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	Comments
A: Introduction						
Interview: asked important and relevant questions; reasonable time spent	5					
Cover page: Confirmed ID; discussion of "self-discovery"	5					
Table of Contents (ToC): When to use this report (to encourage future use)	5					
Explanation of Scales and Scores, including mid-range, Self Assessment of Personality	5					
B: Personality						
Personality: Main trait, description, sought student	5					
Personality: Sub-traits used to explain nuances of main trait; sought student confirmation	5					
Personality: Personality Implications (Student ID of the most important ones; any not apply)	5					
Strengths/Potential Struggles: clear explanation, markings, summary, "homework"			3			**Provided long term homework. I would have liked short term homework (Min 1:13:00)**
Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design	5					
C: Interests						
Explanation of YES! Interest Pathways	5					
Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)						
Pie graph: good explanations of how the student's interests are distributed; good questions						
Working through Interests appropriately	5					
D: Skills						
Skills: confirm highest scoring skills, any red flags with the lowest skills	5					
E: Priorities						
Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful	5					Student did not ask for further explanation
Surroundings, Results, and Life Purpose: Any others need to be added (top 5?) Anything low in Priorities that should be noted/pointed out/asked about?						
F: Interactive Action Plan						
Synthesis Process: Create a Funnel with student						
G: ICF Core Competency Standards						
Cultivates trust & safety for the student	5					
Maintains presence	5					
Listens actively to student	5					When student spoke, Consultant did engage well.
Evokes awareness - ask questions			3			I would have liked Consultant to ask more open ended questions
Facilitates student's growth		4				
Overall Feedback for Consultant						

I appreciated the Consultants care and engagement with student. Highly structured and flowed well. I would have appreciated to see more open ended questions. Provide short term homework. Having the student writing throughout the session is a solid activity. Exceeded the 45 min to hour time frame.