Theories: Students will begin to demonstrate knowledge of and skills in applying a wide range of developmental and counseling theories relevant to counseling in general and specific to their specialization(s), and they are aware of the limitations of these theories when working with diverse or multicultural populations.

Counseling Skills: Students will articulate the core conditions of a high quality therapeutic relationship and conceptual framework of the Human Resource Development (HRD) Model and demonstrate the full range of counseling skills of the HRD Model.

Personal Growth & Wellness: Students will identify goals and steps and implement action plans that promote their personal growth and wellness.

Professional Development: Students will identify goals and steps and implement action plans that promote their professional development relevant to their counseling specialization(s).

Diversity: Students will demonstrate self-awareness around their own biases, prejudices, limitations, and assets in working with diverse populations. Students will exhibit knowledge of and skills in counseling clients from a wide range of diversity in all its forms (e.g., gender, culture, ethnicity, race, age, sexual orientation, religion/spirituality, physical/mental disabilities, class, and social and economic background).
• **Social Justice & Client Advocacy:** Students will actively promote sensitivity to and awareness of social and ethical concerns, specifically related to the consequences of economic and social injustice. Through coursework and field experiences, students will begin to engage in promoting social justice for their clients/students, and work towards addressing systemic oppression.

• **Law & Ethics:** Students will demonstrate knowledge of and skills in applying the laws and ethical principles relevant to their counseling specialization(s), and discuss the limitations of ethical codes when working with diverse populations.

• **Research:** Students will demonstrate their ability to access, evaluate, and apply culturally relevant research practices that emphasize a collaborative approach specific to their counseling specialization(s).

• **Case Management:** Students will demonstrate the skills of goal-setting, assessment and effective intervention with their clients as relevant to their specialization(s), counseling setting, and scope of practice, and learn to adapt their interventions to meet the needs of their diverse clients.

• **Technology Literacy:** Students will demonstrate a basic level of information technology literacy and skills, and use technology in culturally sensitive ways that reflect an understanding of the digital divide.

• **Written/Oral Communication Skills:** Students will demonstrate professional and effective written and oral communication skills, including APA formatting.