

**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**

asked questions, and especially about faith - I loved it! I could use that approach as w how she will ask for any questions or clarity needed. I noticed the homework builds c

I really liked the check in question before starting the second part, she connected it a her ideas but offered it as a guidance from the insights.

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## YES! - Personal Consultation Rubric

<b>Greatly Exceeds Expectations (Excellent)</b>	<b>Exceeds Expectations (Good)</b>	<b>Meets Expectations (Satisfactory)</b>	<b>Below Expectations (Fair)</b>	<b>Does Not Meet Expectations (Poor)</b>
<b>5 Points</b>	<b>4 points</b>	<b>3 points</b>	<b>2 points</b>	<b>1 point</b>
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ell. The COnsultant demonstrated respect for his unique talents, insights and work in the consulting process. on the second part of the session. She started and ended with a prayer.

gain to the homework and built on it. I honestly, like the deepening of faith and how it is so important as a co

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## Comments

Invited the students to share about his school experience, and used an open ended questioning technique. The consultant was open to the client's identity, environment, experiences, values and beliefs. Consultant also cultivate trust and safety during the session. Consultant was also demonstrating curiosity about the client. Loved the beginning with prayer that followed after the rapport building.

She verified the client's details to ensure every detail is accurate

It flowed so much better, and nicely after the explanation of the personality traits and what it means.

I like the way the consultant started the personality traits and how she asked which one stood out to you, which the client agreed to. Loved it! I love the military analogy that was really used to call out Jonathan's strengths about his personality. I like the way the consultant also dealt with the struggles areas.

I noticed the consultant was able to call out clearly when the clients sub traits were contained in to the main traits and it was well explained. She listened to the confirmation from the client.

It was great to see how the sub traits were explained with examples. I noticed the consultant will draw out the personality implications

I like the way she called out, what was missing here for the client and especially during the mid range scores.

Even the way the struggles were spoken about, it was supportive and I like the way she displayed firmness and kindness when speaking to the struggles. Jonathan was able to own them without resistance or shame.

I noticed where there was mid range, the consultant guided the client to choose which of the descriptions were more than moderate to bring out the essence of the insights to support Jonathan.

It was clearly explained so that the client understood it and had some home work to take it all in and have a first hand experience of highlighting his interest areas. It's a nice activity to do before you turn to the interest report in the detailed report.

It was empowering to link the initial activity to the diagraph and explaining to the client how it all comes together. It showed and linked to the Holland Code nicely. And it showed Jonathan's interest areas in Realistic.

Here was a good affirmation and encouragement to the client.

It was great to see the questions the consultant asked about interest, occupation and subjects. And linked it to the interest session. She drew out the themes from the three aspects. She encouraged the client to focus on the things that are interested in and not pay much attention to the things that are of no interest.

It was referred for the client to read further after a brief explanation

It was so important to hear that the priorities could change given the season we are in. Our life circumstances could affect our life's priorities. I noticed she linked the priorities to the personality traits as well.

The consultant also called out the things that were low and that were not in the top range for the consultant and requested if there was any thing the client to change to confirm how they were listed.

The consultant acknowledged the client's unique talents and insights in the entire coaching process. Also, she demonstrated such openness and displayed vulnerability to support Jonathan on certain aspects of the struggles related to the personality.

She was fully present and intuned - she not not distracted in any way. She was focused and maintained consistency?

She listened actively and maintained open ended questions to support the client

She also asked open ended questions and maintained curiosity on areas she needed to explore further.

The Coach was generous of celebrating Jonathan's unique gifts and just who he was. I felt Jonathan gained insights that could support him. She pronounced a blessing on Jonathan.

It was nice to see how the scoring is done when debriefing virtually. I appreciated

re solid foundation in our walk of faith. I really liked it so much and she did not push

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