

UT San Antonio Department of Counseling
Professional Dispositions Assessment

Professional dispositions are attitudes, behaviors, and mindsets that contribute to a positive and productive professional environment and are essential for professional practice. Dispositions are assessed on an established schedule four times during each student's plan of study. One of those times is during this course. Dispositions may be assessed outside of the established schedule if a concern arises.

Students are expected to have an aggregate score of 3 on 80% of the assessed areas. If a student earns a 1 or 2 rating of "below developmental expectations" in one or more disposition area, the student will be reviewed by faculty for possible remediation and retention. If a student earns a 0 rating of "does not meet developmental expectations" in any disposition area, the student will be reviewed by faculty and be referred for remediation and retention.

	Not Observed or Unable to Assess (N)	Does not Meet Developmental Expectations (0)	Below Developmental Expectations (1-2)	Meets Developmental Expectations (3-4)
Professional Responsibility and Ethics. The ability to consistently demonstrate competence in adhering to ethical and legal standards required in the field of counseling, including accountability, integrity, and professional conduct.				
Knows and applies ethical and legal requirements relevant to practice.				
Dependable and consistent in meeting professional obligations and professional norms and guidelines.				
Follows professionally recognized conflict resolution processes, seeking to address concerns first with the individual(s) with whom the conflict arises, while actively examining and acknowledging one's own role in the conflict when appropriate.				
Understands and demonstrates appropriate professional boundaries.				

	Not Observed or Unable to Assess (N)	Does not Meet Developmental Expectations (0)	Below Developmental Expectations (1-2)	Meets Developmental Expectations (3-4)
Prioritizes self-care and monitors for signs of physical, mental, and/or emotional impairment and seeks assistance so impairment does not negatively impact professional responsibilities and/or academic progress.				
Interpersonal Communication and Self-Awareness. The ability to exhibit behaviors and attitudes that promote effective, respectful, and professional interactions and communication in diverse settings				
Expresses feelings effectively and appropriately and demonstrates self-regulation, self-control, and maturity.				
Recognizes how one's own words and actions impact others and demonstrates fairness, honesty, and respect.				
Responsive, open, and receptive to feedback, and incorporates feedback to enhance professional and personal development.				
Open to new ideas, manages ambiguity well, and demonstrates a tolerance to change.				
Is responsive, adaptable, and cooperative, and shows reasonable efforts to adjust behaviors in response to changes in professional and interpersonal contexts.				
Openly discusses, respects, and considers perspectives other than one's own.				

	Not Observed or Unable to Assess (N)	Does not Meet Developmental Expectations (0)	Below Developmental Expectations (1-2)	Meets Developmental Expectations (3-4)
Cultural and Advocacy Orientation. The ability to demonstrate awareness, openness, and active engagement in personal and professional development and activities aligned with counseling standards and ethical codes related to culture and advocacy.				
Respects the fundamental rights, dignity, and worth of all people.				
Displays respect for cultural, individual, and role differences related to identities (e.g., age, gender, sex, race, ethnicity, national origin, religion, social class, sexual/affectual orientation, disability, language).				
Demonstrates sensitivity to differences in power between themselves and others and does not exploit or mislead people.				
Demonstrates cultural and competencies, and the commitment aligned with professional counseling and documented in the professional counseling literature.				
Applies objective reasoning, ensuring personal perspectives do not interfere with professional responsibilities.				
Engages in cultural discussions with humility, genuineness, congruence, and respect.				
Work Habits. The ability to demonstrate attitudes, and skills for success in academic environments (e.g., classroom, labs, placement sites).				
Meets attendance requirements and notifies others in advance regarding tardiness and absences.				

	Not Observed or Unable to Assess (N)	Does not Meet Developmental Expectations (0)	Below Developmental Expectations (1-2)	Meets Developmental Expectations (3-4)
Meets deadlines and satisfactorily completes obligations.				
Participates appropriately and compromises in cooperative activities.				
Demonstrates honesty and academic integrity.				
Participates fully in learning experiences.				
Demonstrates professionalism in written, oral, and electronic communication.				