

**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

Additional comments:

1. Nothing was marked or annotated on the report on screen, which is helpful for both the client and the consultant and makes it more engaging.

2. She read all the statements, but not Declan's. However, she asked him to take notes on his report and the other materials throughout the consultation.

3. I wonder how she became one of the top three consultants in the world... How it is measured??? Maybe it's just my subjective impression, but I didn't feel much sympathy from her, and I felt uncomfortable during the first part of the consultation (around 30 min). It was really hard to separate her professional knowledge and experience, as well as her excellent meritocratic approach, from her manner.

4. I didn't like how she said that God speaks through her during consultations with participants, that these are often not her own words, but that Declan should treat it like a buffet. That if something suits him, he should accept it, and if not, he should reject it. It's a bit like a false/selective prophecy - choose what you like, what fits with reality. Does the Holy Spirit give words that are contrary to how God designed a particular person? Maybe I'm nitpicking and biased, but those were my thoughts.

## Career Direct - Personal Consultation Rubric

<b>Greatly Exceeds Expectations (Excellent)</b>  <b>5 Points</b>	<b>Exceeds Expectations (Good)</b>  <b>4 points</b>	<b>Meets Expectations (Satisfactory)</b>  <b>3 points</b>	<b>Below Expectations (Fair)</b>  <b>2 points</b>	<b>Does Not Meet Expectations (Poor)</b>  <b>1 point</b>
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## Comments

N/A - it was not covered in the recording

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+ Mentioned the need of 4/4 fit, why it is giving a good example of how we serve God through excellence rather than mediocrity.  
+ Referred to the customer's experience with school grades.

Well explained, but very fast.

+ I really liked the distinction and description of the differences between the two types of extroverts.

Subfactors simply explained.

+ Lynda emphasised Personality factors in relation to his vocational interests - example of a youth pastor (I assume he pointed out this interest in the questionnaire).

+ I liked the approach and explanation of the non-strengths - 'You are a starter, so you need people who are finishers' - which beautifully shows how to cooperate with others and focus on everyone's strengths, while being aware of the challenges involved. And shared her own experience with her non-strengths.

+ Good, probing questions, for instant: "Can you be compliant a be a good leader or do you need to be dominant?" and then good example.

- The statement that, because of his Unstructured personality, he would be treated as someone with mental health issues and put on drugs if he was at a public school rather than being homeschooled was too strong and negative. Following this logic, would she ask someone with an Unstructured personality who attends a public school if they are on drugs?

- I don't agree with what she said about procrastination - that it's not something you need to fix, but rather a tool. Her reasoning was only one side of the coin - a potentially good one. However, there is another side to it which has a negative effect on your life, peace of mind, relationships, work-life balance, etc.

- Where did she get the information that the average number of people taking the CD assessment is six? I assume it was based on her clients. She probably wanted to emphasise how strong the strengths are in Declan Design, but I would expect evidence-based data when sharing such information/data.

+ I liked what she said about the importance of homework for the Money/Strengths and Non-Strengths page: it is important for him to feel comfortable, confident and convinced about who he is, as designed by God, rather than how people may see him or told him who he is. Good advice on how to use them at job interview.

+ Great explanation on why we should focus on strengths, not on weaknesses with good example. I will borrow that for my consultations ;-)

A good discussion and sharing of information on money quotes in the Bible (90% of which are about stewardship, and only 10% about giving), as well as a book recommendation. I loved what she said about Dave Ramsey — that he is the guy behind his teachings about money, whereas in the Bible, God is THE GUY.

? I thought that 5 Major Interests Areas are based on RIASEC/The Holland Code, not on Dept. of Labor???

+ I liked how Lynda eliminated 6,000 jobs in each interest area, whereas Declan's report showed 0%.

+ Good explanation of how Top Eight Career Groups are calculated.

Well explained

I loved the way Lynda connected interests in Faith/Ministry/Missions with Agriculture/Environmentalism based on one of the Crown's mission.

Ok

There were no red flags.

Well explained difference between skills and abilities.

+ Good questions asked to verify Declan's choices while doing the assessment.  
+ Good example of Youth Dynamics organization as a good fit to Declan's combination of Values (Faith + Outdoors).  
+ Good description of Recognition Value.

Ok

They were building the donut throughout the consultation, not just at this stage.

I liked the way Lynda boldly said that she does not envisage Declan at a typical university. He is a doer, and he agreed that he was interested in the missions class he took on a college trip recently. She also painted a clear picture of the reality of being a youth pastor — he won't be able to live on the salary from this job alone. Initially, it will be like a part-time job, so he needs a "real" job to start with. Therefore, a job in his occupational group of mechanical engineering would be a good choice. In addition, she showed how he could use the practical skills he has learnt on his future mission trips, which interest him.

Explained together with IAP.

Lynda gave a good tip about looking for scholarships on the O\*Net website.

- Lynda was speaking too fast and too much most of the time (and I'm saying this from a very talkative person's perspective ;-). She didn't give much space for Declan to speak, it was like a monologue, not a conversation, sometimes she didn't let him finish what he was about to say, interrupted him.

- I perceived her as very authoritative, pushy, etc. I myself felt uncomfortable especially at the beginning.

- In my opinion, she was too directive, constantly saying "I want you to...", then at one point: "Are you asking me or are you telling me?" - as if she were giving orders, like a commanding teacher. Despite some jokes, she didn't seem empathetic. Even when she smiled, I thought it was just a formality, not a genuine expression of emotion. I also felt like she was impatient and wanted to move on quickly.
