

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

Comments

I really loved his enthusiasm and his introduction. I thought Jan Strydom was fantastic. The Interview questions were spot on and well thought through. You can see by looking at the Interview that he has so much experience.

Cover page and self-discovery statement was presented clearly and it complimented clearly with the focus of Career Direct.

A very good summary to explain the Table of contents to the client. The purpose of the Career Direct was excellently explained.

I loved the way he explained the windows page. I love all the practical examples that he uses to explain everything very clearly for the client to understand completely with no doubts of the explanation.

Scales, scores including mid-range was clearly explained.

He explained how personality is set out in 6 dimensions, and the 12 opposites and the 16 sub-factors under the 6 dimensions. A good clear explanation.

Sub-factors was well explained. He could have perhaps said a bit more if he wanted to, but I thought it was very clear and easy to understand.

Career implications was well explained, and the client would have understood clearly that God is the master designer and He has a great plan and a purpose for the clients future.

Personality paragraphs excellently explained, and he included the Client as well as her friend in the conversation on a continuous basis. The client would have understood her personality perfectly.

Strengths and non-strengths covered clearly and each line were explained and discussed in detail with the client. The client was asked to comment on every single strength and non-strength.

Money page clearly discussed. Money is important to the client, but happiness means the most.

Critical life issues were clearly discussed with some very good examples and explanations

Circle graph explanation and interpretation was clearly explained and discust. Constant engagement with the client. He is a very good consultant, and very clear and direct. You can see he has passion and experience.

Vocational/supporting/lifestyle interest levels were clearly explained and discussed.

Darien's skills were clearly analyzed, and he highlighted her strong people-oriented and leadership skills. The very low Technology/Data score was also discussed and he linked it to her career planning when she looks for new careers to consider.

The Consultant constantly reminded the client that she would have to work through her Career Direct assesment throughout the year, and study this report on a regular basis, with the help of God and His spirit directing her steps.

Darien's Faith/Mission, Helping Others, and Leadership were discussed.

Her top personality, interests, skills, and values were clearly integrated into the action plan

Career suggestions were specific and filtered through all four dimensions of design.

Suggested steps like job shadowing, internships, and using O*Net were outlined in her Next Steps.

Personality-sensitive feedback and compliments and encouragement were used to honor Darien's design, and how she was perfectly made by the best designer our God.

The consultation reflects attentiveness to both strengths and concerns.

The feedback included her values, motivations, and also questions

Asked her to reflect on areas like confidence and leadership tension.

Action steps and long-term development strategies were provided, to encourage her to grow, and not to just take risks that might be dangerous for her future career/s or job opportunities.