



The earner of this badge will be proficient at counseling using negotiation, alternate dispute resolution, relationship counseling, work center climate counseling for supervisors, and pre/post deployment counseling to ensure individual readiness and professional work center culture.

Earner:		Reviewer:		Date:	
Earning Criteria		The earner will write an essay detailing their experience with application of intermediary counseling. (e.g., relate through professional writing a reflection of a personal experience where intermediary counseling was necessary and how the skills were applied to achieve a positive outcome.			
Reviewing Criteria		The reviewer will use the provided rubric to assess the earners ability to detail the intermediary counseling experience with written communication – please use the space at the bottom of the rubric to provide feedback for the earner.			
Scoring Criteria		Earner must score a minimum 2 points in all categories to earn the badge.			
Score		3	2	1	
Context and Purpose		Reflection demonstrates a high degree of critical thinking in applying, analyzing, and evaluating badge competencies using relevant personal experiences. Insightful and relevant connections made through contextual explanations, inferences, and examples.	Reflection demonstrates some degree of critical thinking in applying, analyzing, and/or evaluating badge competencies using relevant personal experiences. Connections made through explanations, inferences, and/or examples.	Reflection lacks critical thinking. Superficial connections are made with badge competencies and lacks connection to relevant personal experiences.	
Score					
Personal Growth		Conveys strong evidence of reflection. Demonstrates significant personal growth and awareness of deeper meaning through inferences made, examples, well developed insights, and challenges. Synthesizes current experience into future implications.	Conveys evidence of reflection. Demonstrates satisfactory personal growth and awareness through some inferences made, examples, insights, and challenges. Some thought of the future implications of current experience.	Conveys inadequate evidence of reflection. Personal growth and awareness are not evident and/or demonstrates a neutral experience with negligible personal impact. Lacks enough inferences, examples, personal insights and challenges, and/or future implications are overlooked.	
Score					

Grammar, Style, and Mechanics	Well written and clearly organized using standard English, characterized by elements of a strong writing style and basically free from grammar, punctuation, usage, and spelling errors. Does not contain personal details or identifying information of individuals involved in the used scenario.	Average to above average writing style and logically organized using standard English with minor errors in grammar, punctuation, usage, and spelling. Does not contain personal details or identifying information of individuals involved in the used scenario.	Poor writing style lacking in standard English, clarity, language used, and/or frequent errors in grammar, punctuation, usage, and spelling. Needs work. Contains personal details or identifying information of individuals involved in the used scenario.
Score			
Total			

Please use the space provided below to detail your experience with intermediary counseling.

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**Recommend award of badge**

**Yes**

**No**

**Earner Signature**

**Reviewer Signature**

**Issuer Signature**

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