

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 |
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Comments

It seems as if this conversation took place before the recording started, so I cannot comment on it.

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The consultant glosses over the table of content, but she mentions Declan should preferably consider t

She gives a thorough explanations of each section, with examples to further clarify why that section is i

She explains how the scales work, the T-score, and what it means when someone scores mid-range. Sh

The consultant gives a thorough explanation of how the personality factors, and even incorporates her

She defines each sub-factor and eplains that the Career Direct definition may differ from the cultural definition of the word.

She verifies whether Declan agrees and identifies with the descriptions and asks whether the career im

She reads through the paragraphs and asks Declan whether it is accurate. When she notices he keeps l

The consultant discussed most of the strengths and non-strengths while discussing the personality fact

She explains the money page, and gives Declan advise on how he can "turn the tables" by asking whetl

The consultant explains how the different scales are determined, what they mean, and gives him resou

| | |
|---|--|
| | |
| She gives clear explanations of each interest level and gives examples to give practical clarifications | |
| The consultant goes through each interest area, asks Declan if something appeals to him, whether it's a | |
| | |
| She evaluates whether there are any top interests that are incongruent with the rest of his design, then | |
| | |
| They shortly discuss this section, but don't go into much detail. | |
| | |
| | |
| She works through his skills, and asks him engaging questions to see if he resonates with the Report. Sl | |
| | |
| | |
| The consultant asks him how he defines "stability", and why he chose, since he says he would prefer a | |
| | |
| | |
| She asks whether he truly values Stability (because it doesn't fit his personality), and they both decide | |
| | |
| She shows Declan how to work with the Doughnut and brainstorming section, and tells him to play around | |
| She uses a career example to show him how to use the funnel, and suggests his score should be over 80 | |
| She gives an in detail explanation of Onet, explains what "Bright Outlook" means, and uses the example | |
| | |
| She builds rapport with him by being honest, asking questions, and by being open about her own experience | |
| The consultant takes charge, and leads Declan and his parents through the consultation | |
| She listens to the client and explains whenever something is unclear | |
| She is constantly checking in with the client to see if the information resonates with him, and sometimes | |
| She gives him advice (e.g. he should start making lists) to help offset some of his weaknesses | |

he information and apply it accordingly.
important.

She also allows Declan to participate by asking what he thinks his strongest personality factor is.

Her own knowledge to further examine the client

Implications apply/don't apply to him

Looking at his parents before answering, she checks in to see if Declan really agrees. She also explains that his

goals. However, during the "Typical Strengths" discussion, she still checks in with Declan and offers definitions
for them they'll make him work according to his strengths or weaknesses.

Resources to help him on his journey of healing his relationship with money.

a Vocational, Support, or Life style interests. She then compares any interests to Declan's personality and dis

n explains how his interests come together and how he can act on them in an appropriate way

he also gives suggestions for him to incorporate his skills and his interests when pursuing his career.

challenging environment. She also ask whether he sees any "red flags", and proceeds to share her concerns :

to replace Stability with Challenge

und with it in his own time.

0% to consider it a future career

le from the Funnel exercise(Electrician) and shortly shows him each section of the profession's description

riences

es asks him to elabotate

; weaknesses are not wrong and that it gives someone else the opportunity to partner with him.

; when needed. She also advises him to write his strengths in order from strongest to weakest

cusses why it's a good fit for him

since he values "Outdoors", since Youth pastors typically work indoors.