Fitness to Practice Standards

All standards are evaluated based on student performance in programmatic, academic, clinical, supervisory, and interpersonal contexts.

1. Follows ethical and legal considerations
   *Competence not achieved*
   - Displays inappropriate and/or disrespectful boundaries with clients, faculty, supervisors, and peers.
   - Does not demonstrate awareness of personal values or imposes personal values on others.
   - Breaches applicable professional counseling ethical codes and laws.
   *Competence achieved*
   - Maintains appropriate and respectful boundaries with clients, faculty, supervisors, and peers.
   - Demonstrates awareness of personal values and does not impose personal values on others.
   - Follows applicable professional counseling ethical codes and laws.

2. Displays multicultural competence
   *Competence not achieved*
   - Discriminates or expresses prejudice towards those of a different race, culture, gender, religion, sexual orientation, age, ability status, gender identity, marital status/partnership, language preference, or socioeconomic status than self.
   - Does not demonstrate multicultural counseling competencies.
   *Competence Achieved*
   - Demonstrates sensitivity to diversity.
   - Demonstrates multicultural counseling competencies.

3. Open to new ideas
   *Competence not achieved*
   - Dogmatic about own perspective and ideas.
   - Unable or unwilling to consider others’ points of view.
   *Competence Achieved*
   - Openly discusses and respects perspectives other than own.
   - Considers others’ perspectives and points of view.

4. Aware of own impact on others
   *Competence not achieved*
   - Shows little or no concern for how others are impacted by them.
   - Blames others for problems without self-examination.
   - Disrespectful toward peers, supervisors, and/or instructors (e.g., monopolizes discussion or gossips).
   *Competence Achieved*
   - Recognizes how own words and actions impact others.
   - Avoids blaming others and examines own role in problems.
   - Respectful toward peers, supervisors, and/or instructors.

5. Responsive, adaptable, and cooperative
   *Competence not achieved*
   - Shows little or no effort to adjust behaviors in response to changes in professional & interpersonal contexts.
   - Expresses intolerance of changes in programmatic, academic, clinical, or supervisory settings.
   - Reactionary and defensive in response
   - Shows little or no engagement in cooperative activities.
   - Monopolizes cooperative activities.
   *Competence achieved*
   - Shows reasonable effort to adjust behaviors in response to changes in professional & interpersonal contexts.
   - Expresses tolerance of change in programmatic, academic, clinical, or supervisory settings.
   - Thoughtful and reflective in response
   - Appropriately cooperates in cooperative activities.
   - Compromises in cooperative activities.
6. **Receptive to and uses feedback**

*Competence not achieved*
- Responds to feedback with defensiveness, anger, and/or denial.
- Shows little or no evidence of incorporating feedback.

*Competence achieved*
- Responsive, open, and receptive to feedback.
- Appropriately incorporates feedback.

7. **Responds to conflict appropriately**

*Competence not achieved*
- Shows minimal willingness to examine own role in conflict.
- Shows minimal effort and/or ability at problem-solving.
- Displays hostility when conflicts are addressed.
- Does not address conflict directly with individual(s) involved and addresses with others instead.

*Competence achieved*
- Actively examines and acknowledges own role in conflict.
- Actively participates in problem-solving efforts.
- Appropriately expresses emotions when conflicts are addressed.
- Addresses conflict directly with individual(s) involved.

8. **Accepts personal responsibility**

*Competence not achieved*
- Refuses to admit mistakes or examine own contribution to problems.
- Lies, minimizes, or embellishes the truth to extricate self from problems.

*Competence achieved*
- Examines own role in problems.
- Accurate and honest in describing own and others roles in problems.
- Accepts own mistakes and responds to them as opportunity for self-improvement.

9. **Expresses feelings effectively and appropriately**

*Competence not achieved*
- Does not express *own* feelings appropriately.
- Does not recognize or acknowledge feelings of *others*.
- Acts out negative feelings (through negative behaviors) rather than articulating them.
- Expression of feelings is inappropriate to the setting.

*Competence achieved*
- Expresses *own* feelings.
- Acknowledges *others* feelings.
- Acts professionally while experiencing difficult emotions.
- Expression of own feelings is appropriate to the setting.

10. **Dependable in meeting obligations**

*Competence not achieved*
- Absent from scheduled program obligations (e.g., class, supervision, GA, or clinical site) and does not notify others in advance.
- Arrives late for scheduled obligations.
- Rarely meets deadlines (i.e., practicum and internship paperwork, applications, tapes, other assignments) or paperwork is incomplete when submitted.

*Competence achieved*
- Satisfactorily meets attendance requirements and notifies others in advance regarding absences.
- Arrives on-time for scheduled obligations.
- Meets deadlines and satisfactorily completes paperwork.