

Both formative and summative evaluation processes are important for ensuring that client needs are effectively addressed through the counselling process (***) . Without a clear feedback loop, counsellors have difficulty assessing the effectiveness of various aspects of the counselling process (***) . To address this concern, at the end of each session I invited clients to complete a brief feedback sheet, which contained the following information: (a) overall rating of the session; (b) specific rating of the working alliance, counsellor skills, progress towards goals, and sense of hope; and (c) a brief description of critical incidents in each session. Clients were pleased to be asked to provide this type of feedback. I reviewed the feedback on a client-by-client basis. I also produced aggregate data for all clients. All clients identified clear links between counselling goals and processes as an important factor. They also identified a sense of connection to the counsellor and experiences in the sessions that connected thoughts and feelings. I felt affirmed in my work as a result of the feedback. I also felt challenged. Based on this feedback, I have integrated a number of additional strategies into my work with most clients. Focused evaluation has an important role to play in counsellor self-awareness and professional development (***) . Based on my experience, the profession could benefit from developing new tools that are easy to implement and do not require a significant time commitment. Existing tools could also be made available to others.

The writer must provide a citation each time they draw ideas from others.

Citations are not required when the writer describes their actions, unless they refer to an instrument or technique from other sources.

Same here.

Same here.

The writer came up with these implications. As long as it is not stated in one of the sources, no citations is required.

The writer likely drew on others sources to make this conclusion, so those sources should be indicated here.

In recent years, researchers have prioritized self-reflection in the training of healthcare practitioners (***) . I believe that it is noteworthy that not one of these researchers has identified the need for reflexive practice constructs to be applied to those responsible for the education of nurses, counsellors, or other healthcare practitioners. Researchers have suggested that modeling in the supervision process is one of the most effective ways to encourage self-awareness (***) . However, most did not extend their discussion to the role of healthcare educators. A few provided a more comprehensive review of the various elements of the training process (***) . They focused in particular on techniques for building self-awareness through courses, applied practice experiences, and supervision of these. Researchers' lack of focus on the level of self-awareness and self-reflection by healthcare educators themselves leaves room for further exploration.

The specific research the writer considered must be cited.

This is a gap identified by the writer, so no citation is required.

Same here.

This is also an observation by the writer.

Same here.

The pronoun "They" makes it clear that the same sources are being discussed, so the citations do not need to be repeated.

If this is the writer's own insight or conclusion, no citations is required, but the writer should speak in the first person to make this clear.