

## **Student Wellbeing and Evaluation**

Working in the Counseling profession requires a high level of emotional well-being. In order to be able to be an effective clinician, one must have an understanding of, and be willing to examine and explore their own personal values, biases, characteristics, motivations, and relationships with others. We expect our students to be able to explore and extend their personal philosophies and become multiculturally sensitive to their own points of view and interactions with others. This exploration takes time and is a developmental process. Throughout a student's course of studies, various experiences and opportunities are provided for students to maximize their self-awareness and self-understanding.

The Counseling faculty believes that self-understanding contributes to personal competence and professional development as well as to the capacity for good judgment in a counseling setting. Many students find the self-exploration component of counselor development to be difficult, however, in order to be an effective clinician, counselors need to be mindful of their own values, awareness's and biases and receptive to evaluation and continual feedback for growth. Our faculty members believe that personal and professional competence and development are enhanced when cooperative and close working relationships exist among all of our students, between students and their instructors, among our faculty, and between our program and our outside community contacts and organizational relationships. A strong working alliance must exist between a student and his or her advisor to facilitate professional growth and the selection of a program of studies that provides the optimal preparation to meet a student's long-term vocational goals.

Students are expected to have an awareness and understanding of the American Counseling Association's Code of Ethics (<https://www.counseling.org/resources/aca-code-of-ethics.pdf>) and disclose information indicating impairment or the potential for harm to clients. Based on performance and evaluation, students may be required to repeat coursework, to obtain assistance or remediation, and/or terminate their enrollment in the program. Students also must understand that in order to successfully complete the counseling program at University of Memphis, they will be expected to demonstrate academic competence and counseling skills appropriate for an advanced counseling intern, including conducting appropriate intake interviews, assessments, sessions with clients, practicing in a professional, multiculturally sensitive and ethical manner, establishing appropriate relationships with site supervisors, staff and co workers, and the ability to develop and foster a therapeutic alliance and working relationship with clients to facilitate progress. Failure to attain such competencies and clinical skills may result in students being required to repeat coursework, secure remedial assistance or be dismissed from the program.

Throughout a student's course of study, faculty members will conduct an ongoing evaluation of the student's psychosocial, emotional, behavioral and cognitive capacity to perform the competencies of a professional counselor. It is important to note that even though the student may perform well in their academic coursework, certain behaviors may be deemed inappropriate, unethical and/or potentially harmful to the student or others and, therefore, unfit for practice of counseling. At the beginning of their program, students are required to sign an **Informed Consent Document** to make them aware that they will be continually evaluated in the following competencies and dimensions throughout their degree program:

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### **Commitment**

Demonstrates engagement in and dedication to the learning process, the counseling profession, and the development of counseling skills and knowledge. Completes tasks by scheduled deadlines, meets program and site expectations, and takes initiative in program and site activities.

### **Humility**

Demonstrates commitment to self-critique regarding own counseling skills, ability, and knowledge with a recognition that professional growth is a lifelong process. Embraces an attitude of curiosity and acceptance of others' cultural beliefs, identities, and values.

### **Openness**

Demonstrates an interest in learning, growing, and changing behavior. Receives and integrates feedback, alternate perspectives, and new ideas into thinking and behaviors.

### **Respect**

Demonstrates an ability to collaborate with colleagues and supervisors in the pursuit of a shared goal and understanding. Recognizes role and maintains core conditions when navigating challenging or conflictual situations. Communicates with colleagues and supervisors effectively and appropriately.

### **Integrity**

Demonstrates professional behavior with others, including maturity and honesty within all professional interactions. Takes responsibility for own professional behavior during challenging circumstances, including providing an accurate appraisal of the situation that is genuine and truthful regarding the events that transpired. Accepts mistakes and avoids placing blame on others. Adheres to professional and ethical guidelines for the counseling profession.

### **Self-awareness**

Demonstrates ability to recognize and manage own thoughts, feelings, and actions and how these impact relationships with others. Actively pursues learning about self in relationship to the world around them. Implements professional self-care strategies to optimize wellness, mitigate personal concerns, and prevent burnout that may impact clients and counselor competency.