Download and review the [Developing Vocational Themes Workbook](https://griffinhammistraining.com/mentorship/program/documents/Developing_Vocational_Themes_Workbook.doc) (PDF) to understand the purpose of the task-based activities of Discovery Visits. Be sure you can recognize the components of activities, tasks, and skills and be able to describe them for each activity you complete with the employment-seeker.

**Task-Based Activities:** Discovery visits / activities are task-based, meaning the employment-seeker should be actively "doing" something where you can observe, participate and assist him or her to be successful, if needed. This is not about testing or evaluating the performance of the employment-seeker, but an opportunity to observe without judgement, and to simply report in an objective way. These activities are meaningful to the employment-seeker, based on common routines, activities and interests. They are real experiential events where he/she is involved in a typical routine at home or other familiar place, and also includes activities of interest or similar in an unfamiliar place in the community. Think of these 6 components as described in the Developing Vocational Themes Workbook as you complete the Discovery Activities with your job seeker. Make note of:

1. the employment-seeker's Interests,
2. the Community Activities chosen,
3. the Tasks Performed,
4. the Existing and Emerging Skills used,
5. Preferred Work Conditions/Culture,
6. Personal Attributes/Personality

Be sure to look for this important information while completing these task-based Discovery activities.

When setting up an activity to do together with the employment-seeker, and you catch yourself saying "to see if he can...", then you have fallen into the Evaluation trap! Discovery is an alternative to conventional vocational assessments / evaluations and requires you to be a non-judgmental observer and reporter. Take pictures or video that shows the individual performing these tasks that can later be used in the visual portfolio.

**Remember: It's Not If, It's How!**