

YES! - Personal Consultation Rubric

CRITERIA: Area of Evaluation	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
A: Introduction					
Interview: asked important and relevant questions; reasonable time spent			3		
Cover page: Confirmed ID; discussion of "self-discovery"			3		
Table of Contents (ToC): When to use this report (to encourage future use)			3		
Explanation of Scales and Scores, including mid-range, Self Assessment of Personality			3		
B: Personality					
Personality: Main trait, description, sought student			3		
Personality: Sub-traits used to explain nuances of main trait; sought student confirmation			3		
Personality: Personality Implications (Student ID of the most important ones; any not apply)			3		
Strengths/Potential Struggles: clear explanation, markings, summary, "homework"			3		

Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design						3
C: Interests						3
Explanation of YES! Interest Pathways						3
Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)						3
Pie graph: good explanations of how the student's interests are distributed; good questions						3
Working through Interests appropriately						3
D: Skills						
Skills: confirm highest scoring skills, any red flags with the lowest skills						3
E: Priorities						
Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful						3
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?						3
F: Interactive Action Plan						
Synthesis Process: Create a Funnel with student						3
G: ICF Core Competency Standards						
Cultivates trust & safety for the student						3
Maintains presence						3
Listens actively to student						3

Evokes awareness - ask questions			3	
Facilitates student's growth			3	
Overall Feedback for Consultant				

Counselor felt this consultation was satisfactory. We more time with report and experience of faciltating the YES, the Counselor believes he will be more confident and comfortable.

