counseling and Student Personnel:
Evaluation of Candidate Dispositions**

All CSP students must demonstrate, at minimum, an intermediate level of performance on all of the dispositions listed below. A disposition is a state of mind that leads one to act in certain ways; dispositions are reflected through behaviors. Dispositions are assessed throughout the program, and a final documentation of all dispositions is required before a CSP student will be approved for graduation. Student performance will be assessed according to these levels:

Unaware	Novice	Intermediate	Professional
Behaviors do not reflect the disposition or attribute. May be unaware of need for the disposition.	Behaviors begin to reflect the disposition. However, implementation is not always consistent or successful.	Behaviors consistently reflect the dispositions.	Behaviors frequently go above and beyond expectations and demonstrate effective leadership or the ability to be proactive.

Domain A: Professionalism

Dispositions	Behaviors	Assessment Level			
		Unaware	Novice	Intermediate	Professional
<i>Professional demeanor</i>	Uses proper grammar and vocabulary in written and oral communication.				
	Maintains personal hygiene.				
	Dresses appropriately for the professional setting.				
<i>Relationships with others</i>	Interacts with peers, faculty, supervisors, and internship clientele in a positive, professional manner.				
	Offers feedback to peers, faculty, and supervisors in a respectful and solution-oriented manner.				
	Perceives and respects the physical, emotional, and social boundaries of others.				
	Perceives and respects diversity among groups of people and individuals based on age, ethnicity, race, socioeconomic status, gender, exceptionalities, language, religion, sexual orientation, and geographical area.				
	Develops and maintains professional, interdependent relationships with other counseling and student personnel peers and professionals.				
	Engages in open, comfortable, clear communication with peers and supervisors.				
	Respects opinions, practices, values, and emotional reactions that are different from one's own.				
<i>General work attitude and enthusiasm</i>	Tolerates demanding workloads and stressful conditions.				
	Demonstrates the ability to function in ambiguous situations.				
	Seeks and uses feedback from peers and supervisors to improve professional behavior.				
<i>Commitment to professional development</i>	Engages in professional growth: reading, scholarly work, conferences, workshops, and additional coursework.				
	Invests the time and energy to develop professional counseling and student development skills and professional competencies.				
	Recognizes and demonstrates a commitment to overcome personal, interpersonal, and professional deficiencies.				
<i>Integrity</i>	Adheres to the ethical guidelines of the counseling and student affairs professions.				
	Respects and upholds the confidentiality of clients' issues and concerns.				
<i>Professional judgment</i>	Exercises professionally sound judgment in the selection, timing, and implementation of counseling and student development techniques and strategies.				
<i>Comments:</i>					

Dispositions	Behaviors	Assessment Level			
		Unaware	Novice	Intermediate	Professional

Domain B: Planning, Preparation and Productivity

<i>Dependability, conscientiousness, responsibility</i>	Arrives on time to academic and professional commitments.				
	Meets attendance obligations and expectations.				
	Accepts personal responsibility for one's own actions and behaviors.				
	Is punctual and reliable in the completion of assignments and correspondence during coursework and clinical supervision.				
<i>Effort and preparation</i>	Arrives able to perform professional tasks and functions, including the exercise of sound judgment.				
	Arrives prepared to perform professional tasks and meet academic or professional responsibilities.				
<i>Productivity</i>	Demonstrates thoughtful preparation and effort commensurate with professional or academic expectations.				
	Completes assigned tasks on schedule.				
<i>Comments:</i>					

Domain C: Commitment to Developing Professional Competencies

<i>Commitment to developing multicultural competencies</i>	Demonstrates appreciation for diversity.				
	Understands and respects diverse backgrounds, beliefs, and values of students, clients and colleagues.				
	Seeks feedback about multicultural knowledge and skills and uses this feedback to improve professional functioning.				
<i>Commitment to developing interpersonal competencies</i>	Seeks and uses feedback about one's personal and interpersonal functioning and uses this feedback to improve professional functioning.				
<i>Commitment to developing counseling or student development competencies</i>	Demonstrates respect, clear communication, and a commitment to collaborative problem solving when facing interpersonal differences.				
	Recognizes one's own professional competencies and shares them with peers, supervisors, and faculty.				
	Seeks feedback from peers, supervisors, and faculty about one's professional knowledge and skills and uses this feedback to improve professional functioning.				
	Demonstrates willingness to learn new modes of service delivery and use a variety of resources.				
	Demonstrates willingness to use technology as a tool in service delivery.				
<i>Comments:</i>					