YES! - Personal Consultation Rubric

By Sue Durr

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	Comments
A: Introduction						
Interview: asked important and relevant questions; reasonable time spent	5					**Love the questions. Fun connections with the mustang:)**
Cover page: Confirmed ID; discussion of "self-discovery"		4				**Didn't discuss at this point "self-discovery"**
Table of Contents (ToC): When to use this report (encourage future use)					1	Skipped
Explanation of Scales and Scores, including mid-range, Self Assessment of Personality	5					**Opposites on a spectrum**
B: Personality						**Loved the check marks on the pdf**
Personality: Main trait, description, sought client confirmation	5					**Asked, Does that sound like you? Let him know this isn't perscriptive**
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					**Checked both**
Strengths/Potential Struggles: clear explanation, markings, summary, "homework" (prioritizing strengths &, if desired, potential struggles)	5					**Homework: Come up with your top 3 strenghts. Start looking at pathways: circle/highlight any careers that woud dbe of interest to you. Ex: be aware, use checklists, ask mom/dad to help you rein it in:) You don't want to spend a lot of time trying to overcome them. More important to focus on strengths.**
C: Interests						
Explanation of YES! Interest Pathways		4				Didn't spend much time explaining how it's broken down, but gave a GREAT homework assignment.
Holland graph: discussion of client perception of their focus area(s) (things, ideas, people, data)	5					Shared how it lined up with his Interest Pathways. SO FUN!!! Also, loved that you let him know to let go of areas he has NO interest in.
Pie graph: good explanations of how the client's interests are distributed; good questions	5					Great questions: have you had experience with agriculture. Dad asked about volunteering:)
Working through Interests appropriately	5					
D: Skills						
Skills: confirm highest scoring skills, any red flags with the lowest skills	5					
E: Values						
WE, WO and LV: Asked for further explanation of how client values them when needed/helpful	5					If you could do school outside, would you do it outside? LOVE IT!
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?	5					Affirming stability was low and that makes sense... Later in life. You realized that folks don't rearrange them after they grab the top 5. It may have been intersting to ask him if he thought puttin gfaith higher would mean he would have to become a pastor.
F: Interactive Action Plan						
Synthesis Process: Create a Funnel with client			3			Just the personality milkshake
G: ICF Core Competency Standards						
Cultivates trust & safety for the client	5					
Maintains presence	5					
Listens actively to client	5					
Evokes awareness - ask questions	5					This was my favorite. Great questions!
Facilitates client's growth	5					Life purpose, higher calling. Great calls to faith and character.