

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

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Comments

She introduced the Assessment by starting the conversation with 6 Principles about God and how He sees work, and how unique every person is, and how every person is made in the image of God. She is a very confident consultant. Her questions were relevant, and she really spent quality time with Declan. Open body language and very friendly and outspoken.

Good rapport was established quickly, and relevant questions were established, and Declan was told that he is ultimately responsible to choose his own future career, and to use the assessment document to do his own research, and interests.

Followed Detailed Report closely, allowed Declan to interpret results, then confirmed or corrected his answers and feedback. A very hands on approach, and constantly engaged with the client to ask questions to guide him, and make him think of his answers by continuously participating.

The windows page was explained clearly.

The consultant allowed Declan to interpret results, and she asked him questions that he then confirmed or rejected. Explanation of the Scales and Scores etc. was very clearly explained. She explained it as a T-Scale.

Reviewed the report thoroughly; and she summarized all the discussion points clearly. She emphasized how important personality was.

Gently explored concerns. Encouraged professional support when needed. His Top 4 Personality traits was 1. Extraverted 2. Adventurous 3. Compliant 4. Unstructured

The consultant did explain to Declan that his unstructured personality can make him very successful as he can think out of the box. God created him perfectly, even when others might criticize him for his unstructured lifestyle e.g. messy room. She also said that he should ask his Mom to help him make "To Do Lists" that will help him to remember everything that he has to do.

Adapted delivery for Declan's outgoing and unstructured nature. Established that Maths and Science is not one of his strengths, and he should not pursue Careers that need these subjects.

Strengths and Non- Strengths were clearly explained. Consultant told Declan to choose his top 5 sStrengths and Top 5 Non-Strengths and be aware of these especially when he goes for future job interviews, as his Strengths will determine what type of jobs he will enjoy. He needs to work on his Strengths and not worry about his Non-strengths.

Very Clearly Discussed. Also told Declan to read a book on Money Principles by Howard Dayton with the Title "Money Counts"

Remained flexible, followed Declan's energy when career discussion shifted. The Critical Life Issues were discussed appropriately. Used limited self-disclosure to increase trust; shared own exploratory career experiences.

Balanced pace, kept energy and attention aligned with Declan's responses. Frequently summarized to ensure Declan understood and felt heard and understood. Trust was built throughout the interview.

Very well explained in detail.

Definitely

Asked questions about purpose, goals, what success would look like to him, and everything was explained in detail.

Reinforced Declan's personality strengths and vocational potential.

Introduced tools and reflection questions; set up further planning templates.

Explored what Declan learned, how he could apply insights to school/career.

Synthesized with clarity and visual support (funnel/donut).

This was very well explained and done with the client.

This was very well explained and done with the client. The Consultant went into the website to explain the O Net Job description and searches etc.

She ended off the discussion with 4 things that she left him with. 1. I don't do any follow ups, but if you need advise at anytime just send me an e-mail. 2. Feedback about her presentation needs to be sent to Career Direct 3. Consultant will send the assessment to Declan 4. Declan can refer others to the Consultant.

Definitely

Definitely

Definitely

Definitely

Definitely