



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/Lifestyle 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

5				
5				
5				
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Comments

Very good questions asked - especially when testing family values against how their lifestyle will look like when starting with a family.
I also liked the way that the consultant took time to break the ice and ask questions about personal interests and hobbies.
Prayer also set the right atmosphere - and it was good that the consultant asked permission to pray.

The consultant took the time to explain that the report will not give a direct answer but help the client to find answer on the way forward by discovering more about herself.
The consultant could have made the client aware that this is her report by showing out her name, the completed date and City.

It was good to discuss the parts of the table of contents, and summarise it to the client. I think it is effective to discuss that personality does not change, but character does.
Communicating that interest forms 30% of the report and how long each part will take to discuss.
The way the consultant discussed future use of the report was very good.

The consultant explain the window pane and synthesis (4 out of 4 fit). The examples used made it very practical.
It was also good to pause and ask the client if she has any questions.

The consultant took time to explain the scales and scored, in a very simple way, and engaging the client with questions. It was also good for the consultant to ask the client what she thinks her strongest personality factors is.

Consultant kept the tone light and engaged will with the client.

Engaged well with client.

Consultant explained that the strongest personality factors should be considered when considering careers. She also engaged well with the client to identify the more relevant career implications, and circled the most applicable ones that the client values most.

<p>The tone of the conversation was kept light - good humour brought into the conversation, and it was good that the consultant checked in with the client to get confirmation that she is on the right track. Typically 'negative' personality traits like being blunt was explained well. The way the consultant integrated the personality trait in the discussion was also done well.</p>
<p>Each strength was mentioned and client feedback was considered. Consultant explained homework well (5 top strenghts)</p>
<p>Consultant explained that the Strengths and Non-Strength page can be used in interviews, and this will be helpful for a potential employer.</p>
<p>Good question asked by asking the client how she can be relaxed in a job that she is not happy with, and wanting to earn more.</p>
<p>to ask the question if this should be a support</p>
<p>Circle graph explained well.</p>
<p>Consultant explained this well, and good example used. When discussing the Service/ Administrative skills, it might have been a good idea to ask if this should rather be a support function to a vocation as the client looked unsure, and most of the vocations was not something she felt very comfortable with. The summary of what the client indicated as vocations was discussed at the end of this part of the report - this was effective.</p>
<p>Explained well, without wasting time.</p>
<p>The differencebetween activity/ occupations and subjects could have been explained a bit better.</p>
<p>Consultant touched on this effectively.</p>
<p>Sufficient discussion of this section.</p>
<p>Consultant explained that values can change. It might be a good idea to explain the difference between Work Environment, Work outcome and Life values before delving into each one.</p>
<p>Explained well, and gave the client the option to move some values.</p>

Good discussions and explanations, also engaging the client well. Suggestion will be to discuss the typical strengths and non-strengths of the specific occupation in broad before diving into the doughnut.

Allowed the client to give her input.

Engages well with the client, and gives her

Consultant is alert and communication is good. Takes the time to listen, and reacts accordingly.

Consultant listens well. Here and there she can pause a bit before interacting just to make sure the client said what she wanted to.

Consultant keeps the client engaged.

Well done.