

PREVENTION COUNSELING SKILLS EVALUATION

This tool is designed to assist supervisors in evaluating skills recommended for client-centered counseling of individuals with HIV/STD risk issues. It is supportive of the HIV Prevention Counseling, Testing, and Referral curriculum, and should be used to coach staff to meet standards for effective counseling of clients.

1 = Little knowledge, poor attitude, lacks skill	<u>Knowledge</u> - Has basic information on HIV/STD transmission and testing <u>Attitude</u> – Is nonjudgmental during the encounter; is comfortable in discussing sexual issues <u>Skill</u> – Exhibits the behavioral elements of given skill in the encounter with the client
2 = Appropriate knowledge and attitude, lacks skill	
3 = Appropriate knowledge, attitude, and skill	
4 = Consistently uses skill	

INTERACTIVE SKILLS	1	2	3	4	COMMENTS
1. Develops rapport <i>Establishes good eye contact, positive body language, good verbal engagement, listens</i>					
2. Uses open-ended questioning to facilitate dialogue with client <i>Uses what, who, how, when, polite imperatives, positive why, Nth degree</i>					
3. Assesses client knowledge of HIV and STD's <i>Utilizes open-ended questioning which allows client to share knowledge of HIV and STDs</i>					
4. Provides information simply <i>Tailors information to client need and level of understanding, clarifies misinformation, misperceptions, lack of Knowledge voiced by client; avoids jargon and technical language</i>					
5. Offers options, not directives <i>Facilitates exploratory dialogue with client to identify realistic goals; avoids advice giving and telling client what to do</i>					
6. Summarizes and closes <i>Clarifies with client what information he/she is taking from the session and client's plan for reducing risk</i>					
7. Paraphrases <i>Reflects content of client statements to clarify meaning</i>					
8. Reflects feelings <i>States perceived feelings being exhibited by client</i>					
9. Facilitates client identification of specific risk behaviors. <i>Utilizes open-ended questions to engage client in a dialogue regarding what activities are putting him/her at risk</i>					
10. Facilitates client decision regarding getting tested for HIV. <i>Explores with client the advantages and disadvantages of knowing HIV status</i>					
11. Facilitates development of risk reduction plan. <i>Explores with client behaviors which are realistic for the client to reduce identified risk behaviors</i>					

TESTING AND REFERRAL SKILLS	1	2	3	4	n/a	COMMENTS
12. Assures appropriate testing procedures. <i>Clarifies logistics including consent form, test results and follow-up process</i>						
13. Interprets test results appropriately. <i>Clarifies meaning in context of client risk history, retest based on specific risk history</i>						
14. Makes appropriate referrals. <i>Identifies with client other resources to address needs, actively facilitates linkage (referral form, appointment, telephone call, etc.) to agencies</i>						

Comments:

Recommendation/Plan:

PROVIDER NAME: _____

EVALUATOR: _____

DATE: _____

SCORING

A score of 42 points or better is indicative of desirable counseling skills. A score of less than 42 points indicates a need for retraining and performance coaching.