

CRITERIA: Area of Evaluation

A: Introduction

Interview: asked important and relevant questions; reasonable time spent

Cover page: Confirmed ID; discussion of "self-discovery"

Table of Contents (ToC): When to use this report (to encourage future use)

Explanation of Scales and Scores, including mid-range, Self Assessment of Personality

B: Personality

Personality: Main trait, description, sought student confirmation

Personality: Sub-traits used to explain nuances of main trait; sought student confirmation

Personality: Personality Implications (Student ID of the most important ones; any not apply)

Strengths/Potential Struggles: clear explanation, markings, summary, "homework"

Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design

C: Interests

Explanation of YES! Interest Pathways

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

D: Skills

Skills: confirm highest scoring skills, any red flags with the lowest skills

E: Priorities

Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful

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

Maintains presence

Listens actively to student

Evokes awareness - ask questions

Facilitates student's growth

Overall Feedback for Consultant

YES! - Personal Consultation Rubric

Greatly Exceeds Expectations (Excellent)	Exceeds Expectations (Good)	Meets Expectations (Satisfactory)	Below Expectations (Fair)	Does Not Meet Expectations (Poor)
5 Points	4 points	3 points	2 points	1 point
		3		
5				
		3		
	4			
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5				
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	4			
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5				
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			3	
			3	
5				

Comments

Need to ask personal questions to create bonding with the student. Share somethings about yourself. Establish connection

Wonderful explanation of God's unique design

I didn't hear "when to use this report"

Talked very little about midrange scores and the importance of balance in our personality traits. You used the self-assessment with mom and student well. Very effective.

student clearly understood the authritative trait-good examples given

like the checkmark idea if she agreed-You gave definitions of Subtraits so she understood.

You covered these well and she use a half check on push new ideas where she did not completely agree

Not enough emphasis on sturggles.Pushy people hsvc trouble in relationships and in the work place

you were continually doing synthesis throughout the consultation. Loved how you were tying traits together

Tell her that all our interests are an expression of our personality

I didn't hear you ask her how she would use the graph/how she saw herself fitting in certain areas

Ask more questions! Give hera chance to express herself. Overall critique ask more questions and lecture less

could have explored her interests more thoroughly.

Liked how you encouraged her to get personal tutoring in math to raise skills
this section on priorities is what makes Career Direct and Yes unique from other personality tools. Felt you didn't explain why this is so important
felt like we rushed through the priorities-Faith was her 3rd highest life priority Ask why? Help her see why
You did a great job of tying all sections together and even intying her results to her future education and preparing for a career
You treated your student with repect and was sensitive to her culture, her race, her identity, and her values
You appeared to be observant, empathetic and responsive to this student
At times appeared to be focused on getting through to the blender and other parts of report rather than asking questions and listening
need to prepare questions to ask throughout the consultation. I felt you were lecturing too much and asking too little
great job of focusing on future and growth is areas of need

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