Use the [Developing Vocational Themes Workbook](https://griffinhammistraining.com/mentorship/program/documents/Developing_Vocational_Themes_Workbook.doc) (PDF) as a tool to start finding the 3 emerging Themes. When considering possible Vocational Themes, reflect on the Home Visit, your Interviews with Others that Know the Person Well, Discovery Activities completed, tasks and skills observed, employment seeker personal attributes, conditions of environments that work for the person, and employment-seeker interests.

In your Discovery Staging Record, in the Discovery Activities Summary Narrative section (Emerging Themes), list emerging Vocational Themes that have been revealed during your work to date. Then, list the objective, observable, and descriptive evidence that supports each Emerging Vocational Theme. Consider whether the Vocational Themes make sense to you, based on what you have learned about the person. Also consider whether the Theme will be coherent and robust enough, based on the evidence, to make sense to those you will approach to ask for advice and guidance for the next Discovery Activities, Informational Interviews, and subsequent career development activities.

Use the following format to record your information.

**1. Evidence for (\_\_\_\_\_\_\_\_) Theme (1):**

a) What you saw during the Home Visit:

b) What you were told during the Home Visit and Interviewing Others:

c) What was done/observed during Discovery Activities:

**2. Evidence for (\_\_\_\_\_\_\_\_) Theme (2):**

a) What you saw during the Home Visit:

b) What you were told during the Home Visit and Interviewing Others:

c) What was done/observed during Discovery Activities:

**3. Evidence for (\_\_\_\_\_\_\_\_) Theme (3):**

a) What you saw during the Home Visit:

b) What you were told during the Home Visit and Interviewing Others:

c) What was done/observed during Discovery Activities: