

# **WEB FORM K** **COUNSELOR ACTIVITY SELF-EFFICACY SCALES**

**General Instructions:** The following questionnaire consists of three parts. Each part asks about your beliefs about your ability to perform various counselor behaviors or to deal with particular issues in counseling. Please provide your honest, candid responses that reflect your beliefs about your current capabilities, rather than how you would like to be seen or how you might look in the future. There are no right or wrong answers to the following questions. Using a dark pen or pencil, please circle the number that best reflects your response to each question.

## **Part I.**

**Instructions:** Please indicate how confident you are in your ability to use each of the following helping skills effectively, over the next week, in counseling most clients.

No Confidence			Some Confidence			Complete Confidence			
0	1	2	3	4	5	6	7	8	9

**How confident are you that you could use these general skills effectively with most clients over the next week?**

1. **Attending** (orient yourself physically toward the client)      0   1   2   3   4   5   6   7   8   9
2. **Listening** (capture and understand the messages that clients communicate).      0   1   2   3   4   5   6   7   8   9
3. **Restatements** (repeat or rephrase what the client has said, in a way that is succinct, concrete, and clear).      0   1   2   3   4   5   6   7   8   9
4. **Open questions** (ask questions that help clients to clarify or explore their thoughts or feelings).      0   1   2   3   4   5   6   7   8   9
5. **Reflection of feelings** (repeat or rephrase the client's statements with an emphasis on his or her feelings).      0   1   2   3   4   5   6   7   8   9
6. **Self-disclosure for exploration** (reveal personal information about your history, credentials, or feelings).      0   1   2   3   4   5   6   7   8   9
7. **Intentional silence** (use silence to allow clients to get in touch with their thoughts or feelings).      0   1   2   3   4   5   6   7   8   9
8. **Challenges** (point out discrepancies, contradictions, defenses, or irrational beliefs of which the client is unaware or that he or she is unwilling or unable to change).      0   1   2   3   4   5   6   7   8   9
9. **Interpretations** (make statements that go beyond what the client has overtly stated and that give the client a new way of seeing his or her behavior, thoughts, or feelings).      0   1   2   3   4   5   6   7   8   9

- |   |   |   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|---|---|
| <b>10. Self-disclosures for insight</b> (disclose <i>past</i> experiences in which you gained some personal insight).                                     | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| <b>11. Immediacy</b> (disclose <i>immediate</i> feelings you have about the client, the therapeutic relationship, or yourself in relation to the client). | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| <b>12. Information-giving</b> (teach or provide the client with data, opinions, facts, resources, or answers to questions).                               | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| <b>13. Direct guidance</b> (give the client suggestions, directives, or advice that imply actions for the client to take).                                | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| <b>14. Role-play and behavior rehearsal</b> (assist the client to role-play or rehearse behaviors in-session).  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| <b>15. Homework</b> (develop and prescribe therapeutic assignments for clients to try out between sessions).  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

## Part II.

**Instructions:** Please indicate how confident you are in your ability to do each of the following tasks effectively, over the next week, in counseling most clients.

No Confidence			Some Confidence			Complete Confidence			
0	1	2	3	4	5	6	7	8	9

**How confident are you that you could do these specific tasks effectively with most clients over the next week?**

- |  |   |   |   |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|---|---|---|
| 1. Keep sessions "on track" and focused.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 2. Respond with the best helping skill, depending on what your client needs at a given moment. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 3. Help your client to explore his or her thoughts, feelings, and actions.                     | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 4. Help your client to talk about his or her concerns at a "deep" level.                       | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 5. Know what to do or say next after your client talks.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 6. Help your client set realistic counseling goals.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 7. Help your client to understand his or her thoughts, feelings, and actions.                  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 8. Build a clear conceptualization of your client and his or her counseling issues.            | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 9. Remain aware of your intentions (i.e., the purposes of your interventions) during sessions. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10. Help your client to decide what actions to take regarding his or her problems.             | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

### Part III.

**Instructions:** Please indicate how confident you are in your ability to work effectively, over the next week with each of the following client types, issues, or scenarios (By "work effectively," I am referring to your ability to develop successful treatment plans, to come up with polished in-session responses, to maintain your poise during difficult interactions, and, ultimately, to help the client resolve his or her issues.)

No Confidence			Some Confidence			Complete Confidence			
0	1	2	3	4	5	6	7	8	9

#### How confident are you that you could work effectively over the next week with a client who...

- |  |   |   |   |   |   |   |   |   |   |   |
|--|---|---|---|---|---|---|---|---|---|---|
| 1. is clinically depressed.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 2. has been sexually abused.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 3. is suicidal.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 4. has experienced a recent traumatic life event (e.g., physical or psychological injury or abuse).                              | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 5. is extremely anxious.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 6. shows signs of severely disturbed thinking.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 7. you find sexually attractive.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 8. is dealing with issues that you personally find difficult to handle.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 9. has core values or beliefs that conflict with your own (e.g., regarding religion, gender roles).                              | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10. differs from you in a major way or ways (e.g., race, ethnicity, gender, age, social economic status).                        | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 11. is not "psychologically-minded" or introspective.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 12. is sexually attracted to you.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 13. you have negative reactions toward (e.g., boredom, annoyance).   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 14. is at an impasse in therapy.   | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 15. wants more from you than you are willing to give (e.g., in terms of frequency of contacts or problem-solving prescriptions). | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 16. demonstrates manipulative behaviors in-session.  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

*Note:* Adapted from a survey instrument whose responses were analyzed and presented in R. W. Lent, C. E. Hill, and M. A. Hoffman, “Development and Validation of the Counselor Activity Self-Efficacy Scales,” 2003, *Journal of Counseling Psychology*, 50, pp. 97–108; the survey instrument itself, which was not published in the article, is copyrighted by the lead author. © 2003 by R. W. Lent. Adapted with permission.