



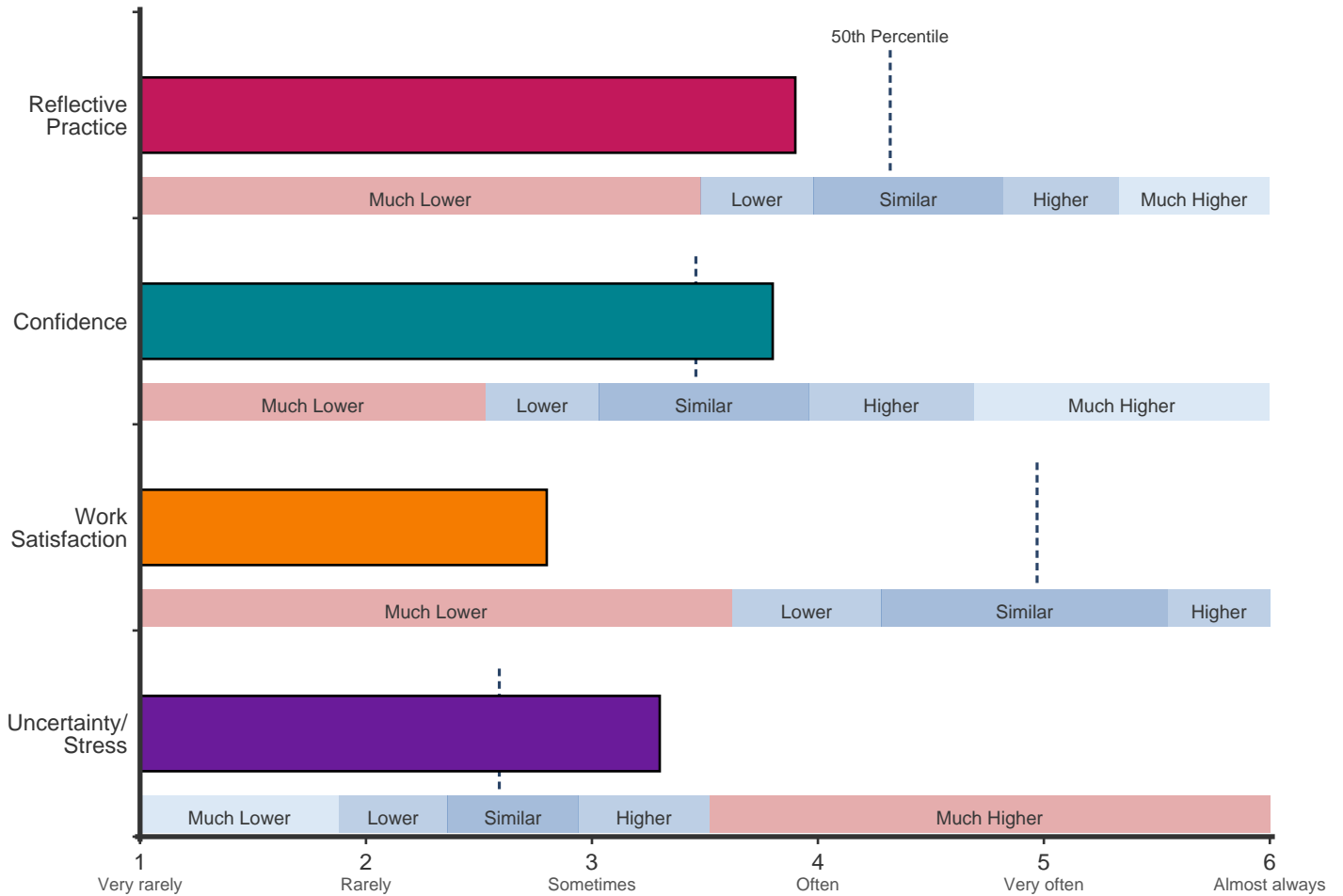
Reflective Practice Questionnaire - Extended (RPQ-E)

<i>Client Name</i>	Dummy Client	<i>Date administered</i>	4 May 2026
<i>Date of birth (age)</i>	1 Jan 2000 (26)	<i>Time taken</i>	1 min 7s
<i>Assessor</i>	Joseph Phillips		

RPQ-E Subscale Scores

	Average Score (1 - 6)	Percentile	Comparison to Peers
Reflective Practice	3.9	26	Lower
Confidence	3.8	62	Similar
Work Satisfaction	2.8	0.3	Much Lower
Uncertainty/Stress	3.3	85	Higher

RPQ-E Subscale Scores





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Interpretation

You completed the Reflective Practice Questionnaire - Extended (RPQ-E) on 04 May 2026. Your scores on the four RPQ-E subscales are described below. Each subscale reflects a distinct aspect of your professional functioning and should be interpreted as part of an overall profile.

1. Reflective Practice Subscale. You scored 3.9 out of 6 on the Reflective Practice subscale, suggesting that you often engage in reflective behaviours in your role. You may regularly notice what is shaping interactions in the moment, take time after sessions to think about how they went, or review the strategies you use with clients. Compared to other mental health practitioners who have completed the RPQ-E, your score is at the 26th percentile, which means you are engaging in reflective practice less often than your peers.

2. Confidence Subscale. You scored 3.8 out of 6 on the Confidence subscale, suggesting that you often feel confident in your role. You may feel reasonably prepared for most client interactions, generally trust your skills or knowledge, or feel that you communicate clearly with clients. Compared to other mental health practitioners who have completed the RPQ-E, your score is at the 62nd percentile, which means you are feeling a similar level of confidence as your peers.

3. Work Satisfaction Subscale. You scored 2.8 out of 6 on the Work Satisfaction subscale, suggesting that you sometimes feel satisfied with your role. You may find your work meaningful or enjoyable in some periods or contexts but not others, with satisfaction varying across cases, tasks, or workloads. Compared to other mental health practitioners who have completed the RPQ-E, your score is at the 0.3rd percentile, which means you are feeling much less satisfied with your work than your peers.

4. Uncertainty/Stress Subscale. You scored 3.3 out of 6 on the Uncertainty/Stress subscale, suggesting that you sometimes experience uncertainty and stress in your role. You may feel drained or stressed after some client interactions but not others, with uncertainty about planning or interpreting client needs arising in some cases. Compared to other mental health practitioners who have completed the RPQ-E, your score is at the 85th percentile, which means you are feeling more stress and uncertainty than your peers.

Scoring and Interpretation Information

RPQ-E Scoring

Each of the four subscales are presented as the average of its likert rated items, with 1 representing Very Rarely and 6 being Almost Always. There is no total score for the RPQ-E; each subscale is interpreted independently as part of a professional competency profile.

RPQ-E Subscale Interpretation

- Practice (10 items; items 1–10) assesses how frequently the respondent reflects on their own and the client's thoughts, feelings, and behaviours during and after interactions, and critically evaluates their professional approach. Higher scores indicate more frequent engagement in reflective practice. When combined with elevated Uncertainty/Stress, high scores may indicate ruminative rather than constructive reflection (see Profile Flags). Low scores represent an opportunity for targeted professional development through structured reflection activities.

- Confidence (8 items; items 11–18) assesses perceived adequacy of experience, skills, knowledge, and communication ability. Higher scores indicate greater professional confidence.



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Low scores may reflect early career stage, recent role transition, or a gap between perceived and actual competence, and should be interpreted alongside Reflective Practice (low Confidence with low Reflective Practice differs clinically from low Confidence with high Reflective Practice).

- Work Satisfaction (4 items; items 27–30) assesses the extent to which work provides fulfilment, meaning, enjoyment, and reward. Higher scores indicate greater work satisfaction. Low Work Satisfaction is clinically meaningful and is also a contributor to burnout risk when combined with high Uncertainty/Stress.

- Uncertainty/Stress (8 items; items 19–26) assesses frequency of doubt about planning and understanding of client needs, and of exhaustion, stress, and feeling overwhelmed. Higher scores indicate more frequent uncertainty and stress, which may warrant attention. This is the only subscale where elevation warrants particular attention: sustained high scores have been associated with burnout dimensions in practising psychologists (Sadusky & Spinks, 2022).

RPQ-E Percentiles

Each subscale score is converted to a percentile rank compared to the sample of mental health practitioners who self-administered the RPQ-E. When the RPQ-E is used as a self-assessment tool by practitioners reflecting on their own professional functioning, peer comparison provides a useful interpretive frame: a percentile of 50 means the respondent scored higher than 50% of their peers (i.e., at the peer average); a percentile of 90 means the respondent scored higher than 90% of their peers; a percentile of 10 means the respondent scored higher than only 10% of their peers.

The interpretive direction of high and low percentiles depends on the subscale. For Reflective Practice, higher percentiles indicate more frequent engagement in reflective practice, generally a desirable professional disposition. As with any norm-referenced measure, both ends of the distribution can be clinically informative depending on the practitioner's context.

RPQ-E Descriptor Categories

Descriptor categories are anchored to percentile bands derived from the NovoPsych reference sample (N = 194). The same five bands apply across all four subscales and use a peer-comparison framing appropriate for clinicians self-assessing.

- Percentile rank equal to or less than 9: Much Lower than Peers
- Percentile rank 10 to 39: Lower than Peers
- Percentile rank 40 to 60: Similar to Peers
- Percentile rank 61 to 89: Higher than Peers
- Percentile rank equal to or greater than 90: Much Higher than Peers

Profile Combinations

The combinations below have not been independently validated as distinct clinical profiles. They are offered as patterns that may add interpretive insight beyond what any single subscale conveys, and should be treated as hypotheses to explore in supervision or reflection.

- Higher Reflective Practice and Higher Uncertainty/Stress (both at or above the Higher than Peers band, i.e., percentile rank equal or greater than 61 on both): You are reflecting on your work more frequently than most peers and also experiencing more uncertainty and stress than most peers. This combination may indicate ruminative over-reflection – frequent thinking about client interactions co-occurring with doubt and distress rather than constructive professional growth. Consider: structured reflection formats that contain reflection within actionable elements (e.g., supervision contracts, brief written reflection templates with set time limits), and a check on whether workload, unprocessed cases, or specific case content are driving the stress.
- Higher Confidence and Lower Reflective Practice (Confidence at or above the Higher than



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Peers band and Reflective Practice at or below the Lower than Peers band; i.e., Confidence percentile rank equal or greater than 61 and Reflective Practice percentile rank equal or less than 39): You are reporting higher professional confidence than most peers alongside less frequent reflective practice. This pattern is sometimes observed in experienced practitioners whose competence has become procedural and may be sustaining without active reflection. On the other hand, this pattern can be indicative of low reflective capacity, over-confidence or self deceptive denial. Consider: structured reflection activities (formal supervision, peer consultation, case formulation exercises, deliberate practice) to surface blind spots that confidence may be masking.

- Higher Uncertainty/Stress and Lower Work Satisfaction (Uncertainty/Stress at or above the Higher than Peers band and Work Satisfaction at or below the Lower than Peers band; i.e., Uncertainty/Stress percentile rank \geq 61 and Work Satisfaction percentile rank equal or less than 39): You are reporting more frequent uncertainty and stress and lower work satisfaction than most peers. This combination has been associated with burnout dimensions in practising psychologists (Sadusky & Spinks, 2022).

Client Responses

Reflective Practice

		Very rarely	Rarely	Sometimes	Often	Very often	Almost always
1	During interactions with clients I recognize when my pre-existing beliefs are influencing the interaction.	1	2	3	4	5	6
2	During interactions with clients I consider how my personal thoughts and feelings are influencing the interaction.	1	2	3	4	5	6
3	During interactions with clients I recognize when their pre-existing beliefs are influencing the interaction.	1	2	3	4	5	6
4	During interactions with clients I consider how their personal thoughts and feelings are influencing the interaction.	1	2	3	4	5	6
5	After interacting with clients I spend time thinking about what was said and done.	1	2	3	4	5	6
6	After interacting with clients I wonder about the client's experience of the interaction.	1	2	3	4	5	6
7	After interacting with clients I wonder about my own experience of the interaction.	1	2	3	4	5	6
8	After interacting with clients I think about how things went during the interaction.	1	2	3	4	5	6
9	I think about how I might improve my ability to work with clients.	1	2	3	4	5	6
10	I critically evaluate the strategies and techniques I use in my work with clients.	1	2	3	4	5	6



Client Name | Dummy Client

Confidence

		Very rarely	Rarely	Sometimes	Often	Very often	Almost always
11	I feel like I have all the experience I require to effectively interact with clients.	1	2	3	4	5	6
12	I feel like I have all the practical skills I require to effectively interact with clients.	1	2	3	4	5	6
13	I feel like I have learnt everything I need to know in order to effectively interact with clients.	1	2	3	4	5	6
14	I feel like I have all the theoretical knowledge I require to effectively interact with clients.	1	2	3	4	5	6
15	I feel able to communicate so that a client can understand me easily.	1	2	3	4	5	6
16	I feel confident when communicating my ideas with a client.	1	2	3	4	5	6
17	I feel that I provide clear messages to my clients.	1	2	3	4	5	6
18	I feel capable in my ability to communicate with clients.	1	2	3	4	5	6

Work Satisfaction

		Very rarely	Rarely	Sometimes	Often	Very often	Almost always
27	My work provides me with a sense of fulfilment.	1	2	3	4	5	6
28	I feel like my work means more to me than simply earning money.	1	2	3	4	5	6
29	I enjoy my work.	1	2	3	4	5	6
30	I find my work rewarding.	1	2	3	4	5	6

Uncertainty/Stress

		Very rarely	Rarely	Sometimes	Often	Very often	Almost always
19	After interacting with clients I feel exhausted.	1	2	3	4	5	6
20	I find interacting with a client to be stressful.	1	2	3	4	5	6
21	I feel distressed after communicating with a client.	1	2	3	4	5	6



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Client Responses (cont.)

		Very rarely	Rarely	Sometimes	Often	Very often	Almost always
22	The pressure to meet needs of a client can feel overwhelming.	1	2	3	4	5	6
23	I am uncertain that my planning for a client is the best possible way to proceed.	1	2	3	4	5	6
24	I am uncertain that I am interpreting the needs of a client correctly.	1	2	3	4	5	6
25	I am uncertain about how to handle the needs of a client.	1	2	3	4	5	6
26	I am uncertain that I properly understand the needs of a client.	1	2	3	4	5	6