A group of people in different colors

Description automatically generated CE Proficiency Mentoring

Discovery Stage 3 Fidelity Tenets

**Career Narrative - Vocational Profile (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.8: A review and analysis of all information collected to date, revisiting and including additional Discovery information as needed, to complete the Vocational Profile.

* Unacceptable (-1):   To complete the vocational profile, the employment specialist primarily recounts information provided by others or does not include evidence of substantively new information learned about the employment seeker through direct interactions or observations in inclusive settings.
* Acceptable (+1):   The vocational profile includes an analysis of what was learned during the entire Discovery process, identifying the employment seeker’s skills, interests, ideal conditions for employment, potential job tasks or vocational themes, relationships, necessary supports, including high- or low-technology, financial goals, and updated benefits/resource plan.
* Good (+2):   The information in the vocational profile is supported by evidence and meaningful examples gathered during Discovery.
* Exemplary (+3):   The vocational profile includes additional activities, changes, and corrections to what was learned throughout the Discovery process.

DFS Tenet 2.9: The Vocational Profile Narrative describes the completed Discovery process and answers the question: Who is this person?

* Unacceptable (-1):   The vocational profile documents how the employment seeker performed to determine possible jobs or includes negative or limiting commentary about the employment seeker.
* Acceptable (+1):   The vocational profile is a descriptive narrative, written in a positive, affirming, optimistic manner.
* Good (+2):   The vocational profile narrative is supplemented with videos, pictures, or other media gathered during Discovery that highlight the employment seeker’s skills, and accomplishments.
* Exemplary (+3):   The vocational profile includes a next-steps list for subsequent Job Development.