



The Impact of Counselor Bias in Assessment: A Comprehensive Review and Best Practices

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1. Round 1

1.1. Reviewer 1

Reviewer:

The abstract could benefit from a clearer delineation of the primary outcomes of the study. Specifically, identify and briefly describe the most crucial findings and recommendations, avoiding overly broad statements to enhance readability and impact.

In the section reviewing theoretical frameworks, expand on how these theories directly relate to the findings of past research specific to counselor bias. Provide direct comparisons to enhance the depth of the review.

Clarify the selection criteria for the studies included in the systematic review. Specify any exclusion criteria related to study design or quality to strengthen the review's credibility.

Increase the specificity in the data analysis section by detailing the statistical methods or thematic analysis procedures used in synthesizing the literature. This will enhance the replicability and scholarly rigor of the review.

In the findings section, provide a more detailed discussion on how the identified biases impact the counseling outcomes based on the studies reviewed. Use direct evidence from the studies to back up these claims, potentially including meta-analytic data if available.

Make the recommendations more actionable by specifying who should implement them (practitioners, educational institutions, policymakers) and under what circumstances each recommendation is most applicable.

Tighten the integration between the literature reviewed and the discussion section. Draw clearer connections between the theoretical frameworks discussed and the practical implications outlined in the findings.

Ensure that all references are up-to-date and include the most recent studies. This might involve adding studies from the last 2-3 years, which could provide additional insights or reinforce the current findings.

Authors revised the manuscript and uploaded the document.

1.2. Reviewer 2

Reviewer:

Include operational definitions for key terms such as "implicit bias" and "multicultural competencies". This helps in setting a clear framework for the readers and ensuring consistency in the interpretation of terms used throughout the paper.

Discuss the representativeness of the studies included in the review. Highlight the geographical, cultural, and demographic diversity covered in the selected articles to address the generalizability of the findings.

Where possible, quantify the impact of counselor bias on assessment outcomes. If meta-analytic data are not available, suggest how future research could quantify these effects to better inform practice and policy.

Further elaborate on the application of each theoretical framework within practical settings. Describe specific interventions or practices that align with these theories and have shown effectiveness in reducing bias.

Include more case studies or practical examples of how bias manifests in counseling settings. This could help in illustrating the real-world implications of the theoretical concepts discussed.

Authors revised the manuscript and uploaded the document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.