

Skills development — Timepoint 1

COUN6013 · 400 words · strengths, weaknesses and plan · Lecturer: Graham Gill Emerson

Module: Counselling Skills Development 1 (COUN6013)

Brief: Identify strengths and weakness in your counselling skill sets so far and create a plan for developing targeted skill sets based from own experience and feedback you have received.

Online version (when live): psych-dashboard.duckdns.org/rubrics/skills-development-1-tp1

How the marks work

There are 6 criteria. Each one has a weight in marks. The weights add up to 100.

For each criterion, your work is placed in one of five bands. Each band shows the marks for that criterion and what the lecturer is looking for.

Excellent (70-100%)	Excels in this area.
Very Good (60-69%)	Performs in a consistently competent and confident way.
Satisfactory (50-59%)	Performs at an adequate level but has scope for development.
Needs Work (40-49%)	Performs somewhat less than adequately and needs development.
Unsatisfactory (0-39%)	Performs considerably less than adequately and needs development.

CRITERION 1

Identification of Strengths (LO5)

Weight: 15 marks

Excellent 70-100% 11-15 marks	Clearly identifies relevant strengths and supports them with specific examples from practice/experience. Demonstrates strong reflection.
Very Good 60-69% 9-10 marks	Identifies relevant strengths with appropriate examples and some reflection.
Satisfactory 50-59% 8 marks	Identifies strengths with limited supporting evidence.
Needs Work 40-49% 6-7 marks	Strengths are identified but are vague or insufficiently evidenced.
Unsatisfactory 0-39% 0-5 marks	Strengths are unclear, inappropriate or largely absent.

CRITERION 2**Identification of Weaknesses / Development Needs (LO5)**

Weight: 20 marks

Excellent 70–100% 14–20 marks	Provides a thoughtful and honest analysis of key weaknesses, clearly explaining why they require development and supporting this with learning from feedback.
Very Good 60–69% 12–13 marks	Identifies relevant weaknesses and explains their significance with good supporting evidence.
Satisfactory 50–59% 10–11 marks	Identifies weaknesses but analysis and evidence are limited.
Needs Work 40–49% 6–9 marks	Weaknesses are identified but lack clarity, depth or supporting examples. ^A
Unsatisfactory 0–39% 0–7 marks	Little or no meaningful identification of weaknesses or development needs. ^A

CRITERION 3**Use of Experience and Feedback (LO3)**

Weight: 20 marks

Excellent 70–100% 14–20 marks	Effectively integrates specific personal experiences and feedback to support the identification of strengths and weaknesses. Demonstrates clear learning from experience/feedback.
Very Good 60–69% 12–13 marks	Makes good use of experience and feedback, with clear links to development.
Satisfactory 50–59% 10–11 marks	Refers to experience and/or feedback but links to development are limited.
Needs Work 40–49% 6–9 marks	Makes minimal use of relevant experience or feedback. ^A
Unsatisfactory 0–39% 0–7 marks	Little or no evidence of using experience or feedback. ^A

CRITERION 4**Targeted Skills Development Plan (LO2)**

Weight: 30 marks

Excellent 70–100% 21–30 marks	Presents a highly focused, realistic and actionable plan. Clearly identifies targeted skills, specific actions, timescales and measures of progress/success.
Very Good 60–69% 18–20.9 marks	Presents a clear and realistic plan with appropriate actions and timescales.
Satisfactory 50–59% 15–17.9 marks	Provides a suitable development plan, although some actions or outcomes lack specificity.
Needs Work 40–49% 12–14.9 marks	Plan is basic, vague or only partly connected to identified needs. ^B
Unsatisfactory 0–39% 0–12 marks	Development plan is absent, unrealistic or unrelated to identified needs. ^B

CRITERION 5**Reflection and Integration (LO5)**

Weight: 10 marks

Excellent 70–100% 8–10 marks	Makes strong connections between current skills, experience, feedback and future development.
Very Good 60–69% 7 marks	Demonstrates good reflection and makes clear connections between learning and development.
Satisfactory 50–59% 6 marks	Some reflection is evident, but tends toward description.
Needs Work 40–49% 4–5 marks	Limited reflection or connections between experience and future development.
Unsatisfactory 0–39% 0–3 marks	Little evidence of reflection or learning.

CRITERION 6**Structure, Clarity and Presentation**

Weight: 5 marks

Excellent 70–100% 5 marks	Exceptionally clear, concise and well structured. Makes excellent use of the 400-word limit.
Very Good 60–69% 4 marks	Clear and well organised with minor issues.
Satisfactory 50–59% 3 marks	Generally clear but may be repetitive or unevenly structured.
Needs Work 40–49% 2 marks	Difficult to follow in places or poor use of the word limit.
Unsatisfactory 0–39% 0–1 marks	Poorly structured, unclear, or substantially fails to meet the brief/word limit.

Notes on the source

Only spelling and typing slips were fixed. Gaps and unclear values in the lecturer's rubric are shown, not guessed.

A. Criteria 2 and 3: the Needs Work band (6–9) and Unsatisfactory band (0–7) overlap on marks 6 and 7 in the lecturer's grid. Ranges are shown as printed.

B. Criterion 4: Needs Work (12–14.9) and Unsatisfactory (0–12) both include mark 12 in the lecturer's grid. Ranges are shown as printed.

Typed from the lecturer's rubric (Oct 2026). Check the official copy on Canvas if in doubt.