

## FEEDBACK CLIFFORD

<b>CRITERIA: Area of Evaluation</b>		
<b>A: Introduction</b>	5	It was a great start and love the opening prayer.
Interview: asked important and relevant questions; reasonable time spent	4+	Approachable and passionate facilitator. Ask me various questions.
Cover page: Confirmed ID; discussion of "self-discovery"	4+	
Table of Contents (ToC): When to use this report (to encourage future use)	5	Full, complete and satisfactory job
Explanation of Scales and Scores, including mid-range, Self Assessment of Personality	5	No need for improvement. Good, solid examples
<b>B: Personality</b>	4+	Very detailed in handling the process. Very positive attitude. Stayed engaged the entire time
Personality: Main trait, description, sought client confirmation	5	Relies on feedback from my parents. Exceeds the requirements
Personality: Sub-traits used to explain nuances of the main trait; sought client confirmation	5	Continuously checks for understanding.
Personality: Personality Implications (Client ID of the most important ones; any not apply)	5	Adheres to the YES policies, procedures, and guidelines.
Strengths/Potential Struggles: clear explanation, markings, summary, "homework"	5	Demonstrates initiative with reflection. Fully engages me the whole time Act as a mentor and inspire me in the way of doing things
<b>C: Interests</b>	4+	Introduces interest topics with efficiency.
Explanation of YES! Interest Pathways	4+	Great at prompting and using concrete examples to illustrate points of view

Holland graph: discussion of client perception of their focus area(s) (things, ideas, people, data)	5	Tone, speed, and accent were very clear in explaining the Holland Code. Providing "extras".
Pie graph: good explanations of how the client's interests are distributed; good questions	4+	Clear to me
Working through Interests appropriately	4+	Manages time very well.
<b>D: Skills</b>	4	Demonstrates a deep understanding of the skills goals.
Skills: confirm highest scoring skills, any red flags with the lowest skills	5	Uses concrete examples to illustrate points of view.
<b>E: Values</b>	4+	Brilliant reflection towards the end
WE, WO and LV: Asked for further explanation of how the client values them when needed/helpful	4+	Highlight that it might change.
WE, WO and LV: Any others needed to be added (top 5?) Anything low in Values that should be noted/pointed out/asked about?	4+	Effectively addresses challenges and finds creative solutions. Takes on additional responsibilities and shows initiative with practical illustrations.
<b>F: Interactive Action Plan</b>		Was able to apply the feedback.
Synthesis Process: Create a Funnel with client	4	Shows a very positive attitude. Felt equipped to apply the new knowledge.
Next Steps: O*Net navigations	3	Not clear to me.
<b>G: ICF Core Competency Standards</b>		Well done. Very dependable
Cultivates trust & safety for the client	5	Felt comfortable, respected, and free to express myself without judgment The facilitator used active listening, maintained eye contact. .

Maintains presence	5	The facilitator was fully engaged and attentive, giving undivided attention. The facilitator maintained a calm demeanor
Listens actively to client	5	Listened carefully and sought to understand the client's perspective. Asked clarifying questions, and reflected on the client's feelings.
Evokes awareness - ask questions	5	The facilitator used various open-ended questions.
Facilitates client's growth	5	The facilitator provided encouragement and accountability

### **OVERALL FEEDBACK.**

Cliff, great job sticking to the YES process! Just wanted to let you know how much I appreciate the way you handled the session. Your dedication to building trust with me did stand out for me. You've been empathetic and professional, and your consistent application of the YES standards has been impressive. A real expert.

The way you maintained a supportive and empowering environment through active listening and insightful questions had a positive impact on me. I'm truly grateful for your contributions, and I know you'll continue to be successful in your future YES consultations.

All the best, and here's to giving all the glory to God!

Mario.