



Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
1	Home Visit (1) Hold a meeting at the employment seeker's home or community place of their choosing to begin learning about them and building relationships.	0	Initial visit held at provider's office or school
		+1	Gather information about the person's learning style, relevant educational and work background, and how to best support them
		+2	Gather information about the person's community activities and connections and the people who mean the most to them - now and in the past
		+3	Capture meaningful examples and quotes that provide additional insight about the person
2	Home Visit (2) Gather information about what matters most to the employment seeker.	0	Assess the person's skills, work-readiness, or commentary on personal details, e.g., hygiene, living conditions in the home
		+1	Gather information about the person, their weekly schedule, their current and former routines, preferred activities, chores, hobbies, possessions, and interests
		+2	Learn the history and background of valued activities, possessions, and interests
		+3	Learn about people and connections related to current (and former) valued activities, possessions, and interests
3	Neighborhood/Community Exploration Explore the person's neighborhood or community to learn more about their area and meet community members.	0	No mapping or mapping only includes big box references
		+1	Touring, observation, and mapping of local and preferred communities, including types of industry or specific local businesses
		+2	Mapping includes social capital of the employment seeker and team members
		+3	ES and person connect with at least one strong community leader or connector



Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
4	<p>Conversations with Important People</p> <p>Talk to people who care about the person to build relationships and gather additional information.</p> <p>Personal connections can be friends, family, neighbors, etc., but not formal or paid staff who did not participate in the home visit.</p>	0	Interview 0 personal connections or include negative commentary/limiting perceptions
		+1	3 conversations, at least 1 with a personal connection, that reveal positive new insights
		+2	Conversations include 3 personal connections
		+3	At least one conversation with a personal connection occurs in-person in the community
5	<p>Familiar Discovery Activities</p> <p>Learn about the person by participating in familiar activities with them.</p> <p>Must be task-based activities the person regularly does (or has done), does well, and enjoys. Must be in individualized, integrated, non-provider-related settings (e.g., not at provider office or in pre-established sites).</p>	0	Less than 2 familiar Discovery activities (that meet the definition)
		+1	At least 2-3 familiar Discovery activities
		+2	Discovery activities built around the richest opportunities (highest interests and skills/strengths, include people, etc.)
		+3	At least 1 familiar activity includes a community or industry connector/expert
6	<p>Unfamiliar Discovery Activities</p> <p>Create opportunities to try new things that build on the skills and interests for employment identified during previous steps and align with emerging vocational patterns.</p> <p>Must be task-based, unique (not two activities doing the same basic tasks), and in integrated, non-provider-related settings.</p>	0	Less than 2 unfamiliar activities
		+1	At least 2-3 unfamiliar activities
		+2	At least 2 unfamiliar activities include other community members/connections
		+3	At least 1 activity in a community business



Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
7	<p>Informational Interviews</p> <p>Conduct informational interviews in local businesses related to the person's interests, skills, and vocational themes.</p> <p>Interviews must be conducted with the employment seeker.</p>	0	Meet with businesses that are hiring to learn about available jobs
		+1	Conduct at least 3 informational interviews
		+2	Gather recommendations and feedback from business owners to expand search
		+3	Create opportunities to try new tasks in the business being interviewed
7B	<p>Enhanced Discovery Activities</p> <p>Create structured, extended opportunities beyond a novel activity to deepen information gathered during Discovery.</p> <p>Activities must reflect real work characteristics (e.g., brief job shadowing, short-term work experiences) and provide meaningful exposure, feedback, and further development of skills, interests, conditions, and connections.</p>	0	Activity is not connected to exploring work characteristics of the individual (e.g., generic or standard experience).
		+1	Activity used to confirm ideal conditions, clarify interests, or demonstrate tasks, skills, connections.
		+2	Capture/document the experience through photos, videos, and incorporate the experience into visual resume.
		+3	Develop an interest area/industry or mentor.



Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
SCORE #1	Discovery Timeliness Score #1 Complete activities 1-7 within 12 weeks of Discovery start date.	0	Activities 1-7 take more than 12 weeks from Discovery start date to complete
		+1	Activities completed within 12 weeks of Discovery start date
		+2	Activities completed within 9 weeks of Discovery start date
		+3	Activities completed within 6 weeks of Discovery start date



Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
8	Vocational Profile (1) Summarize key information gathered during Discovery in a written narrative.	0	Profile provides perfunctory information or an incomplete summary of Discovery
		+1	Narrative summarizes Discovery information and identifies skills, interests, contributions, ideal conditions, support strategies, and discrete tasks or potential job tasks or themes
		+2	Identifies financial goals and preferred work hours/schedule, and confirms referral to benefits planner (as needed)
		+3	Identifies new social capital or community connectors made through Discovery
9	Vocational Profile (2)	0	Profile includes evaluative or negative commentary or limiting perceptions
		+1	Descriptive narrative is positive, affirming, optimistically stated, and focused on the strengths of the employment seeker and what works well for the employment seeker
		+2	Includes supporting evidence through descriptive stories and meaningful examples gathered during Discovery
		+3	Supplemented with videos, pictures, or other media that highlight skills and accomplishments
10	Employment Plan ES, person, and team members meet to review Vocational Profile and create an employment plan.	0	ES independently creates employment plan or does not include specific businesses related to tasks, interest areas, or vocational themes
		+1	ES and team members meet, review the Vocational Profile, and create a plan approved by the employment seeker that incorporates critical elements of Discovery findings and identifies a prioritized list of businesses to contact
		+2	Employment plan is supplemented by marketing materials, representational portfolios, pictures, or videos
		+3	Team members and others in planning meeting are assigned responsibility for warm introductions to any businesses where they have contacts

Discovery Fidelity Scale

	TENETS	SCORING	CRITERIA
SCORE #2	Timeliness Tenet #2 Vocational Profile and Employment Plan are completed within 4 weeks of the final informational interview.	0	Profile and Plan completed more than 4 weeks after informational interviews
		+1	Profile and Plan completed within 4 weeks of final informational interview
		+2	Profile and Plan completed within 3 weeks of final informational interview
		+3	Profile and Plan completed within 2 weeks of final informational interview

© 2026 Griffin-Hammis Associates. Developed in collaboration with Marc Gold & Associates. All rights reserved.