

## YES! - Personal Consultation Rubric

CRITERIA: Area of Evaluation	Greatly Exceeds Expectations (Excellent)  5 Points	Exceeds Expectations (Good)  4 points	Meets Expectations (Satisfactory)  3 points	Below Expectations (Fair)  2 points	Does Not Meet Expectations (Poor)  1 point
<b>A: Introduction</b>					
Interview: asked important and relevant questions; reasonable time spent				2	
Cover page: Confirmed ID; discussion of "self-discovery"	5				
Table of Contents (ToC): When to use this report (to encourage future use)			3		
Explanation of Scales and Scores, including mid-range, Self Assessment of Personality				2	
<b>B: Personality</b>					
Personality: Main trait, description, sought client confirmation	5				
Personality: Sub-traits used to explain nuances of main trait; sought client confirmation	5				
Personality: Personality Implications (Client ID of the most important ones; any not apply)	5				
Strengths/Potential Struggles: clear explanation, markings, summary, "homework"	5				
<b>C: Interests</b>					
Explanation of YES! Interest Pathways					1
Holland graph: discussion of client perception of their focus area(s) (things, ideas, people, data)	5				
Pie graph: good explanations of how the client's interests are distributed; good questions	5				
Working through Interests appropriately	5				
<b>D: Skills</b>					
Skills: confirm highest scoring skills, any red flags with the lowest skills	5				
<b>E: Values</b>					
WE, WO and LV: Asked for further explanation of how client values them when needed/helpful				2	
WE, WO and LV: Any others needed to be added (top 5?) Any thing low in Values that should be noted/pointed out/asked about?		4			
<b>F: Interactive Action Plan</b>					
Synthesis Process: Create a Funnel with client	5				
<b>G: ICF Core Competency Standards</b>					
Cultivates trust & safety for the client	5				
Maintains presence	5				
Listens actively to client	5				
Evokes awareness - ask questions		4			
Facilitates client's growth		4			

**Comments**

**This consultant has a long term relationship with the student. She asked one or two questions, but didn't do an interview really.**

Shared she has a specific assignment and a beautiful design. She shared this at the beginning before she even opened the report. She said this is going to give her possibilities. I don't remember her saying to take this again or to do Career Direct later.

**I don't remember her ever mentioning scores. She mentioned mid-range, but not a ton about what that means.**

**Marked them and then wrote top 2 on the post-it to put on the blender**

**She asked questions like, How can you use Authoritative today? How can you grow your leadership?**

**Wrote 31k at the bottom of the Holland Code pg, asked is that a top interest that you would want to make money doing?**

Came back to this after reading the report through

Not a lot of questions. She more explained what the values were

I may have asked about her

You're on an adventure with your life. You need something for your thirst, a GPS (the avenues you want to explore and influence), What you need in your backpack (abilities), Protein bars are your strength (these are my boundaries, they give me strength)

She had a well established relationship, but kept it fun and encouraging.  
Stayed dialed in

A lot of yes or no, but not a ton that were deeper. However, there just isn't time I would think.  
I'm torn on this one. there were less action items and ways to grow. She asked a few questions, but I feel unclear about how she can grow.