

# Understanding the Evaluation Framework

Impact on the Consultation Process





April 9, 2026

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# Before we begin...

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Please

- Stay muted during session
- Use Q&A tab for questions
- Limit questions to today's topic
- Know that sessions are recorded

Understanding the Evaluation Framework

# Your EMDRIA Team



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# Overall Evaluation Framework

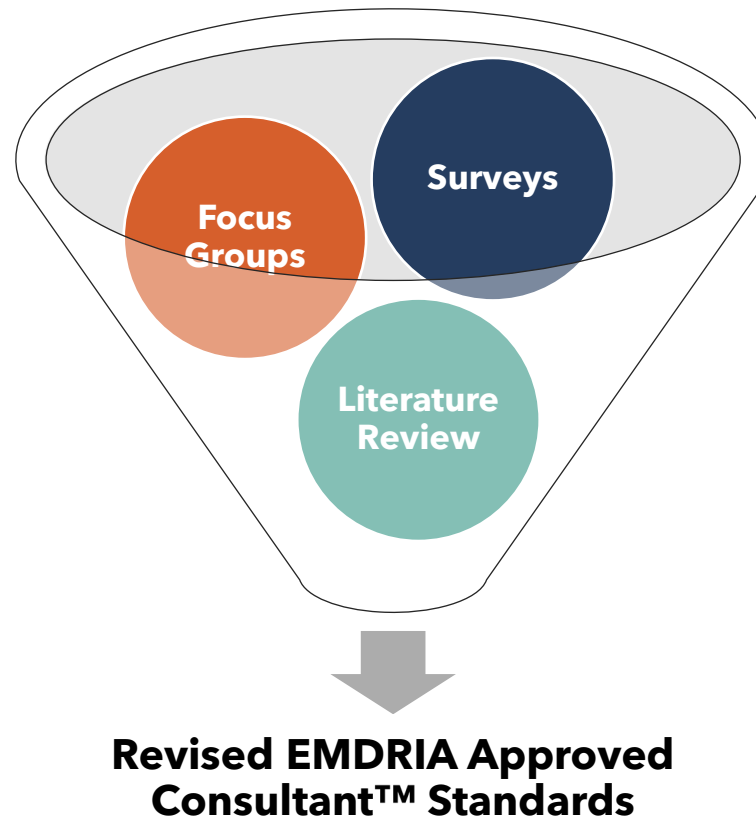
# Goals of Consultation - Review

- Provides guidance, support, and feedback
  - Consultee - regarding EMDR therapy
  - CIT - regarding consultation knowledge, skills, and attitudes
- Encourages self-efficacy
- **Enhances professional competencies to ensure their therapy/consultation aligns with established best practices**
- Fosters growth and integrity to the broader EMDR community

# Purpose of the Evaluation Framework

- Consistency in evaluation process
- Transparency
- Accountability
- Empower consultants to have tools to make decisions/recommendations based on shared understanding of competencies

# Elements of Developing Standards/Competencies



# Evaluation Framework Elements

## Initial Conversations Goal Setting

- [Initial Conversations - Consultant and Consulee](#)
- [Goal Setting - SMART Goals](#)

## Assessment and Evaluation (p. 41-42)

- Assessment
  - [Consultant Standards Document](#)
  - [Consultant Self-Assessment](#)
- Evaluation
  - [CIT VER Form](#)

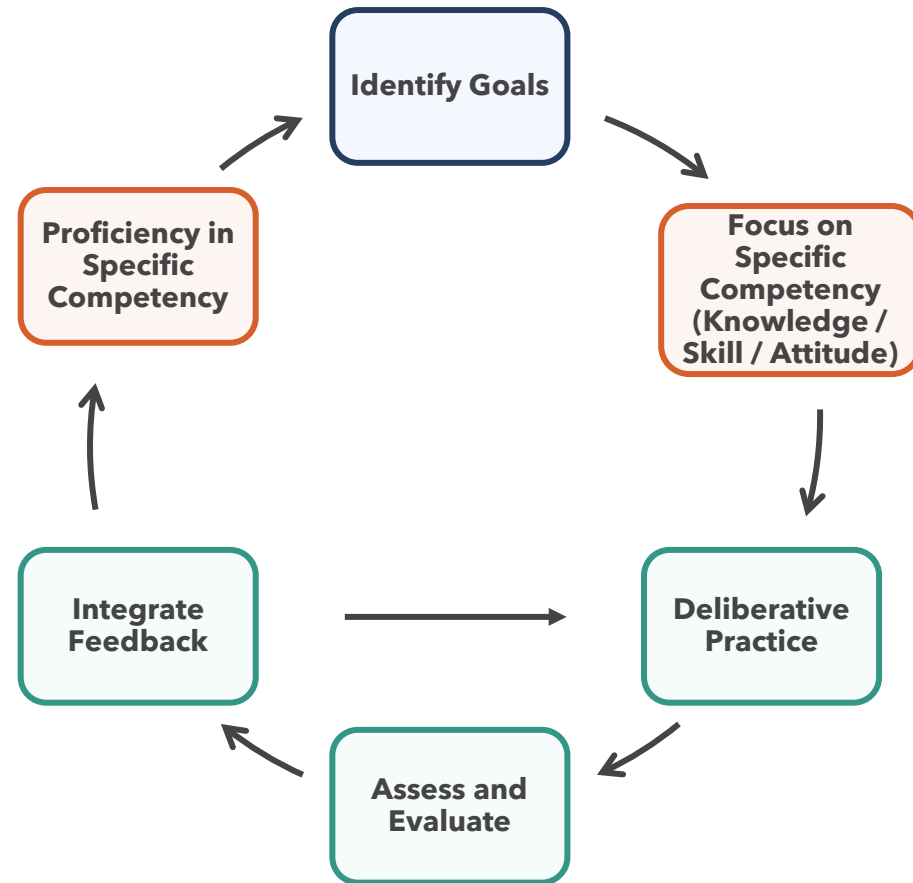
## Providing Feedback with Deliberate Practice (p. 42)

- [Tips on Providing Feedback During EMDR Consultation](#)

## Evaluation and Recommendation (p. 43)

- [Competencies \(Foundational, Knowledge, Skills, Attitudes\)](#)
- [CIT VER Form](#)

# CIT Evaluation Process (p. 44)



# Initial Conversations and Goal Setting

Overall  
Evaluation  
Framework

# Initial Conversations – Consultant and Consultee

## [Initial Conversations – Consultant and Consultee](#)

- Key questions at each stage

Discuss the Purpose of Consultation

Assessing Needs and Setting

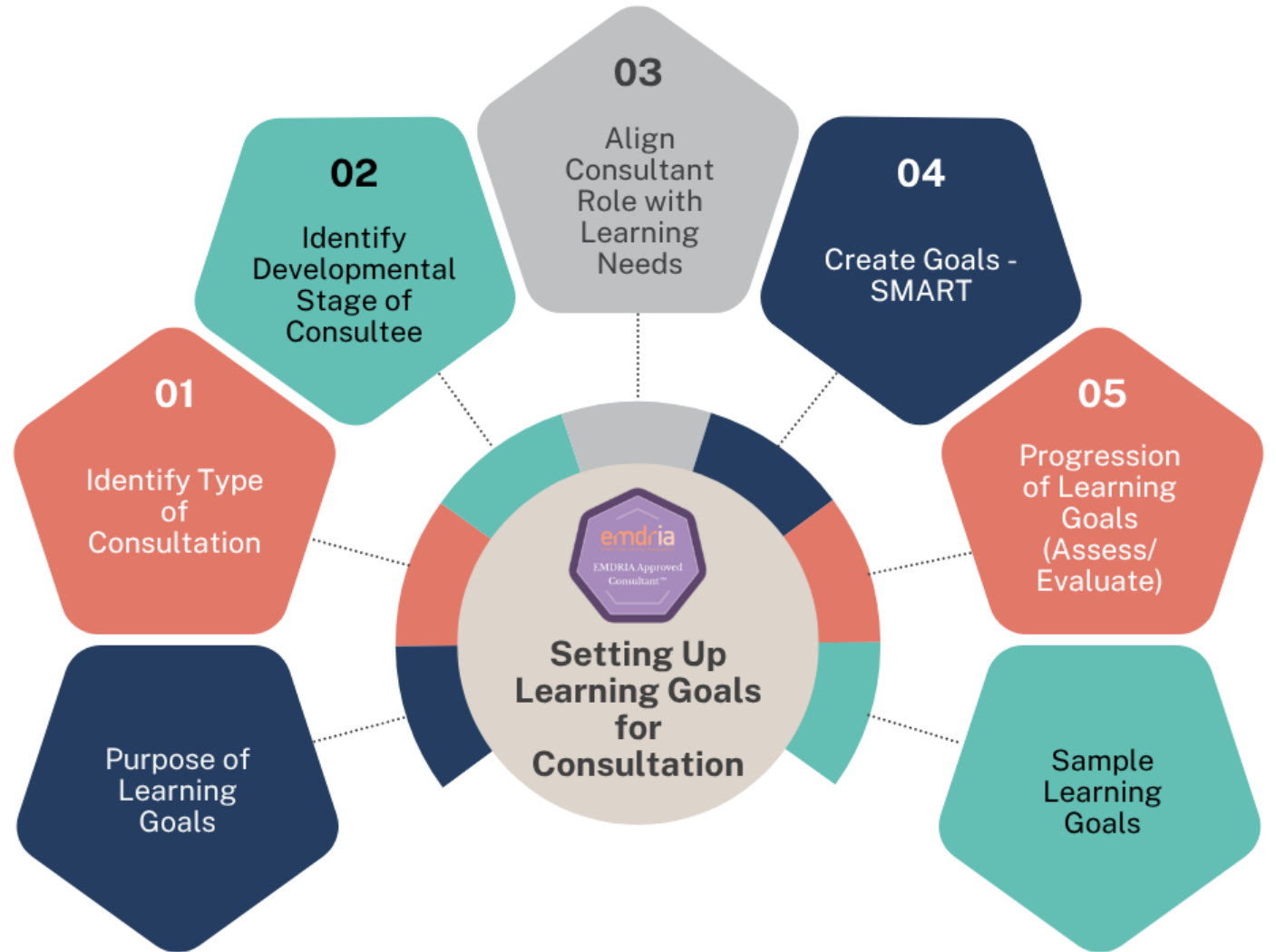
Defining Specific Learning Goals and Objectives

Integrating IDEA and Cultural Humility

Setting Process and Feedback Expectations

# Goal Setting - Overview

[Setting Learning Goals in EMDR Consultation](#)



# Create Learning Goals - SMART

**S** - Specific

**M** - Measurable

**A** - Attainable

**R** - Relevant

**T** - Time

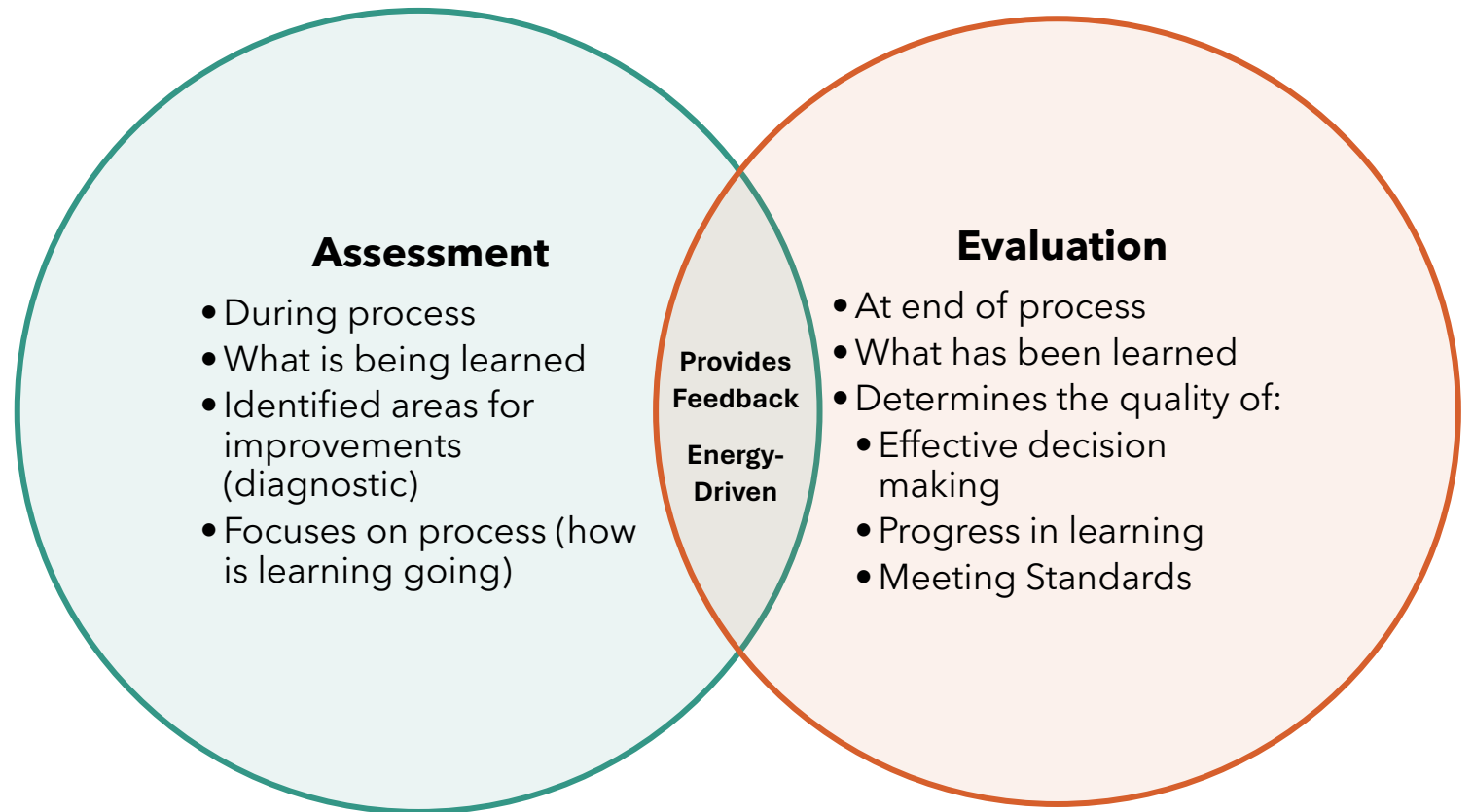


# Assessment and Evaluation (p. 41-42)

Overall  
Evaluation  
Framework

# Assess and Evaluate

- Assess
  - [Consultant Standards Document](#)
  - [Consultant Self-Assessment](#)
- Evaluate
  - [CIT Verification, Evaluation, and Recommendation \(VER\) Form](#)



# Providing Feedback with Deliberative Practice (p. 42)

[Tips on Providing Feedback During  
EMDR Consultation](#)

Overall  
Evaluation  
Framework

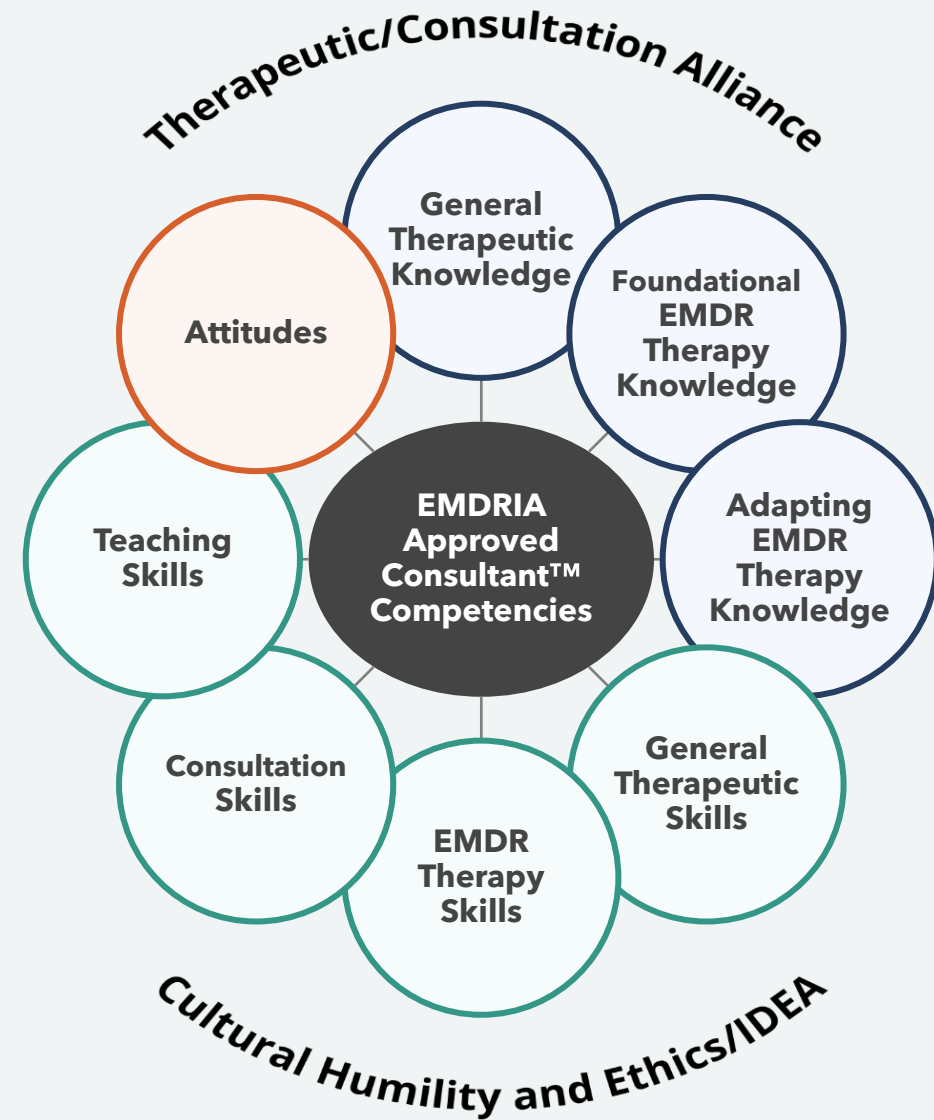
# Evaluation and Recommendation (p. 43-44)

Overall  
Evaluation  
Framework

# Consultant Competencies (p. 19-28)

# Consultant Competencies

Overview



# Categories of Competencies

## **Foundational (p. 19-21)**

- Therapeutic/ Consultation Alliance
- Cultural Humility and Ethics/IDEA

## **Knowledge (p. 21-23)**

- General Therapeutic Knowledge
- Foundational EMDR Therapy Knowledge
- Adapting EMDR Therapy Knowledge

## **Skills (p. 24-27)**

- General Therapeutic Skills
- EMDR Therapy Skills
- Consultation Skills
- Teaching Skills

## **Attitudes (p. 28)**

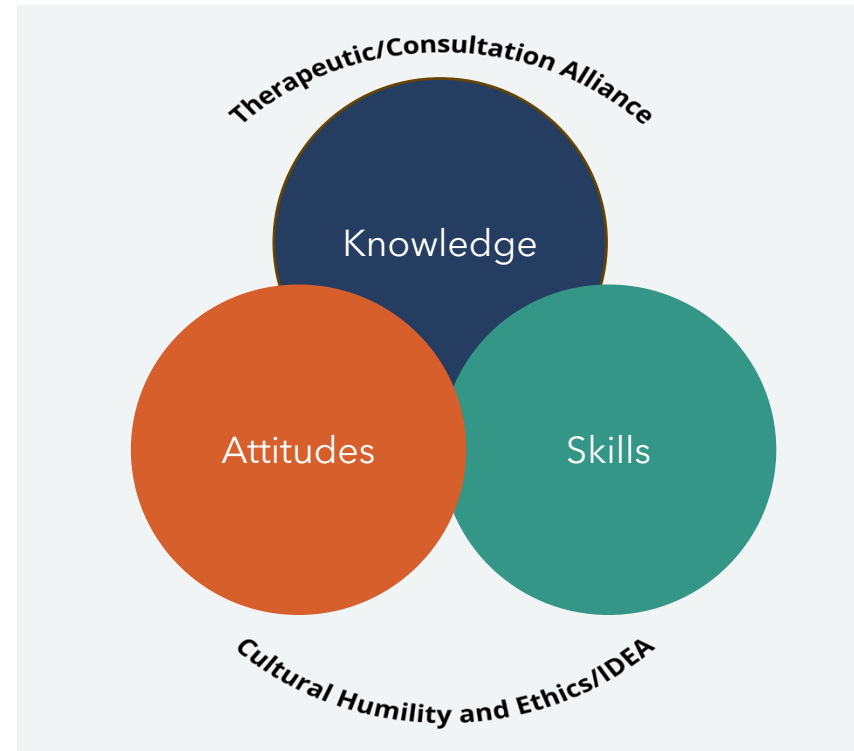
- Interpersonal
- Intrapersonal

Foundational (p. 19-21)

Consultant  
Competencies

# Foundation - Therapeutic/Consultation Alliance

- Fosters openness
- Honest reflection
- Willingness to grow
- Consultee feels
  - Supported
  - Respected
  - Challenged



# Foundation - Cultural Humility and Ethics/IDEA

- Acknowledging that learning is ongoing
- No one person holds all answers
- IDEA - Inclusion, Diversity, Equity, and Access

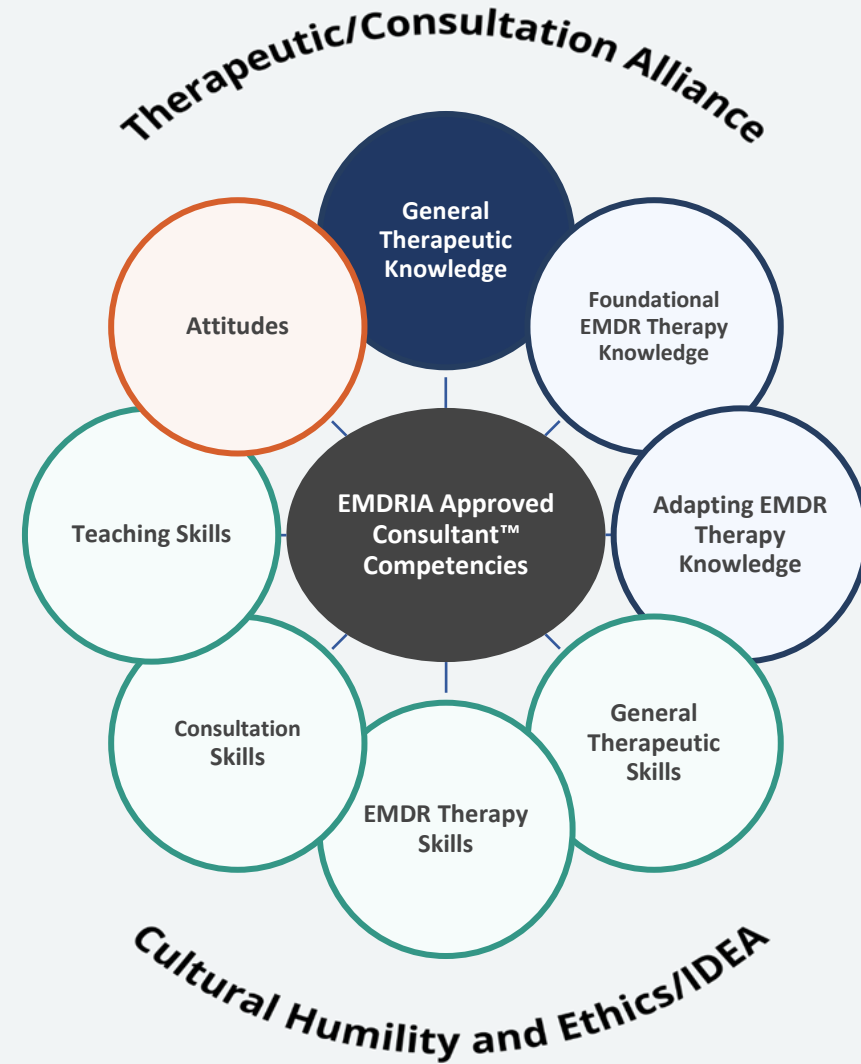


Knowledge (p. 21-23)

Consultant  
Competencies

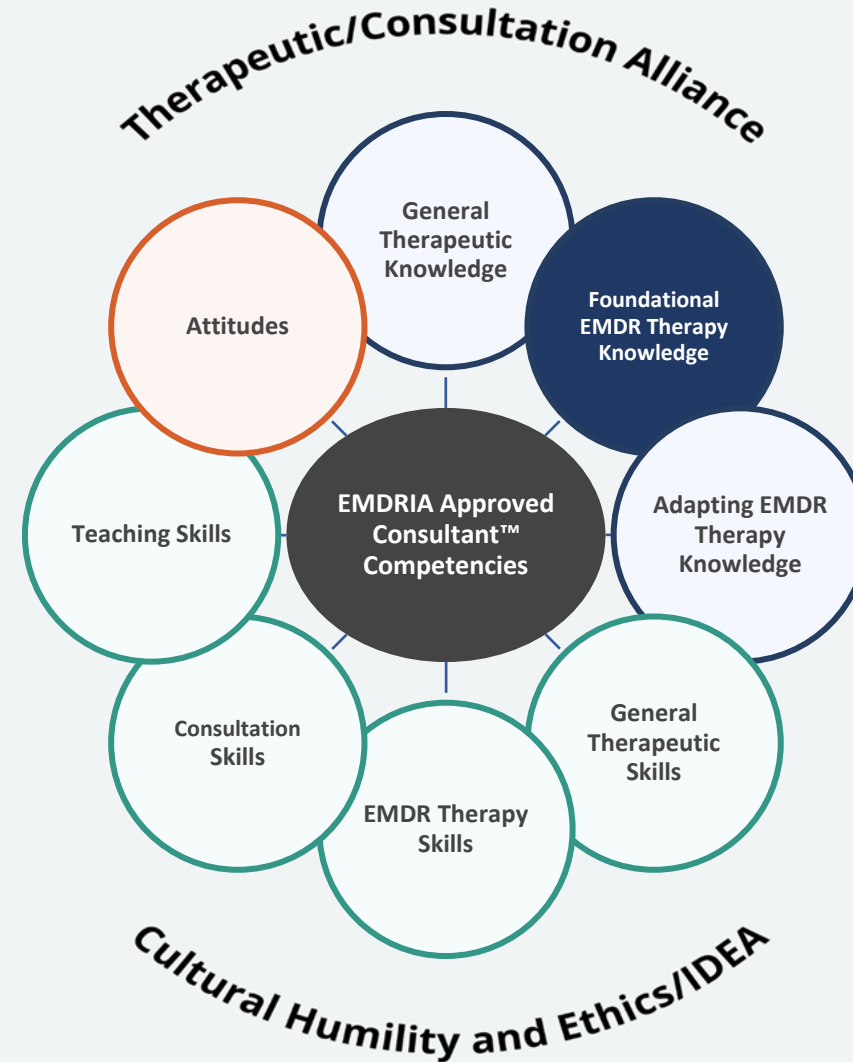
# General Therapeutic Knowledge

- Mental Health Problems
- Trauma and Trauma-Informed Principles
- Dissociation



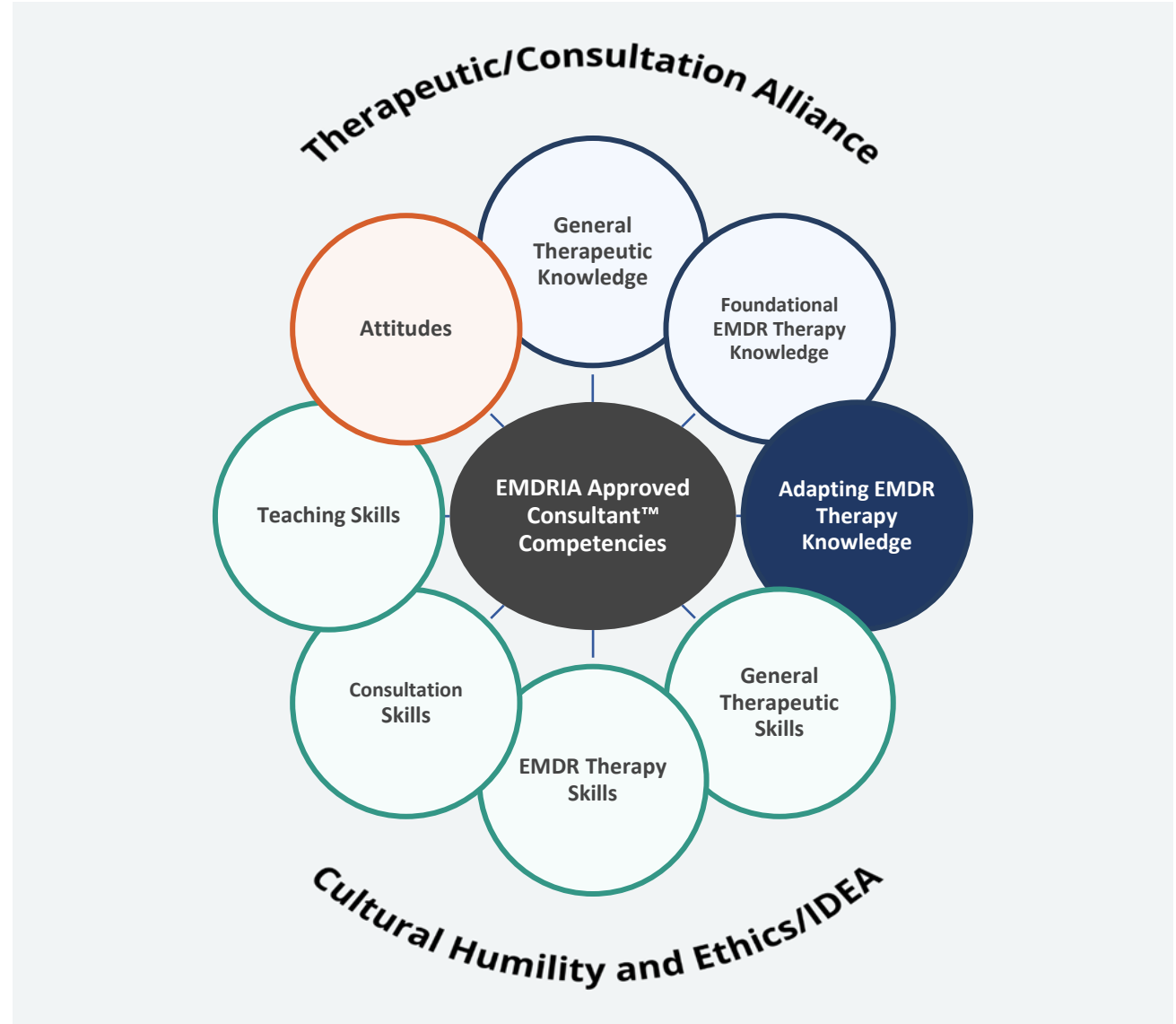
# Foundational EMDR Therapy Knowledge

- AIP Model
- Case Conceptualization & Treatment Planning
- 3-Pronged Approach
- 8-Phases Overall
- Cultural Humility and Ethics
- EMDR as a Guiding Framework
- How to Address Common Missteps



# Adapting EMDR Therapy Knowledge

- Clinical Experience
- Adaption and Integration of EMDR Therapy





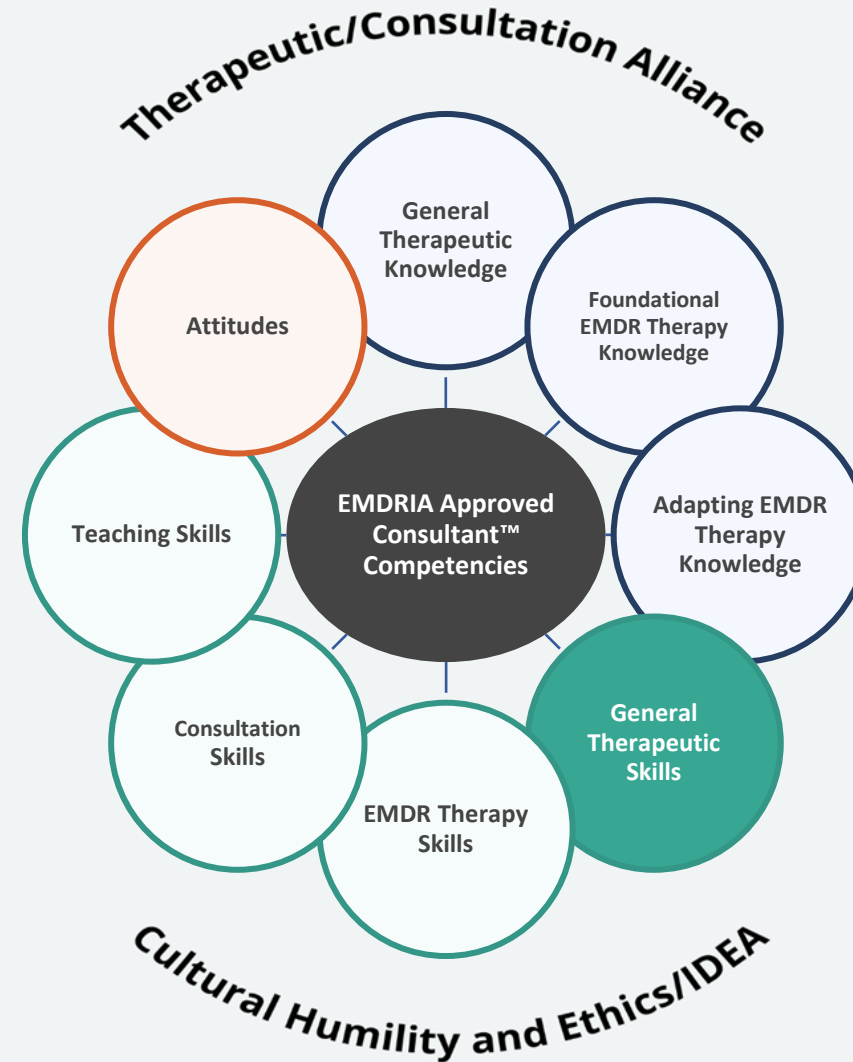
# Skills (p. 24-27)



Consultant  
Competencies

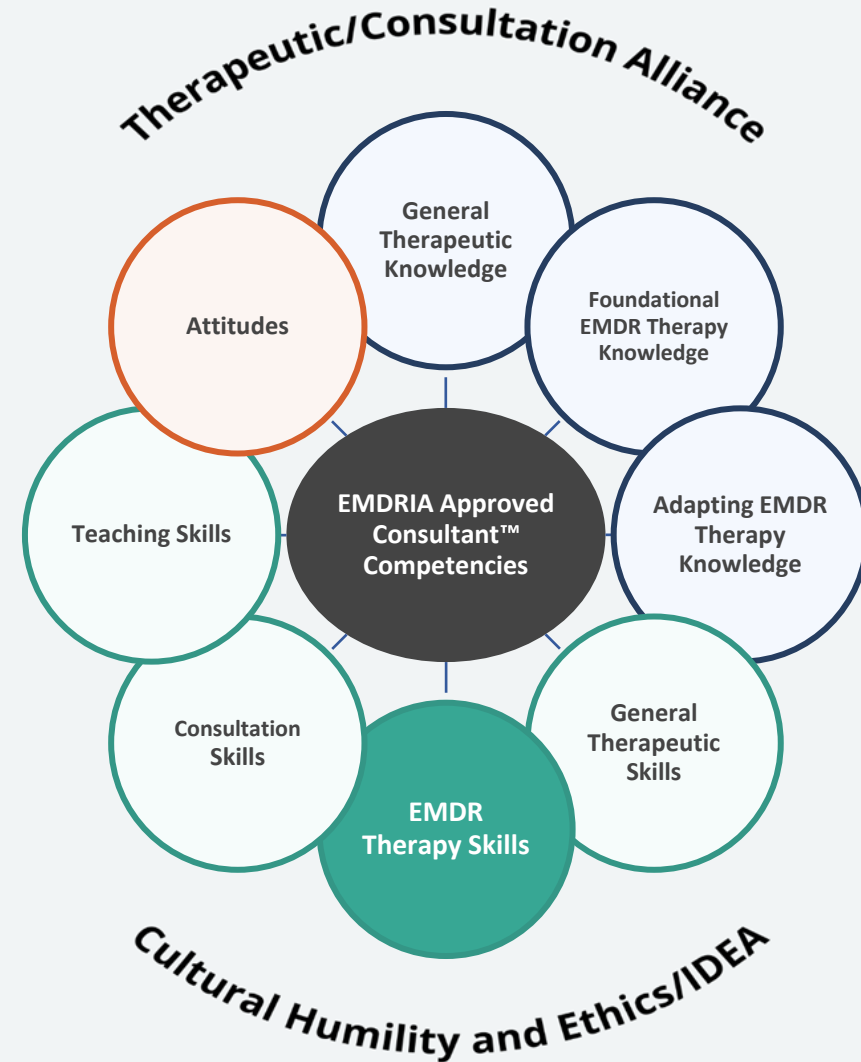
# General Therapeutic Skills

- Good Therapeutic Alliance
- Screening and/or Assessment Tools
- Dysregulation, Dissociated, and/or Suicidal Clients
- Collaborate with Clients
- Assess/Manage Risk
- Manage Therapeutic Terminations



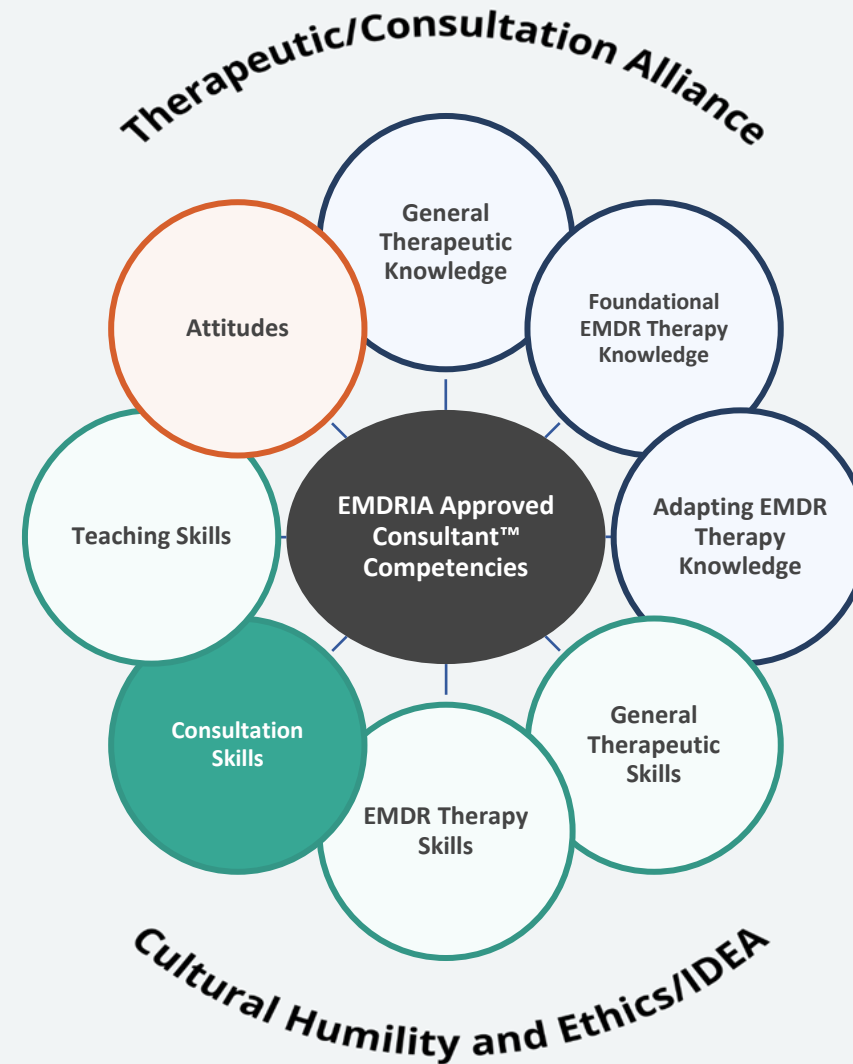
# EMDR Therapy Skills

- Applies Foundational EMDR Therapy Knowledge
- Adapts EMDR Therapy Knowledge



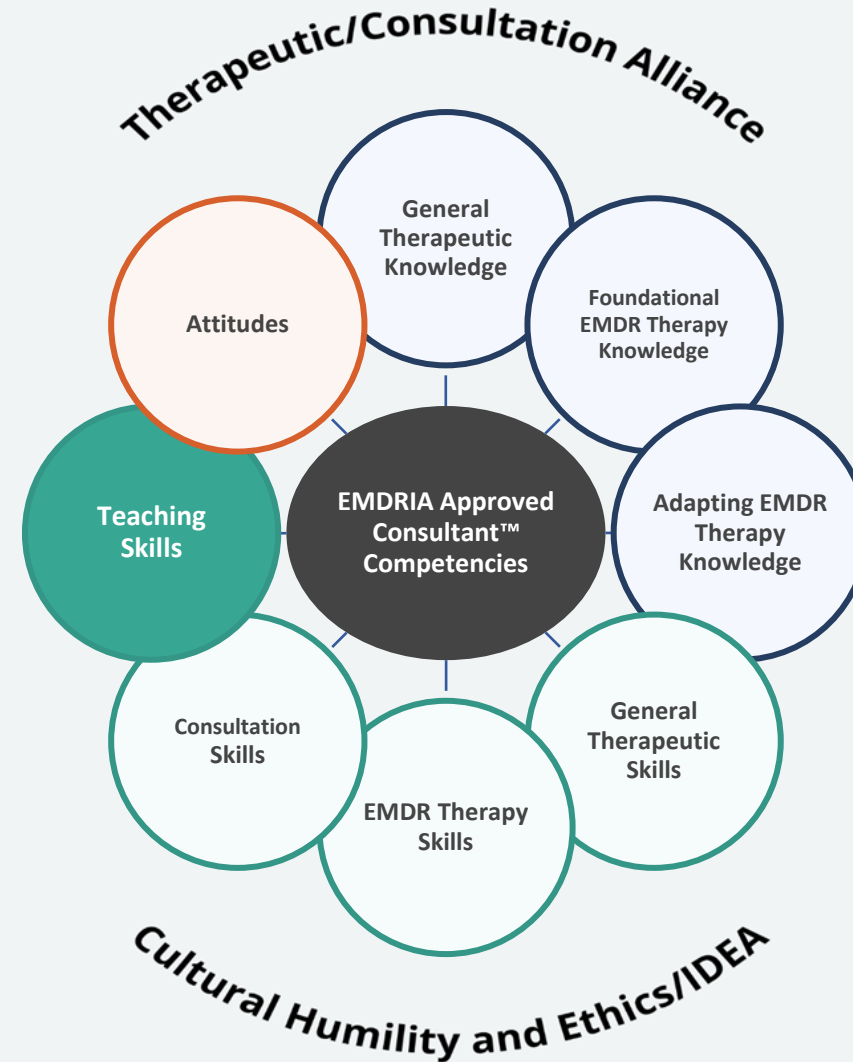
# Consultation Skills

- Ethical and Professional Standards
- Professional Boundaries
- Developmentally Attuned Support
- EMDRIA™ Standards and EMDR Research
- Effective Group Consultations (if applicable)



# Teaching Skills

- Positive Learning Environment
- Teaching Skills for Diverse, Adult-Learner Needs
- Reflective Learning Process
- Skill Development
- Evaluate Application of EMDR Therapy
- Encourage Two-Way Learning





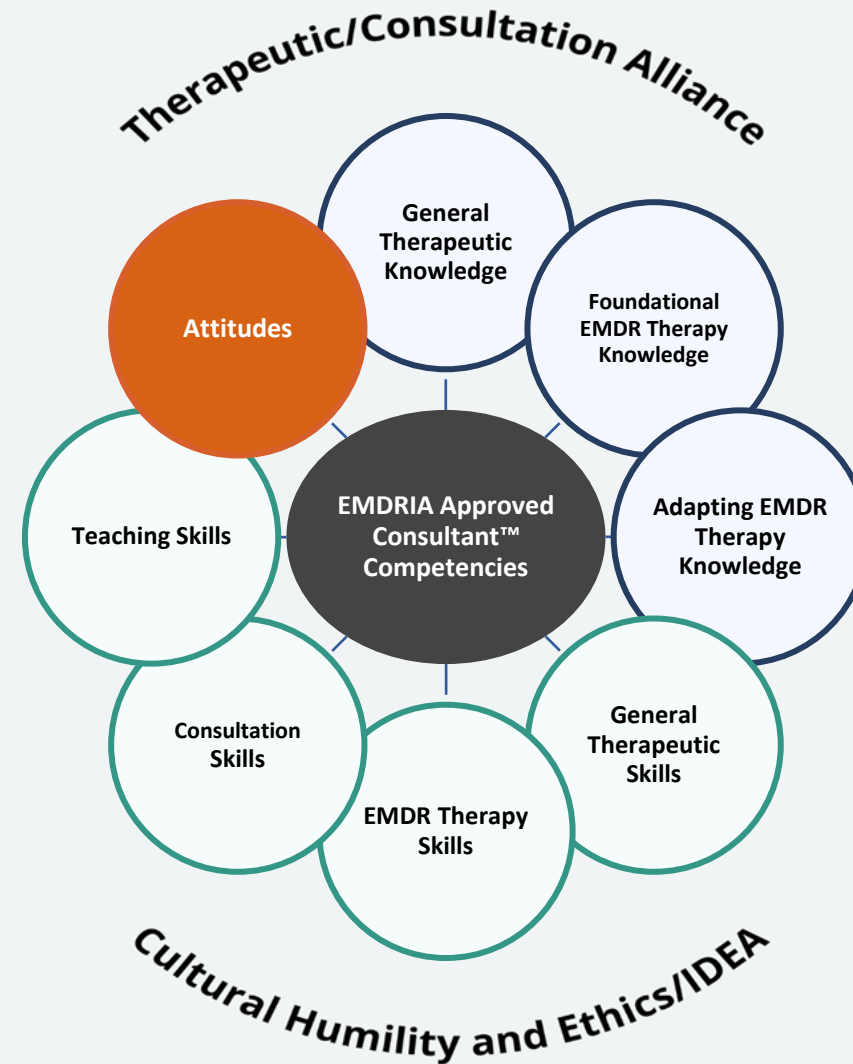
# Attitudes (p. 28)



Consultant  
Competencies

# Attitudes - Interpersonal & Intrapersonal

- Self-Awareness
- Supportive Dispositions
- Positive Influence and Model
- Willingness to Learn



# CIT Verification, Evaluation, and Recommendation Form (VER)

# VER Form - How It Can Be Used

Developmental

Summative

Consultant Approach to  
Evaluation

April 9, 2026



## CIT Verification, Evaluation, and Recommendation (VER) Form

*Last updated: 03/19/2026*

### Introduction

This form replaces the traditional letter and recommendation from the EMDRIA Approved Consultant™ that was used for the consultant application, to promote greater consistency, transparency, and accountability in the verification of consultation of consultation hours, evaluation, as well as recommendation of EMDRIA Approved Consultants in Training™ (CITs).

Rather than potentially subjective impressions, this form ensures that evaluations and recommendations are based on observable behaviors of a consultee's knowledge, skills, and attitudes from clearly defined criteria representative of EMDRIA Approved Consultant™ competencies.

It also facilitates more constructive feedback and developmental guidance for consultees, strengthening the quality of consultation and integrity of the credentialing process.

This form can be printed out and used as a developmental tool in the consultation process. When used as a developmental tool – it helps guide in the deliberate practice of competencies – helping to identify consultation goals, defining specific skills to strengthen, as well as to structure opportunities for feedback, reflection and additional action plans/next steps for professional development and growth.

While this PDF version of the form can be used multiple times throughout the consultation process, EMDRIA™ will **only accept the completed online version** of this CIT verification, evaluation, and recommendation (VER) form when verifying consultation hours as well as providing an evaluation and recommendation for a CIT completing the initial EMDRIA Approved Consultant™ application.

Understanding the Evaluation Framework

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# Sections of the VER Form

CIT VER Form

# VER Part 1. Verification of Consultation of Consultation Hours

**For EMDRIA™:** 20  
Consultation of Consultation  
Hours

- At least 10 individual hours
- Hours from up to 3 consultants

## 1. Verification of Consultation of Consultation Hours

**Individual** consultation of consultation hours provided to applicant:

- Total number of individual hours: \_\_\_\_\_
- Date when individual hours began: \_\_\_\_\_
- Date when individual hours ended: \_\_\_\_\_

**Group** consultation of consultation hours provided to applicant:

- Total number of group hours: \_\_\_\_\_
- Date when group hours began: \_\_\_\_\_
- Date when group hours ended: \_\_\_\_\_

**Total number** of consultation of consultation hours provided to application

(Individual + Group hours): \_\_\_\_\_

# VER Part 2. Evaluation of CIT Competencies

Ratings

**For EMDRIA™:** Proficiency (4) is expected for each criteria

Level	Overall Description (Knowledge, Skills, and Attitudes)
<b>Beginning</b>	Major foundational gaps. Minimal understanding of EMDR theory, AIP, and EMDR consultation fundamentals. Consultation sessions lack structure; feedback is vague or incorrect. Limited cultural awareness, minimal self-reflection, and requires constant guidance.
<b>Limited</b>	Emerging but inconsistent understanding. Can identify some EMDR concepts but struggle to apply them reliably. Consultation structure is inconsistent; feedback lacks depth. Cultural awareness is surface level. Requires regular direction and correction.
<b>Competent</b>	Solid, reliable application of EMDR principles. Consultation sessions are organized and goal oriented. Provides accurate, actionable feedback. Demonstrates reflective practice, cultural humility, and strong professional boundaries. Requires only occasional guidance.
<b>Proficient</b>	<b>Strong, flexible, developmentally attuned consultation practice. Integrates EMDR and AIP concepts fluidly across diverse cases. Feedback is precise and tailored. Demonstrates advanced cultural responsiveness, intentional power awareness, and thoughtful reflection. Functions largely independently.</b>
<b>Advanced</b>	Skillfully synthesize complex clinical, cultural, and systemic factors within the EMDR framework. Grounded in a deep and nuanced understanding of the AIP model. Provides consultation that is individualized, collaborative, trauma-informed, and transformative. Demonstrates profound humility, ethical leadership, culturally responsible, and highly refined reflective practice. Deeply informed and continually growing.

# VER Part 2. Evaluation of CIT Competencies

Competencies

<u>Competencies</u>	Beginning (1)	Limited (2)	Competent (3)	<b>Proficient (4)</b>	Advanced (5)	Not Observed
Therapeutic/ Consultation Alliance						
Cultural Humility and Ethics/IDEA						
General Therapeutic Knowledge						
Foundational EMDR Therapy Knowledge						
Adapting EMDR Therapy Knowledge						
General Therapeutic Skills						
EMDR Therapy Skills						
Consultation Skills						
Teaching Skills						
Attitudes						

# VER Part 2. Evaluation of CIT Competencies

[Managing Difficult  
Conversations in EMDR  
Consultation](#)

1

## Prevention: Written Contract as Foundation

- Be Explicit Early
- Specify Corrective Measures
- Establish Evidence Standards

2

## Managing Protocol Non-Adherence

- Leaning into the Educator Role
- Fostering Reflective Practice

3

## Addressing Resistance to Feedback

- Normalizing the Struggle
- Identifying Parallel Processes
- Consultant Self-Awareness

4

## When “Corrective Measures” are Necessary

- Provide Formative Feedback Early
- Developing a Remedial Action Plan
- The Power of No

5

## Summary Tips for Success

- Stay “Consultee-Centered”
- Encourage Two-Way Learning
- Use Metaphors and Stories

## VER Part 3. Recommendation of CIT

When providing a recommendation, consultants are expected to offer clear, constructive feedback that highlights strengths, identifies areas for continued development, and supports the consultee's commitment to clinical excellence.

**I recommend this consultee to be an EMDRIA Approved Consultant™.**

- Yes
- No

Additional comments from consultant (if necessary – evaluation of specified goals, etc.) indicating:

- Strengths – specific knowledge, skills, and/or attitudes and progress observed.
- Areas for Growth – concrete, manageable improvement areas with suggested resources, deliberate practice strategies, etc.

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If you are **not** recommending your consultee at this time, please provide an explanation (e.g., did not meet with consultee long enough to provide adequate evaluation/recommendation; knowledge, skills, and/or attitudes did not meet proficiency of EMDRIA's Approved Consultant™ Standards, specifically.... - see evaluation and comments provided; etc.)

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# Consultant Signature

Your (consultant) signature on the online form indicates that you have read, understood, and truthfully provided all information contained herein and are confirming:

- That the number of consultation of consultation hours for this CIT is correct
- That you have completed the evaluation criteria from the EMDRIA Approved Consultant™ Standards
- That you have OR have not recommended this CIT to be an EMDRIA Approved Consultant™

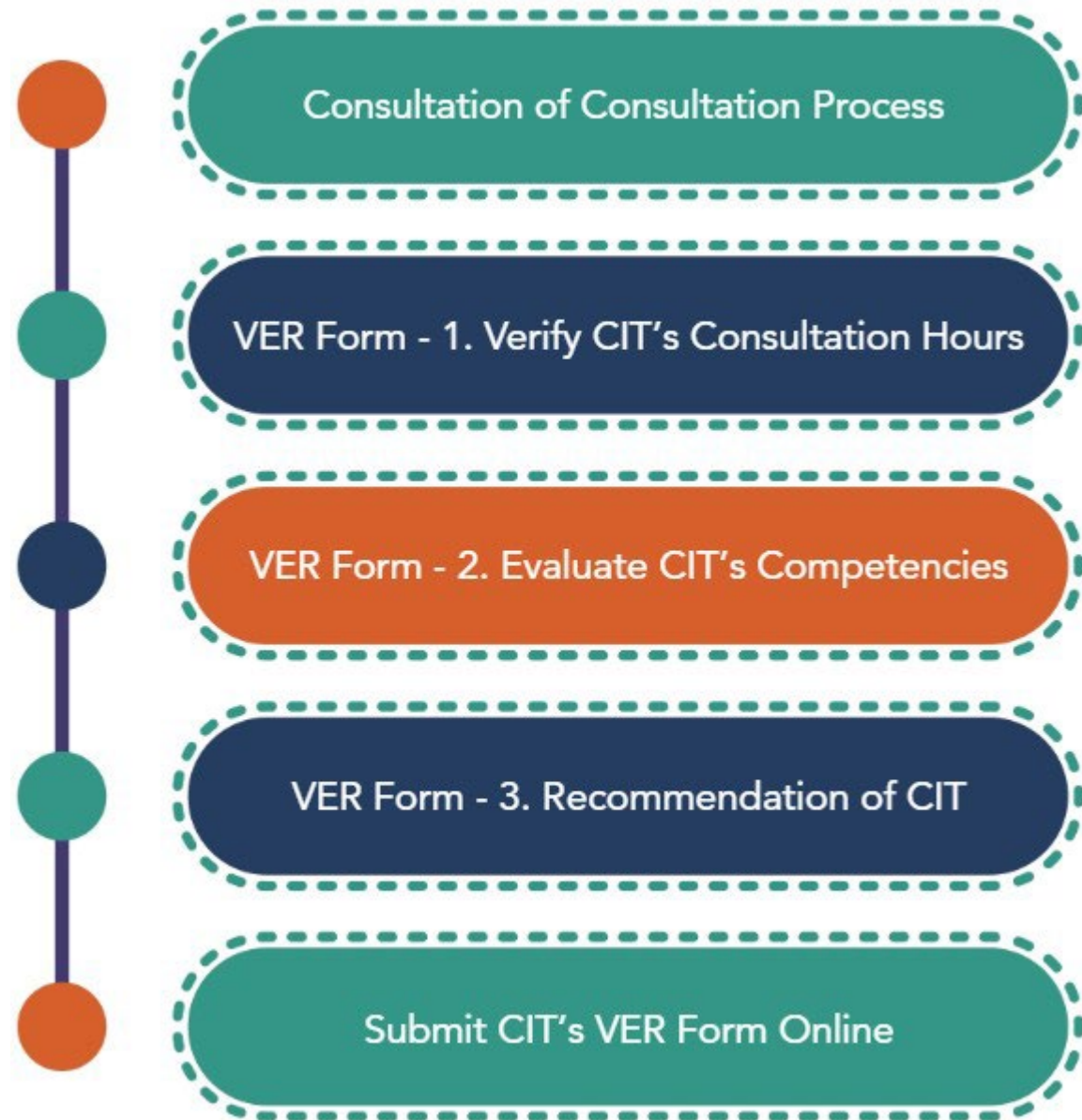
**Consultant Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

# Completing EMDRIA Approved Consultant™ Credential

CIT VER Form

# Steps to Complete Credential



# Summary of Today's Session

## 1. Overall Evaluation Framework

- Goals of Consultation
- Purpose
- CIT Evaluation Process
- Initial Conversations & Goal Setting
- Assessment & Evaluation
- Providing Feedback with Deliberative Practice
- Evaluation & Recommendation

## 2. Consultant Competencies

- Developing the Competencies - Review
- Foundational Competencies
- Knowledge Competencies
- Skills Competencies
- Attitudes Competencies

## 3. CIT VER Form

- How It Can Be Used
- Sections of the Form
- Completing the EMDRIA Approved Consultant™ Credential

# Questions and Answers



# Thank You!



LAST SESSION:

**Friday, April 17 - 2pm CT**

“Consultant Standards Deep Dive:  
Resources to Support Your Work”

Contact for additional information:



info@emdria.org



[https://www.emdria.org/emdr-  
training/emdr-consultant/](https://www.emdria.org/emdr-training/emdr-consultant/)