

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)

B: Personality

Explanation of Scales and Scores as appropriate within the context of discussing personality, including explanation of mid-range

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

Work through Interests appropriately and tied it back to personality.

D: Skills

Skills: confirm highest scoring skills, tie skills to personality and interests, and note 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? Accurately/appropriately tied priorities back to personality, interests, and skills.

F: Interactive Action Plan: Your Exploring Self Target

Synthesis Process: Explain the YES! Target and demonstrate using a client-aligned Occupation choice

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

Total

Overall Feedback for Consultant:

Possible Points Points Earned

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1.00 0.75

0.75 0.75

0.75 0.75

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0.75 0.5

1.00 1

1.50 1.25

0.75 0.75

0.75 0.75

6.00 5

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0.75 0.5

0.75 0.5

1.25 1

	1.00	1
	0.50	0.5
	0.50	0.5
	0.50	0.5
	0.50	0.4
	0.20	0.2
	0.20	0.2
	0.20	0.2
	0.20	0.2
	0.20	0.2
	20.00	

YES! Consultation Rubric

Comments

I need to develop a interview form like the one I have for Career Direct.

I circled back at the end of the consultation and encouraged Cass to use the report when making future life decisions.

I should have done a better job explaining the Scales & Scoring before diving into her personality.

Cass has some great balancers. I loved her Daring trait as a balancer to being Reserved.

I need to brush up on my expalantion of the Holland Code

I could have asked more questions here

We talked about Marketing and her Reserved personality.

I asked Cass about her interest in having a high income.

We had a brief discussion on her low ranking of Honorability & Excellence

I should have given Cass the opportunity to do the selecting. This would have given more meaning to the process.

Trainer Comments

Area	Points possible	Points Assigned
Personality	3	
Interest	2	
Skills/Abilities	1.5	
Priorities	1.5	
Recommendation	2	

Comments