

**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
<b>D: Skills</b>
Skills: appropriate review including any red flags within the Lowest Skills section
<b>E: Values</b>
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?
<b>F: Interactive Action Plan</b>
Synthesis Process: Creating the Donut
Synthesis Process: Create a Funnel with client
Next Steps: O*Net navigations
<b>G: ICF Core Competency Standards</b>
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

<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>





**Comments**

The Consultant didn't ask questions, but gave relevant background on how God designs every person, i

He confirms her identity and acknowledges her birthday but doesn't read through the abstract at the b

He doesn't discuss the Table of Contents, but at a later stage he emphasises that she can consult the re

The Consultant gives a thorough explanation of of each category (Personality, Interests,Skills,Values) al

He provides a thorough explanation of the scores, how they work, and provides visual aids to help expl

The Consultant explains the definition and significance of each factor, why the score is relevant or irrel

He doesn't necessarily define the sub-factors, but he provides examples which serve as a definition

He asks her to read through the list and to identify whether any are present/abscent in her current car

The Consultant allows Darian to read through the paragraphs, then he either elaborates on the paragra

He provides practical explanations when things are unclear, but many times he will simply ask her if it'

He explains that she can use the list of her strengths/weaknesses when applying for jobs.

The Consultant praises Sarian for her resilience due to her low stress-level (despite the obstacles she fa

He explains each section, while pointing out the ways in which her personality is congruent with her ir

signs every person, i

the abstract at the b

she can consult the re

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relevant or irrel

current car

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The Consultant doesn't exactly explain the differences, but he asks whether she would like to incorporate	
He works through each category and points out how important influencing is to her and contrasts it with	
He works through each interest and asks Darian open-ended questions about them. He also draws connections	
He briefly mentions her interest in Analysing is incredibly low, and points out Engineering factors into this	
He doesn't necessarily point out any red flags, but he explains to her that her skills and personality too	
He discusses each Value category, and points out how it aligns with the personality and interest sections	
He doesn't ask her about her lower values, but points out that money doesn't seem to be something she	
He gives a simple explanation of the doughnut, and asks her to assign each option to either the vocation	
He works through her current career and shortly contrasts it with a potential career to emphasise her values	
He doesn't really mention O*net	
He constantly praises her character, and remains humorous when explaining why her current career choices	
He leads Darian and Precious through the detailed report, while constantly asking them questions about	
He speaks disproportionately more than the client, but will listen when Darian/Precious speak	
The Consultant is constantly asking thoughtful and open-ended questions	
He provides Darian with insights into why her current job isn't suitable for her, while teaching her about	

and why he(the Consultant) is glad she did the assessment.

bottom of the page

report over-and-over again

and provides examples.

lain the distributions.

evant to her current career, and how her score relates to the general population.

eer

aph, or asks he if it applies to her.

s applicable. There is one time when Darian looks uncomfortable with ticking a box( Unnecessary risks), and

ices because of her current career)

terests.

incorporate her interests into her work-life or her personal life.

highlight her low interest in analysing

connections between her different interests, showing her they can work together to inform her career choice.

use a category

avoid a hammering due to her working in engineering

focus on the report. He doesn't ask for explanations (granted, most of the values are congruent with her personality)

highlight her strongly values

include personal, supporting or life style sections.

explain why she feels so unfulfilled as an engineer

highlight what doesn't suit her personality/report profile.

interpret the results

focus on her strengths and what she is called to do.

he procedes to mark the box despite her discomfort...

ality and interests)