

CRITERIA: Area of Evaluation	Possible Points	Points Earned
A: Introduction		
Interview: asked important and relevant questions; reasonable time spent	1.00	0.75
Cover page: Confirmed ID; discussion of "self-discovery"	0.75	0.75
Table of Contents (ToC): When to use this report (to encourage future use)	0.75	0.75
B: Personality		
Explanation of Scales and Scores as appropriate within the context of discussing personality, including explanation of mid-range	0.75	0.75
Personality: Main trait, description, sought student confirmation	1.00	1.00
Personality: Sub-traits used to explain nuances of main trait; sought student confirmation	1.50	1.50
Personality: Personality Implications (Student ID of the most important ones; any not apply)	0.75	0.75
Strengths/Potential Struggles: clear explanation, markings, summary, "homework"	0.75	0.70
Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design	6.00	5.00
C: Interests		
Explanation of YES! Interest Pathways	0.75	0.75
Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)	0.75	0.70

Pie graph: good explanations of how the student's interests are distributed; good questions
 Work through interests appropriately and tied it back to personality.

1.25	0.75
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1.00	0.50
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D: Skills

Skills: confirm highest scoring skills, tie skills to personality and interests, and note any red flags with the lowest skills

0.50	0.40
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E: Priorities

Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful

0.50	0.40
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Surroundings, Results, and Life Purpose: Any others need to be added (top 5?) Anything low in Priorities that should be noted/pointed out/asked about? Accurately/appropriately tied priorities back to personality, interests, and skills.

0.50	0.45
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F: Interactive Action Plan: Your Exploring Self Target

Synthesis Process: Explain the YES! Target and demonstrate using a client-aligned Occupation choice

0.50	0.50
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G: ICF Core Competency Standards

Cultivates trust & safety for the student

0.20	0.20
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Maintains presence

0.20	0.20
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Listens actively to student

0.20	0.20
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Evokes awareness - ask questions

0.20	0.20
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Facilitates student's growth

0.20	0.20
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Total

20.00	17.40
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YES! Consultation Rubric

Comments
Consultant asked good questions, but talk too much about herself. Consultant did not introduce the video to explain the personality types. (Video is very appropriate in the USA but may not communicate well in hot climate cultures)
Consultant confirmed ID and helped with self discovery.
Consultant skimmed through ToC and said the student can read through it himself. She did not mention how and when to use the report. She did it later on.
Explained the scales well.
Explained the main trait well and get student and parent to confirm.
Used sub traits to explain the nuances of the main traits well. Student and parent's confirmation was well sought. Used TRUE, SOMETIMES and FALSE responses well.
Explained well the accenets and balances. Unpacked the "not apply" ones well.
Explained the personality implications on each one with the strenghts and struggles
Used the milkshake to connect the personality traits. Did not feel she was very clear on his overall personality design.
She did explain the Interest Pathways very well in the second video.
She did explain the Holland graph, but was weak on the student's perception of their focus areas.

Trainer Comments

Only explained the pie graph superficially. Did not ask good questions about it.
Did not spend enough time to tie interests back to personality.
Confirmed highest scoring skills and abilities and tied it back to personality but not to interests.
Presumed that the student understand surroundings, results and life purpose. Could have been more helpful in explaining them.
Low priorities was not discussed and was not tied back to personality, skills and interests.
In the additional video she did discuss the YES! Target and client aligned occupation choice.
Cultivated trust and safety
Maintained presence
Listened actively
Asked questions
Facilitated the student's growth with job shadowing and CareerDirect Assessment at 16.

Area	Points possible	Points Assigned
Personality	3	
Interest	2	
Skills/Abilities	1.5	
Priorities	1.5	
Recommendation	2	

Comments