

Vocational and Career Needs Module (3)

Question to Consider for this Module: How is the individual functioning at work? **Please rate the highest level from the past 30 days.** If the individual is unemployed, rate items for the last employment experience.

CAREER ASPIRATIONS	
<p>Questions to Consider</p> <ul style="list-style-type: none"> → Does the individual have goals for his/her job or career development? → Is the individual able to identify a job or career path and does s/he have resources needed to get there? 	<p>Ratings & Definitions</p> <ul style="list-style-type: none"> 0 Individual has clear and feasible career plans. 1 Individual has career plans but significant barriers may exist to achieving these plans. 2 Individual wants to work but does not have a clear idea regarding jobs or careers. 3 Individual has no career plans or aspirations.
JOB TIME	
<p>Questions to Consider</p> <ul style="list-style-type: none"> → Does the individual work and how many hours? What is his/her work schedule? 	<p>Ratings & Definitions</p> <ul style="list-style-type: none"> 0 Individual works at least full-time. 1 Individual works more than 20 hours per week but not full-time. 2 Individual works less than 20 hours per week. 3 Individual is not working.
JOB ATTENDANCE	
<p>Questions to Consider</p> <ul style="list-style-type: none"> → Has the individual experienced communication or disciplinary action for work attendance issues? → Is the individual meeting expectations for attendance? 	<p>Ratings & Definitions</p> <ul style="list-style-type: none"> 0 Individual goes to work consistently as scheduled. 1 Individual has occasional problems going to work. S/he may sometimes call in sick when not ill. 2 Individual has difficulty consistently going to work. 3 Individual has severe job attendance problems that threaten termination or have resulted in recent firing.
JOB PERFORMANCE	
<p>Questions to Consider</p> <ul style="list-style-type: none"> → What feedback has the individual received regarding his/her job performance? 	<p>Ratings & Definitions</p> <ul style="list-style-type: none"> 0 Individual is a productive employee. 1 Individual is generally a productive employee but some performance issues exist. 2 Individual is having problems performing adequately on the job. 3 Individual has severe performance problems that threaten termination or have resulted in recent firing.

JOB RELATIONS

Questions to Consider

→ Are individual's relationships at the job setting a source of distress or source strength for him/her?

Ratings & Definitions

- 0** Individual gets along well with superiors and co-workers.

 - 1** Individual is experiencing some problems with relationships at work.

 - 2** Individual's is having problems with his/her relationships with superiors and/or co-workers. Difficulties are causing functioning problems at work.

 - 3** Individual is having severe relationship problems with superiors and/or co-workers. Relationship issues threaten employment or have resulted in recent firing.
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JOB SKILLS

Questions to Consider

→ Does individual require additional job skills to maintain current employment?

Ratings & Definitions

- 0** Individual has significant job skills consistent with career aspirations.

 - 1** Individual has basic job skills but s/he may not match career aspirations.

 - 2** Individual has limited job skills.

 - 3** Individual has no job skills.
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