**Using the SOCCS**

Thank you for your interest in the Sexual Orientation Counselor Competency Scale© (SOCCS, Bidell, 2005), a valid and reliable assessment of the attitudinal awareness, skills, and knowledge competency of mental health professionals working with Lesbian/Gay/Bisexual (LGB) client populations. The SOCCS integrates LGB-affirmative counseling and adheres closely to the multicultural counselor competency theory established by Sue, Arredondo, and McDavis (1992). Multicultural counselor competency theory invites mental health practitioners to explore and expand awareness of their biases and attitudes, to establish knowledge about diverse client populations, and to develop culturally mediated counseling skills.

Bidell (2005) developed the psychometric properties of the SOCCS across three studies utilizing over 300 mental health students, providers, and educators from across the United States. The SOCCS measures counselor competence specific to lesbian, gay, or bisexual orientations, and as such is not gender identity/transgender inclusive. Because minority sexual orientation and gender identity present important differences, mental health professionals need to develop distinctive competencies regarding transgender clients. No instrument has been published to date focused on transgender-affirmative counseling and represents an important area for future research.

There is no charge to use the SOCCS for research and/or educational purposes. It is expected that those using the SOCCS for research will secure IRB/Human Subjects approval and follow your applicable professional ethical standards and guidelines when conducting research. The SOCCS is not intended to evaluate specific individuals or students for grading or assessment purposes. Listed below are scoring instructions and a research compendium consisting of studies that have utilized the SOCCS as a major outcome variable. Good luck on your research project, Dr. Markus P. Bidell

**Scoring Instructions for the SOCCS**

Instructions: Scoring instructions should not be provided to respondents.

1) Reverse score all questions in parentheses (so 1 = 7, 2 = 6, 3 = 5, 4 = 4, 5 = 3, 6 = 2, 7 = 1).

2) Calculate total SOCCS mean scores: Add all test items (remembering to add the reverse score for questions in parentheses) and divide by 29. The total SOCCS mean score is equal to:  
   \[ \frac{1 + (2) + 3 + 4 + 5 + 6 + 7 + 8 + 9 + (10) + (11) + 12 + 13 + 14 + (15) + 16 + (17) + 18 + 19 + 20 + (21) + (22) + (23) + 24 + 25 + 26 + (27) + (28) + (29)}{29} = \text{SOCCS Total Raw Score/29} \]

3) Calculate Subscale scores: For each subscale, add up the scores of the questions listed (remembering to add the reverse score for questions in parentheses) and divide by the number of questions in each subscale.

   a. Calculate Awareness subscale mean score: Add all Awareness test items (remembering to add the reverse score for questions in parentheses) and divide the Awareness subscale raw score by 10. The Awareness mean score is equal to:  
   \[ \frac{2 + (10) + (11) + (15) + (17) + (21) + (23) + (27) + (28) + (29)}{10} = \text{Awareness Raw Score/10} \]

   b. Calculate Skills subscale mean score: Add all Skills test items (remembering to add the one reverse scored question in parentheses) and divide the Skills subscale raw score by 11. The Skills mean score is equal to:  
   \[ \frac{1 + 3 + 4 + 6 + 7 + 8 + 12 + 14 + 18 + (22) + 26}{11} = \text{Skills Raw Score/11} \]

   c. Calculate Knowledge subscale mean score: Add all Knowledge test items (no items are reversed scored) and divide the Knowledge subscale raw score by 8. The Knowledge mean score is equal to:  
   \[ \frac{5 + 9 + 13 + 16 + 19 + 20 + 24 + 25}{8} = \text{Knowledge Raw Score/8} \]