

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: When to use this report (to encourage future use)

4 Windows page: Explain

Explanation of Scales and Scores, including mid-range, introductory discussion of personality

B: Personality

Personality: Main factor, description, sought client confirmation

Personality: Sub-factors used to explain nuances of main factor; sought client confirmation

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

Personality: Paragraphs (read paragraphs or had a discussion during the graph review to cover the same ideas); sought client confirmation

Strengths/Non-strengths: clear explanation, markings, summary, "homework"

Money Page Discussion

Critical Life Issues: appropriate discussion

C: Interests

Circle graph: good explanations of how the client's interests are distributed; good questions
Explanation of Vocation/Support/LiveStyle interest levels, with examples
Working through Interests appropriately
Appropriate review of Interest Summary Pages (Activity/Occupation/Subject)
Appropriate review of Lowest Interest Groups; red flags noted if applicable
D: Skills
Skills: appropriate review including any red flags within the Lowest Skills section
E: Values
Work Environment, Work Outcomes and Life Values Asked for further explanation of how client values them when needed/helpful
WE, WO and LV: Any others needed to be added (top 5?) Any thing low in Values that should be noted/pointed out/asked about?
F: Interactive Action Plan
Synthesis Process: Creating the Donut
Synthesis Process: Create a Funnel with client
Next Steps: O*Net navigations
G: ICF Core Competency Standards
Cultivates trust & safety for the client
Maintains presence
Listens actively to client
Evokes awareness - ask questions
Facilitates client's growth

Career Direct - 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
5				
5				
5				
5				
	4			
5				
5				
5				
5				
5				
5				
5				
5				

Comments

The interviewer gave a really good introduction He made Darien feel really at ease. Talked about the validity of the assessment. Also told her she is currently in the right industry and that is needs to change. He was honest/direct, but also very considerate.

He confirmed all the details with her.

Well explained in depth.

Well explained in depth.

He gave her insight in her compassion. He explained to her how rare her large level of compassion is. He also explained the careers and how she is wrong in her career, currently engineering, also including being compliant. He did mention that she is innovative, which works with engineering. However it was not high.
she is very compassionate, compliant, innovative, ambiverted, unstructured/conscientious, cautious/adventurous

The sub-factors was well explained. He also allowed Darien to read the paragraphs herself. He also asked her to think critically and what is currently absent from her work.

She is currently in the role of an engineer, but her assessment looks like she should be in work that aligns more with people relations or animals.

He gave Darien the opportunity to read some of it herself, and confirmed whether it was like her. Asked her what she learned and reflect.

He explained it shortly, but went through everything, by letting her read it, and stating if it is yes or no. She had the chance to reflect and think critically.

Well discussed.

He told her her strenghts and also her problems. Think they could have read each of the explanations individually.

Well explained.
Well explained with examples for example her interest in sport.
He worked through it and asked Darien to tell him more about the findings.
He discussed her activities, showing her what she should and should not do. He could have asked her for more input. Summarized her occupations and skills.
Did not mention low interests.
Well discussed.
Mentioned that people should be in the middle of her life. However, talked a lot, might be overwhelming to Darien.
No.
Did very well. Asked her where engineering features and she mentioned no where.
Did very well. I really liked how he discussed with her the example of engineering, and showing her that she only did engineering because of her skills, not her personality or interests. She is only 50% aligned to her current job.
Not discussed.

All of these were well considered
Very present.
Could have listened more.
Asked a lot of questions.
Yes definitely.