

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.