

Career Direct - Personal Consultation Rubric						
CRITERIA: Area of Evaluation	Greatly Exceeds Expectations (Excellent) 5 Points	Exceeds Expectations (Good) 4 points	Meets Expectations (Satisfactory) 3 points	Below Expectations (Fair) 2 points	Does Not Meet Expectations (Poor) 1 point	Comments
A: Introduction						
Interview: asked important and relevant questions; reasonable time spent		x				
Cover page: Confirmed ID; discussion of "self-discovery"		x				
Table of Contents : When to use this report (to encourage future use)	x					Enough time was spent on this topic
4 Windows page: Explain		x				
Explanation of Scales and Scores, including mid-range, introductory discussion of personality		x				
B: Personality						
Personality: Main factor, description, sought client confirmation		x				
Personality: Sub-factors used to explain nuances of main factor; sought client confirmation		x				
Personality: Career Implications (Client ID of the most important ones; any not apply)		x				
Personality: Paragraphs (read paragraphs or had a discussion during the graph review to cover the same ideas); sought client confirmation		x				
Strengths/Non-strengths: clear explanation, markings, summary, "homework"	x					
Money Page Discussion		x				
Critical Life Issues: appropriate discussion			x			I liked that the Consultant offered to send Laura some resources on Financial Management. It will help to give her more freedom in her career choice.
C: Interests						
Circle graph: good explanations of how the client's interests are distributed; good questions		x				
Explanation of Vocation/Support/Lifestyle interest levels, with examples		x				
Working through Interests appropriately			x			
Appropriate review of Interest Summary Pages (Activity/Occupation/Subject)		x				
Appropriate review of Lowest Interest Groups; red flags noted if applicable		x				
D: Skills						
Skills: appropriate review including any red flags within the Lowest Skills section			x			Can elaborate more on the natural and learned skills.
E: Values						
Work Environment, Work Outcomes and Life Values Asked for further explanation of how client values them when needed/helpful		x				
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?		x				It was good that the Consultant explained the Value of High Income.
F: Interactive Action Plan						
Synthesis Process: Creating the Donut		x				
Synthesis Process: Create a Funnel with client		x				
Next Steps: O*Net navigations		x				
G: ICF Core Competency Standards						
Cultivates trust & safety for the client		x				
Maintains presence		x				
Listens actively to client		x				She listened very well and frequently asked questions.
Evokes awareness - ask questions		x				
Facilitates client's growth		x				