
TEESSIDE UNIVERSITY – DOCTORATE IN CLINICAL PSYCHOLOGY

Supervisor Practice Assessment Form

TRAINEE NAME:	
SUPERVISOR/S NAME:	
PLACEMENT DATES	

GUIDANCE FOR SUPERVISORS

THE ASSESSMENT OF COMPETENCE TAKES PLACE IN CONJUNCTION WITH THE
TEESSIDE UNIVERSITY REGULATIONS RELATING TO FITNESS TO PRACTICE


Definition of Gradings

Both competencies and all the benchmarks should be graded according to the following:

- a Competency/benchmark has been **satisfactorily demonstrated**.
- b Competency/benchmark has **not been demonstrated due to lack of suitable opportunity**.
- c **Mild cause for concern** in demonstration of competency/benchmark.
- d **Substantial cause for concern** in demonstration of competency/benchmark.


Please refer to [Clinical Practice Supervised Practice Assessment Guidance](#) for further guidance.

COMPETENCIES

Essential competency for all placements.	Competency Rating
Competency 1. The Trainee can plan, conduct and evaluate assessments appropriate to individual client or service presentation and needs.	Overall rating
Benchmarks:	Benchmark ratings 
Demonstrates constructive interpersonal skills, including rapport building and empathy.	
Demonstrates effective systematic interviewing skills.	
Demonstrates evidence of understanding of process.	
Gathers information from the range of sources appropriate to the assessment area.	
Critically evaluates and integrates information from a variety of sources within a coherent theoretical framework.	
Selects, uses and interprets assessment methods appropriate to: the client / service delivery system and type of intervention likely to be required.	
Conducts appropriate risk assessment, in line with relevant legislation, policies and procedures and uses this to guide practice.	
Interprets all of the information available using a systematic process of reasoning and explains the outcomes to those concerned.	

Sources of evidence:	Evidence Source Y or N
Direct observation	
Video/Audio Recording	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	
Note keeping	
Service User Feedback	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Competency required on at least two placements throughout training.	Competency Rating
Competency 2. The Trainee can choose, administer and interpret psychometric tests appropriate to the problem area.	Overall Rating
Benchmarks:	Benchmark ratings 
Selects measures appropriate to the assessment of the clients presenting problem.	
Explains the use of the tests to clients in a way which is comprehensible and develops an appropriate working relationship.	
Administers tests in accordance with relevant rules and guidelines.	
Scores tests and uses norms correctly.	
Interprets test results appropriately within an established theoretical framework, in the context of the wider assessment.	

Sources of evidence:	Evidence Source Y or N
Direct observation	
Video/Audio Recording	
Discussion in Supervision	
Review of test forms	
Report writing	
Note keeping	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Essential competency for all placements.	Competency Rating
Competency 3. The Trainee can devise formulations based on assessment information which are based on theory and evidence about relevant individual, systemic, cultural and biological factors.	Overall Rating
Benchmarks:	Benchmark ratings v
Makes explicit links between theory and clinical practice.	
Constructs formulations of presentations which may be informed by (but which are not premised on) formal diagnostic classification systems; developing formulation in an emergent transdiagnostic context	
Constructs formulations utilising theoretical frameworks with an integrative, multi-model, perspective as appropriate and adapted to circumstance and context.	
Collaboratively develops and shares formulations with clients or stakeholders using accessible language, cultural sensitivity and are non discriminatory e.g. age, gender, disability	
Uses formulations to guide appropriate intervention plans.	
Reflects and revises formulations in the light of, new information ongoing feedback and intervention.	


Sources of evidence:	Evidence Source Y or N
Direct observation	
Video/Audio Recording	
Discussion in Supervision	
Written formulations	
Report writing	
Note keeping	
Service User Feedback	

Please comment on the Trainees performance in this area:
Strengths: please state which theoretical models have been used to guide formulation
Current limitations and needs:

Essential competency for all placements (except organisational placements).	Competency Rating
Competency 4. The Trainee can implement psychological therapy or other interventions appropriate to the psychological and social circumstances of the client and do this in a collaborative manner.	Overall rating
Benchmarks:	Benchmark ratings v
Understands therapeutic techniques and processes as applied when working with a range of different individuals in distress	
Ability to implement therapeutic interventions based on knowledge and practice in <i>at least two</i> evidence-based models of formal psychological interventions, of which one should be cognitive-behaviour therapy	
Negotiates therapeutic contracts effectively.	
Understands the roles of other professionals and carers, and communicates effectively with these.	
Model specific therapeutic skills are evidenced against the appropriate competence framework, though these may be adapted to account for specific ages and presentations	
Establishes appropriate boundaries and rapport.	
Demonstrates awareness of issues relating to breaks and termination of therapy.	
Recognises when (further) intervention is appropriate or unlikely to be helpful and communicating this sensitively to clients and carers.	
Monitors and evaluates interventions, taking appropriate action to address any issues or risks.	


Sources of evidence:	Evidence Source Y or N
Direct observation	
Audio/Video Recording	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	
Note keeping	
Service User Feedback	

Please comment on the Trainees performance in this area:
Strengths: Please state which theoretical models have been used to guide interventions
Current limitations and needs:

Competency required on at least one placement throughout training.	Competency Rating
Competency 5. The Trainee prepares and delivers effective teaching/training sessions which takes into account the needs and goals of the participants.	Overall Rating
Benchmarks:	Benchmark ratings 
Negotiates and specifies clear teaching goals/learning outcomes, taking into account the needs of the participants	
Plans an appropriate format for the presentation.	
Uses effective presentation skills.	
Elicits and reflects on feedback on the outcome of the session(s).	
Supports the learning of others in the application of psychological skills, knowledge, practices and procedures.	


Sources of evidence:	Evidence Source Y or N
Direct observation	
Audio/Video Recording	
Discussion in Supervision	
Feedback from other colleagues	
Feedback forms	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Competency required on at least Two placements throughout training.	Competency Rating
Competency 6. The Trainee effectively provides psychological services indirectly, with or through other professional colleagues and carers.	Overall Rating
Benchmarks:	Benchmark ratings 
Demonstrates understanding of the organisational structure affecting service delivery.	
Can implement interventions through, and with, other professions and/or with individuals who are formal carers for a client, or who care for a client by virtue of family or partnership arrangements.	
Works empathically and effectively with users and carers to facilitate their involvement in psychological interventions.	
Provides appropriate knowledge-based guidance to practitioners in a consultative format.	


Sources of evidence:	Evidence Source Y or N
Direct observation	
Audio/Video Recording	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Essential competency for all placements.	Competency Rating
Competency 7. The Trainee provides clinical and non-clinical communication (verbal and written) effectively from a psychological perspective which is clear, well structured and in a style appropriate to a variety of different audiences (e.g. professional colleagues, services users, carers etc)	Overall rating
Benchmarks:	Benchmark ratings 
Demonstrates awareness of the timing and format of communication according to service criteria and protocols.	
Written communication has a clear sense of purpose and is made in a timely manner.	
Effective verbal communication with relevant others is established and maintained in a timely manner.	
Reports have a structure and content which reflects service and professional protocols.	
Adapts style of written and verbal communication to appropriately meet the needs of the audience.	
Maintains appropriate and professional paper and/ or electronic clinical records.	

Sources of evidence:	Evidence Source Y or N
Discussion in Supervision	
Feedback from other colleagues	
Review of written communications	
Review of case notes	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Competency required on at least one placement throughout training.	Competency Rating
Competency 8. The Trainee can identify, plan, execute and disseminate information about research projects and audits relevant to clinical practice or service improvement.	Overall rating
Benchmarks:	Benchmark ratings 
Identifies a clear and relevant research question.	
Chooses appropriate methods and analysis.	
Demonstrates an understanding of ethical issues	
Seeks and achieves the appropriate University, Trust and/or NHS approval – including ethical approval where appropriate.	
Gathers information from appropriate and valid sources respectfully and within the ethical frameworks of the BPS, HCPC, NHS trust and University	
Analyses, summarises and identifies appropriate pathways for dissemination.	
Utilises such research to influence and inform the practice of self and others.	

Sources of evidence:	Evidence Source Y or N
Direct observation	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Essential competency for all placements.	Competency Rating
Competency 9. The Trainee maintains appropriate personal and professional standards.	Overall rating
Benchmarks:	Benchmark ratings ↓
Demonstrates reliability in time keeping and honouring commitments.	
Develops appropriate boundaries and relationships with others.	
Maintains appropriate confidentiality and safeguards the security of clinical records.	
Works effectively at an appropriate level of autonomy, with awareness of own competence limits and need to seek support where necessary.	
Demonstrates an understanding of ethical issues and applying these in complex clinical contexts, ensuring that informed consent underpins all contact with clients and research participants.	
Adheres to service and professional protocols regarding sickness and absence procedures.	
Works collaboratively and constructively with fellow psychologists and other colleagues and users of services, respecting diverse viewpoints	


Sources of evidence:	Evidence Source Y or N
Direct observation	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	
Note keeping	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Essential competency for all placements.	Competency Rating
Competency 10. The Trainee demonstrates an appropriately reflective approach to all aspects of clinical practice.	Overall rating
Benchmarks:	Benchmark ratings v
Manages own personal learning needs and developing strategies for meeting these. Using supervision to reflect on practice, and making appropriate use of feedback received.	
Understands the impact of differences, diversity and social inequalities on people's lives, and their implications for working practices	
Demonstrates awareness of the inherent power imbalance between practitioners and clients and how abuse of this can be minimised.	
Reflects constructively and understands the impact of own assumptions, values and judgements upon clinical practice	
Works effectively at an appropriate level of autonomy, with awareness of the limits of own competence and accepting accountability to relevant professional and service managers	
Uses supervision to openly reflect on practice and makes appropriate use of feedback received..	
Has developed strategies to handle the emotional and physical impact of practice and seeking appropriate support when necessary, with good awareness of boundary issues	

Sources of evidence:	Evidence Source Y or N
Direct observation	
Audio/Video Recording	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	
Note keeping	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

Competency required on at least two placement throughout training (essential for organisational placements).	Competency Rating
Competency 11. The Trainee demonstrates an understanding of service delivery, capacity to adapt practice to different organisational contexts for service delivery and contributes to service improvement	Overall rating
Benchmarks:	Benchmark ratings 
Adapts own practice to a range of organisational contexts, bearing in mind pertinent organisational and cultural issues.	
Provides supervision at an appropriate level within own sphere of competence.	
Demonstrates an understanding of leadership theories and models, and their application to service development and delivery	
Demonstrating leadership qualities such as being aware of and working with interpersonal processes, proactivity, influencing the psychological mindedness of teams and organisations, contributing to and fostering collaborative working practices within teams	
Adheres to relevant local and national policies and legislation.	
Works directly or indirectly with users and carers to facilitate their involvement in service planning and delivery.	
Demonstrates an understanding of quality assurance principles and processes including informatics systems which may determine the relevance of clinical psychology work within healthcare systems.	
Indirectly influences service delivery through consultancy and working effectively in multidisciplinary and cross-professional teams. Bringing psychological influence to bear in the service delivery of others	

For organisational placements only:	
Demonstrates an awareness of the legislative and national planning contexts for service delivery and clinical practice	
Facilitates processes of change in service delivery systems	
Manages service development projects effectively	
Works effectively alongside corporate systems	

Sources of evidence:	Evidence Source Y or N
Direct observation	
Audio/Video Recording	
Discussion in Supervision	
Feedback from other colleagues	
Report writing	
Note keeping	

Please comment on the Trainees performance in this area:
Strengths:
Current limitations and needs:

General Comments:

Pass

Fail

The feedback in this assessment form has been discussed with the trainee.

Signed by Primary Supervisor:

Date: