PPS Professional Dispositions and Clinical Aptitudes
California State University, East Bay

Professional Dispositions

1. **Integrity**
   Student is honest and ethical in dealing with people and situations. In addition, she/he is consistent and sincere. She/he understands, and abides by, ethical codes of conduct for the profession.

2. **Empathy**
   Empathy is the ability to understand another person's feelings or perspective and to effectively communicate appropriate caring. Empathy requires sensitive, non-judgmental responses that reflect attention to others’ motives, intentions, values, and needs.

3. **Commitment to Social Justice and Democracy**
   Student has a commitment to respect and value cultural diversity and individual differences. She/he is committed to supporting those who seek services without discrimination or prejudice. Student demonstrates cultural competence in working with individuals of diverse backgrounds and life styles.

4. **Flexibility and Resourcefulness**
   Student is **Not** rigidly bound to one way of viewing the world or any situation. He/she is able to adapt to changing conditions of a situation. He/she also is able to be resourceful in finding or generating innovative solutions, given limited resources.

5. **Tolerance for Ambiguity**
   The student shows ability to appropriately accept uncertainty. Student can look beyond the concrete concepts and communications and understand that there might be multiple meanings and expectations for situations.

Clinical Aptitudes

1. **Accepting Feedback**
   The student is able to hear feedback without defensiveness. He/she makes mistakes and incorporates suggestions from supervisors and instructors to correct or improve performance.

2. **Awareness of one's impact upon others**
   The student is aware of the impact of physical presence and verbal/ non-verbal communications upon others.

3. **Active engagement in personal and professional growth**
   The student actively embraces personal and professional growth. This involves the desire and willingness to learn and to accumulate personal, professional, and academic knowledge and skill.

4. **Collaboration, support, leadership**
   The student is able to be a supporter as well as a leader in collaborative teamwork.

5. **Appropriate risk taking and acceptance of learning challenges**
   The student demonstrates willingness to take appropriate risks and accept the challenges of new learning.

6. **Ability to interact with others without inappropriate intrusion of personal ego needs**
   The student recognizes his/her social emotional needs and does not let these needs interfere with professional work with clients, professionals, or other students.

7. **Understanding of cultural and diversity factors as they impact counseling and human interactions**
   The student seeks to understand the clinical/professional implications of differences in race, culture, gender, language, sexual orientation, and physical-, mental- & emotional challenges.