

YES! - Personal Consultation Rubric

CRITERIA: Area of Evaluation	Greatly Exceeds Expectations (Excellent)	Exceeds Expectations (Good)	Meets Expectations (Satisfactory)	Below Expectations (Fair)	Does Not Meet Expectations (Poor)	Comments
	5 Points	4 points	3 points	2 points	1 point	
A: Introduction						
Interview: asked important and relevant questions; reasonable time spent		4				Word 'vocational' would not be understood. Lovely prayer at the beginning of the session.
Cover page: Confirmed ID; discussion of "self-discovery"		4				
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					Cognitive' is also a word a young teenager would not understand. Explanation needed. Good engagement with self-assessment activity.
B: Personality						
Personality: Main trait, description, sought student confirmation	5					Good to let the student read the description below the main Personality Trait.
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"	5					
Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design	5					Explanation of the two straws great.
C: Interests						
Explanation of YES! Interest Pathways		4				Started Interests at 50 minutes. We look at your 'Top 8'??
Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)		4				
Pie graph: good explanations of how the student's interests are distributed; good questions		4				
Working through Interests appropriately		4				
D: Skills						
Skills: confirm highest scoring skills, any red flags with the lowest skills		4				
E: Priorities						
Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful				3		Consultant defined these for student. But this could have been in the interests of time.
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?		4				Moved through these quite swiftly, which is necessary as the session becomes too long.
F: Interactive Action Plan						
Synthesis Process: Create a Funnel with student	5					
G: ICF Core Competency Standards						
Cultivates trust & safety for the student	5					
Maintains presence	5					
Listens actively to student		4				
Evokes awareness - ask questions		4				
Facilitates student's growth	5					
Overall Feedback for Consultant						

Well done on a warm and engaging consultation. You related enthusiastically and positively throughout the session, and kept the student's attention by involving her with the sticky notes and the activities. Your constant reference to Tshgefatoso's unique design, and the celebrating of her talents was very good. The consultation was wrapped up well by taking the student and her mom to the subject choice process. Tshgefatoso and her mom clearly enjoyed the session.