

CRITERIA: Area of Evaluation	Greatly Exceeds Expectations (Excellent) 5 Points	Exceeds Expectations (Good) 4 points
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 confirmation	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"	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	
C: Interests		
Explanation of YES! Interest Pathways	5	
Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)	5	
Pie graph: good explanations of how the student's interests are distributed; good questions	5	
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	
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?	5	
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	5	
Evokes awareness - ask questions	5	
Facilitates student's growth	5	
Overall Feedback for Consultant		

Byron did a great job of facilitating the conversation with me and helping me grow. I had an aha mom

ial Consultation Rubric

Meets Expectations (Satisfactory) 3 points	Below Expectations (Fair) 2 points	Does Not Meet Expectations (Poor) 1 point	Comments
			Byron took the time to get to know me before the interview, which helped set a comfortable atmosphere. His preparation and thoughtful questions made it easy for me to engage with him from the start.
			He carefully confirmed my ID for the Discovery page and walked me through the table of contents, ensuring I was clear on the structure of the session.
			Byron provided a thorough and clear explanation of the scores and scales, which made the assessment process easier to understand.
			We reviewed both the main and sub-traits, and Byron explained the nuances well. This part of the session felt collaborative, as he made sure I understood the implications of the traits.
			He helped me thoroughly explore my personality, discussing both strengths and potential struggles, which gave me a balanced perspective of myself.
			We delved into the interest pathway, and Byron ensured I understood the Holland graph. He made the visuals meaningful by connecting them to my perceptions and experiences.

