

## REFERENCES

- Altucher, N. (1967). Constructive use of the supervisory relationship. Journal of Counseling Psychology, 14(2), 165-170.
- American Counseling Association. (1995). Code of Ethics and Standards of Practice (Counseling Today, June, 1995). Alexandria: VA.
- Anthony, W. A., Gormally, J., & Miller, H. (1974). Prediction of human relations training outcome by traditional and nontraditional selection indices. Counselor Education and Supervision, 14(2), 105-111.
- Atkinson, D. R., Staso, D., & Hosford, R. (1978). Selecting counselor trainees with multicultural strengths: A solution to the Bakke decision crisis. Personnel and Guidance Journal, 56, 546-549.
- Bell, P., & Acker, K. E. (1990). Developing and implementing a counseling evaluation Program. Tacoma, WA: Tacoma Community College ( ERIC Document Reproduction Service No. ED 320 633)
- Bergin, A. E. (1980). Psychotherapy and religious values. Journal of Consulting and Clinical Psychology, 48, 95-105.
- Bergin, A. E., & Garfield, S. L. (Eds.). (1994). Handbook of psychotherapy and behavior change (4<sup>th</sup> ed.). New York: John Wiley & Sons, Inc.
- Bergin, A. E., & Lambert, M. J. (1994). The evaluation of therapeutic outcomes. In A. E. Bergin & S. L. Garfield (Eds.), Handbook of psychotherapy and behavior change (4<sup>th</sup> ed., pp. 143-189). New York: John Wiley & Sons, Inc. (Original work published 1978)
- Bergin, A. E., & Suinn, R. M. (1975). Individual psychotherapy and behavior therapy. Annual Review of Psychology, 26, 509-556.

- Bergin, J., & Jasper, L. (1969). Correlates of empathy in psychotherapy: A replication. Journal of Abnormal Psychology, 74, 477-481.
- Bernard, J. L. (1975). Due process in dropping the unsuitable clinical student. Professional Psychology, 6(3), 275-278.
- Beutler, L. E. (1979). Toward specific psychological therapies for specific conditions. Journal of Consulting and Clinical Psychology, 47, 882-892.
- Beutler, L. E., Clarkin, J., Crago, M., & Bergan, J. (1994). Client-therapist matching. In A. E. Bergin & S. L. Garfield (Eds.), Handbook of psychotherapy and behavior change (4<sup>th</sup> ed.). New York: John Wiley & Sons, Inc. (Original work published 1991)
- Beutler, L.E., Crago, M., & Arizmendi, T. G. (1994). Therapist variables in psychotherapy process and outcome. In A. E. Bergin & S. L. Garfield (Eds.), Handbook of psychotherapy and behavior change (4<sup>th</sup> ed., pp. 229-269). New York: John Wiley & Sons, Inc. (Original work published 1986)
- Biaggio, M. K., Gasparikova-Krasnec, M., Bauer, L. (1983). Evaluation of clinical psychology graduate students: The problem of the unsuitable student. Professional Practice of Psychology, 4(1), 9-20.
- Borck, L. E., & Fawcett, S. B. (1982). Learning counseling and problem-solving skills and instructor's manual. New York: The Hayworth Press.
- Boxley, R., Drew, C. R., & Rangel, D. M. (1986). Clinical trainee impairment in APA Approved internship programs. The Clinical Psychologist, 39(2), 49-52.
- Bradey, J., & Post, P. (1991). Impaired students: Do we eliminate them from counselor education programs? Counselor Education and Supervision, 31(2), 100-108.
- Branden, N. (1971). The disowned self. New York: Bantam Books.

- Camp, J., & Clawson, T. (1979). The relationship between the Graduate Record Examinations Aptitude Test and graduate grade point average in a master of arts in counseling program. Educational and Psychological Measurement, *39*(2), 429-431
- Carney, J. S., Cobia, D. C., & Shannon, D. M. (1998). Counselor preparation: An examination of final evaluation methods used in master's level counseling programs. Counselor Education and Supervision, *37*(3), 154-165.
- Childers, Jr., J. H., & Rye, D. R. (1987). Doctoral student selection in counselor education: A multidimensional assessment strategy. Journal of Counseling and Development, *65*(10), 555-557.
- Council for Accreditation of Counseling and Related Educational Programs. (2001). CACREP Accreditation Standards and Procedures Manual (4<sup>th</sup> ed., revised.). Alexandria, VA: Author.
- Cronbach, L. J., & Meehl, P. E. (1955). Construct validity in psychological tests. Psychological Bulletin, *52*, 281-302.
- Cutler, R.L. (1958). Countertransference effects in psychotherapy. Journal of Consulting Psychology, *22*, 349-356.
- Deysach, R. E., Ross, A.W., & Heirs, T.G. (1977). Locus of control in prediction of counselor effectiveness within a therapeutic camp setting. Journal of Clinical Psychology, *33*, 273-278.
- Diamond, M. J., & Shapiro, J. L. (1973). Changes in locus of control as a function of encounter group experiences. Journal of Abnormal Psychology, *82*, 514-518.
- Donner, L., & Schonfield, J. (1975). Affect contagion in beginning psychotherapists. Journal of Clinical Psychology, *31*, 514-518.

- Eichenfield, G., & Stoltenberg, C. D. (1996). The Sub-Level I trainee: Some developmental difficulties encountered with counselor training. Clinical Supervisor, 14(2), 25-37.
- Fiedler, F. E. (1950). The concept of an ideal therapeutic relationship. Journal of Consulting Psychology, 14, 239-245.
- Fiedler, F. E. (1994). Leadership experience and leadership performance. U.S. Army Research Institute for the Behavioral and Social Sciences, ii-103.
- Frame, M. W., & Stevens-Smith, P. (1995). Out of harm's way: Enhancing monitoring and dismissal processes in counselor education programs. Counselor Education & Supervision, 35(2), 118-129.
- Frank, J. (1973). Persuasion and healing: A comparative study of psychotherapy (rev. ed.). Baltimore: The Johns Hopkins University Press.
- Frank, J. (1979). The present status of outcome studies. Journal of Consulting and Clinical Psychology, 47, 310-316.
- Frank, J. D. (1973). Persuasion and healing: A comparative study of psychotherapy (rev. ed.). Baltimore: The Johns Hopkins University Press.
- Frank, J. D. & Frank, J. B. (1991). Persuasion and healing (3<sup>rd</sup> ed.). Baltimore: The Johns Hopkins University Press.
- Gardner, H. (1999). Intelligence reframed: Multiple intelligences for the 21<sup>st</sup> century. New York: Basic Books.
- Goleman, D. (1995). Emotional intelligence. New York: Bantam Books.
- Gaubatz, M. D., & Vera, E. M. (2002). Do formalized gatekeeping procedures increase programs' follow-up with deficient trainees? Counselor Education & Supervision, 41(4), 294-305.

- Gimmestad, M. J., & Goldsmith, E. B. (1973). Admissions policies for graduate programs in counselor education. Counselor Education and Supervision, *12*, 172-177.
- Goldstein, A. P., & Stein, N. (1976). Prescriptive psychotherapies. New York: Pergamon.
- Harvey, J. H., & Weary, G. (Eds.). (1985). Attribution: Basic issues and applications. Orlando, FL.: Academic Press.
- Herman, J. L., Aschbacher, P. R., & Winters, L. (1992). A practical guide to alternative assessment. Alexandria, VA: ASCD.
- Holiman, M., & Lauver, P. J. (1987). The counselor culture and client-centered practice. Counselor Education and Supervision, *26*(3), 184-191.
- Holloway, E.L., & Wampold, B.E. (1986). The relation between conceptual level and counseling-related tasks: A meta-analysis. Journal of Counseling Psychology, *33*, 310-319.
- Hosford, R. E., Johnson, M. E., & Atkinson, D. R. (1984). Academic criteria, experiential background, and personal interviews as predictors of success in a counselor education program. Counselor Education and Supervision, *23*(4), 268-275.
- Hunt, D.D., Carr, J.E., Dagodakis, C.S., & Walker, E.A. (1985). Cognitive match as a predictor of psychotherapy outcome. Psychotherapy, *22*, 718-721.
- Ingram, R. E. (1983). The GRE in the graduate admissions process: Is how it is used justified by the evidence of its validity? Professional Psychology: Research and Practice, *14*(6), 711-714.
- Irby, D. M., Fantel, J. L., Milam, S. D., & Schwartz, M. R. (1982). Faculty rights and responsibilities in evaluating and dismissing medical students. Journal of College and University Law, *8*, 102-119.

- Jackson, E. (1986). Affective sensitivity of peer selection of counseling potential. Counselor Education and Supervision, 25(3), 230-236.
- Janson, G.R. (1998, September). A journey to a theory [Student Focus]. Counseling Today, p. 46.
- Jones, L. K. (1974). Toward more adequate selection criteria: Correlates of empathy, genuineness, and respect. Counselor Education and Supervision, 14(1), 13-21.
- Kellner, R. (1975). Psychotherapy in psychosomatic disorders: A survey of controlled outcome studies. Archives of General Psychiatry, 35, 1021-1028.
- Keppers, G. (1960). Selection (if any) of graduate students in guidance and counseling. Vocational Guidance Quarterly, 9, 90-94.
- Khan, J. A., & Cross, D.G. (1983). Mental health professional and client values: Similar or different? Australian Journal of Sex, Marriage and Family, 4(2), 71-78.
- Lafferty, P., Beutler, L. E., & Crago, M. (1991). Differences between more and less effective psychotherapists: A Study of select therapist variables. Journal of Consulting and Clinical Psychology, 57, 76-80.
- Lalotitis, D. A., & Grayson, J. H. (1985). Psychologist heal thyself. American Psychologist, 40(1), 84-96.
- Lambert, M. J. (1994). Introduction to assessment of psychotherapy outcome: Historical perspective and current issues. In A. E. Bergin & S. L. Garfield (Eds.), Handbook of psychotherapy and behavior change (4<sup>th</sup> ed.). New York: John Wiley & Sons, Inc. (Original work published 1983)
- Lambert, M. J., & Bergin, A. E. (1973). Psychotherapeutic outcomes and issues related to behavioral and humanistic approaches. Cornell Journal of Social Relations, 8, 47-61.

- Lambert, M. J., & Bergin, A. E. (1994). Therapist characteristics and their contribution to psychotherapy outcome. In A. E. Bergin & S. L. Garfield (Eds.). Handbook of psychotherapy and behavior change (4<sup>th</sup> ed.). New York: John Wiley & Sons, Inc. (Original work published 1983)
- Lambert, M. J., Shapiro, D. A., & Bergin, A. E. (1994). The effectiveness of psychotherapy. In S. L. Garfield & A. E. Bergin (Eds.), Handbook of psychotherapy and behavior change (pp. 157-211). New York: John Wiley & Sons. (Original work published 1986)
- Lazarus, A. A. (1971). Behavior therapy and beyond. New York: McGraw-Hill.
- Lieberman, M. A., Yalom, I. D., & Miles, M. B. (1973). Encounter groups: First facts. New York: Basic Books.
- Leverett-Main, S. (2004). Program directors' perceptions of admission screening measures and indicators of student success. Counselor Education & Supervision, 43, 207-219.
- Li, D. Chi-Sing (2001). Non-academic behavioral indicators of students impairment in CACREP-accredited master's-level counseling programs (Doctoral Dissertation, Texas A&M University-Commerce, 2001). Dissertation Abstracts International, 62(3-A), 924.
- Littlepage, G. E., Bragg, D. M., & Rust, J. O. (1978). Relations between admission criteria, academic performance, and professional performance. Teaching of Psychology, 5(1), 16-20.
- Loesch, L. C. (1988). Assessing counselor performance (Report No. RI88062011). Ann Arbor, MI: ERIC Clearinghouse on Counseling and Personal Services. (ERIC Document Reproduction Service No. ED 304 635)
- Loesch, L. C. (1995). Assessment of counselor performance (Report No. EDO-CG-95-6).

- Greensboro, NC: ERIC Clearinghouse on Counseling and Student Services. (ERIC Document Reproduction Service No. ED 388 886)
- Luborsky, L., Singer, B., & Luborsky, L. (1975). Comparative studies of psychotherapy. Archives of General Psychiatry, 32, 995-1008.
- Luborsky, L., McClellan, A. T., Woody, G. E., O'Brien, C. P., & Auerbach, A. (1985). Therapist success and its determinants. Archives of General Psychiatry, 42, 602-611.
- Maciak, A. T. (2002). A study of empathic ability and spirituality in graduate students undergoing clinical skills training. Dissertation Abstract International, 63(3-B), 1567. (University Microfilms No. AAI3045878)
- Markert, L. F., & Monke, R. H. (1990). Changes in counselor education admissions criteria. Counselor Education and Supervision, 30(1), 48-57.
- Meehl, P. E. (1986). General remarks on quantification of clinical material. In Hal R. Arkes, K. R. Hammond (Eds.), Judgment and decision making: An interdisciplinary reader. (pp. 549-550). Cambridge, England UK: Cambridge University Press.
- Meltzoff, J., & Kornreich, M. (1970). Research in psychotherapy. New York: Atherton.
- Messina, J. J. (1979). Why establish a certification system for professional counselors? A rationale. American Mental Health Counselors Association Journal, 1(1), 9-21.
- Miller, W. R., Taylor, C. A., & West, J. C. (1980). Focused versus broad-spectrum behavior therapy for problem drinkers. Journal of Consulting and Clinical Psychology, 48, 590-601.
- Millimet, C. R., & Flume, M. E. (1982). Estimating graduate admission standards in psychology. Research in Higher Education, 17(2), 125-137.
- Murphy, G. C., & Hudson, A. M. (1982). Use of behavioral-consistency in selection of graduate



- students in applied child psychology. Psychological Reports, 51(2), 595-598.
- Myrick, R. D., Kelly, F. D., Ju, J. J., & Wittmer, J. (1972). The Sixteen Personality Factor Questionnaire as a predictor of counselor effectiveness. Counselor Education and Supervision, 11(4), 293-301.
- Nagpal, S. (2000). Counselor educators' personal decision-making processes during selection interviews. Dissertation Abstract International, 60(7-A), 2387.
- Nevid, J. S., & Gildea, T. J. (1983). The admissions process in clinical training. The role of the personal interview. Professional Psychology: Research and Practice, 15(1), 18-25.
- Olkin, R., Gaughen, S. (1991). Evaluation and dismissal of students in master's level clinical programs: Legal parameters and survey results. Counselor Education and Supervision, 30(4), 276-288.
- Omizo, M. M., & Michael, W. B. (1979). The prediction of performance in a counselor education master's degree program. Educational and Psychological Measurement, 39(2), 433-437.
- Pope, V. T. (1996). Stable personality characteristics of effective counselors: The Counselor Characteristic Inventory (Doctoral Dissertation, Idaho State University, 1999). Dissertation Abstracts International, 57(4-A), 1503.
- Pope, V. T., & Kline, W. B. (1999). The personal characteristics of effective counselors: What 10 experts think. Psychological Reports, 84(3, Pt 2), 1339-1344.
- Propst, L.R. (1980). The comparative efficacy of religious and nonreligious imagery for the treatment of mild depression in religious individuals. Cognitive Therapy and Research, 4, 167-178.
- Propst, L.R., Ostrom, R., Watkins, P., Dean, T., & Mashburn, D. (1992). Comparative efficacy

- of religious and nonreligious cognitive-behavioral therapy for the treatment of clinical depression in religious individuals. Journal of Consulting and Clinical Psychology, 60, 94-103.
- Purdy, J. E., Reinehr, R. C., & Swartz, J. D. (1989). Graduate admissions criteria of leading psychology departments. American Psychologist, 44(6), 960-961.
- Purkey, W. W., & Schmidt, J. J. (1987). The inviting relationship: An expanded perspective for professional counseling. Englewood Cliffs, NJ: Prentice-Hall, Inc.
- Rachman, S. J., & Wilson, G. T. (1980). The effects of psychological therapy (2<sup>nd</sup> ed.). New York: Pergamon.
- Redfering, D. L., & Biasco, F. (1976). Selection and elimination of candidates in counselor education programs. Counselor Education and Supervision, 15(4), 298-304.
- Rem, R. J., Oren, E. M., & Childrey, G. (1987). Selection of graduate students in clinical psychology: Use of cutoff scores and interviews. Professional Psychology: Research and Practice, 18(5), 485-488.
- Rickard, H. C., & Clements, C. B. (1986). An evaluation of interviewed versus noninterviewed clinical psychology students. Professional Psychology: Research and Practice, 17(1), 76-79.
- Ricks, D.F. (1994). Supershrink: Methods of a therapist judged successful on the basis of adult outcomes of adolescent patients. In A. E. Bergin & S. L. Garfield (Eds.) Handbook of psychotherapy and behavior change (4<sup>th</sup> ed.). New York: John Wiley & Sons, Inc. (Original work published 1974)
- Roffers, T., Cooper, B. A. B., & Sultanoff, S. M. (1988). Can counselor trainees apply their skills in actual client interviews? Journal of Counseling and Development, 66, 385-388.

- Rogers, C.R. (1961). On becoming a person. Boston, MA: Houghton Mifflin Company Sentry Edition.
- Rosenzweig, S. (1936). Some implicit common factors in diverse methods of psychotherapy. American Journal of Orthopsychiatry, 6, 422-425.
- Rowe, W., Murphy, H. B., & De Csipkes, R. A. (1975). The relationship of counselor characteristics and counselor effectiveness. Review of Educational Research, 45(2), 231-246.
- Schmidt, J. J. (1994). Counselor Intentionality and Effective Helping. ERIC Digest. ERIC Information Analysis, (April, 1994), 3-4. (Report No. ED 378 461). Greensboro, NC: Clearinghouse on Counseling and Student Services. (ERIC Document Reproduction Service No. CG 025 667).
- Seymour, W. R. (1982). Values, ethics, legalities, and the family. Rockville, MD: Aspen Systems Corp.
- Sloane, R. B., Staples, F. R., Cristol, A. H., Yorkston, N. J., & Whipple, K. (1975). Short-term analytically oriented psychotherapy vs. behavior therapy. Cambridge, MA: Harvard University Press.
- Smith, H. B., & Robinson, G. P. (1995). Mental health counseling: Past, present, and future. Journal of Counseling & Development, 74(2), 158-162.
- Smith, M. L., Glass, G. V., & Miller, T. I. (1980). The benefits of psychotherapy. Baltimore: The Johns Hopkins University Press.
- Smith, M. R. (2003). The relationship between personality traits and trainee effectiveness in counseling sessions: Cognitive flexibility, spirituality, and self-actualization. Dissertation Abstracts International, 63(7-A), 2469. (University Microfilms No. AAI3060375)

- Sternberg, R. J. (1988). The Triarchic mind: a new theory of human intelligence. New York, N.Y.: Viking.
- Stevens, M. (1981). Personality evaluation of doctoral applicants: A survey of clinical psychology training directors. Journal of Clinical Psychology, 37(4), 889-891.
- Stickle, F. E., & Schnacke, S. B. (1984). A survey of accredited counselor education programs. Counselor Education and Supervision, 23(3), 186-195.
- Stoltenberg, C.D., & Delworth, U. (1988). Supervising counselors and therapists: A developmental approach. San Francisco, CA: Jossey-Bass, Inc.
- Strupp, H. H., Butler, S. F., & Rosser, C. (1988). Training in psychodynamic therapy. Journal of Consulting and Clinical Psychology, 56(5), 689-695.
- Sumerel, M. B., & Borders, L. D. (1996). Addressing personal issues in Supervision: Impact of counselors' experience level on various aspects of the supervisory relationship. Counselor Education and Supervision, 35(4), 268-286.
- Sweeney, T. J. (1969). Selective retention in secondary school counselors education. Human Education, 7(2), 53-58.
- Sweeney, T. J., & Sturdevant, A. D. (1974). Licensure in the helping professions: Anatomy of an issue. Personnel and Guidance Journal, 52(9), 575-580.
- Talmon, M. (1990). Single-session therapy: Maximizing the effect of the first (and often only) therapeutic encounter. San Francisco, CA: Jossey-Bass Inc.
- Tedesco, J. F. (1982). Premature termination of psychology interns. Professional Psychology, 13(5), 695-698.
- Weaver, K. M. (2000). The use of the California Psychological Inventory in identifying personal

- characteristics of effective beginning counselors (Doctoral Dissertation, Ohio University, 2000). Dissertation Abstracts International, 60(12-A), 4334.
- Wheeler, S. (2002). nature or nurture: Are therapists born or trained? Psychodynamic Practice” Individuals, Groups & Organisations, 8(4), 427-441.
- Whiteley, J. M. (1969). Counselor education. Review of Educational Research, 39(2), 173-187.
- Whiteman, J. L., Hartman, R. G., & Brannon, L. (1982). On the personal growth of school psychologists. Psychology in the Schools, 19(2), 226-233.
- Wiggings, J. D., & Giles, T. A. (1984). The relationship between counselors' and students self-esteem as related to counseling outcomes. The School Counselor, 32, 18-22.
- Wiggins, N., Blackburn, M., & Hackman, J. R. (1969). Prediction of first-year graduate success in psychology: Peer ratings. The Journal of Educational Research, 63(2), 81-85.
- Williams, K.E., & Chambless, D.L. (1990). The relationship between therapist characteristics and outcome of in vivo exposure treatment for agoraphobia. Behavior Therapy, 21, 111-116.
- Williams, S. C. (1999). Counselor trainee effectiveness: An examination of the relationship between personality characteristics, family of origin functioning, and trainee effectiveness (Doctoral Dissertation, University of Northern Colorado, 1999). Dissertation Abstracts International, 59(8-B), 4494.
- Witmer, J. M. (1985). Pathways to personal growth. Developing a sense of worth and competence: A holistic education approach. Muncie, IN: Accelerated Development Inc.
- Witmer, J. M., & Young, M. E. (1996). Preventing counselor impairment: A wellness approach. Journal of Humanistic Education and Development, 34, 141-155.
- Wittmer, J., & Lister, J. L. (1971). The Graduate Record Examination, 16 PF Questionnaire, and

- counseling effectiveness. Counselor Education and Supervision, 10, 293.
- Wood, B. J., Klein, S., Cross, H. J., Lammers, C. J., & Elliott, J. K. (1985). Impaired practitioners: Psychologists' opinions about prevalence, and proposals for intervention. Professional Psychology: Research and Practice, 16(6), 843-850.
- Woodyard, C. L. (1997). Indicators of impairment in incoming and ongoing master's-level counseling students (Doctoral dissertation, Texas A & M University-Commerce, 1997). Dissertation Abstracts International, 58(3-A), 0755.
- Zemlick, M. J. (1980). Ethical Standards: Cosmetics for the face of the profession of psychology. Psychotherapy: Theory, Research, and Practice, 17(4), 448-453.
- Zinn, B. F. (1996). The relationship of ego development and the counseling effectiveness of counselor trainees (Doctoral Dissertation, University of Missouri, 1996). Dissertation Abstracts International, 56(12-B), 7082.