

DAY IN THE LIFE ASSESSMENT EDWARD JONES

DAY IN THE LIFE ASSESSMENT EDWARD JONES OFFERS A DETAILED INSIGHT INTO WHAT CANDIDATES AND EMPLOYEES CAN EXPECT DURING THEIR EVALUATION PROCESS AT EDWARD JONES, A LEADING FINANCIAL SERVICES FIRM. THIS ASSESSMENT IS DESIGNED TO SIMULATE A TYPICAL DAY IN THE ROLE OF A FINANCIAL ADVISOR, TESTING CRITICAL SKILLS SUCH AS PROBLEM-SOLVING, CLIENT INTERACTION, AND TIME MANAGEMENT. UNDERSTANDING THE STRUCTURE AND CONTENT OF THE DAY IN THE LIFE ASSESSMENT CAN HELP PROSPECTIVE CANDIDATES PREPARE EFFECTIVELY AND ALIGN THEIR CAPABILITIES WITH THE COMPANY'S EXPECTATIONS. THIS ARTICLE EXPLORES THE COMPONENTS OF THE ASSESSMENT, THE SKILLS EVALUATED, AND TIPS FOR SUCCESS. ADDITIONALLY, IT PROVIDES AN OVERVIEW OF EDWARD JONES' WORK CULTURE AND HOW THIS ASSESSMENT REFLECTS THE DAILY RESPONSIBILITIES OF THEIR FINANCIAL ADVISORS.

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OVERVIEW OF THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES

THE DAY IN THE LIFE ASSESSMENT EDWARD JONES ADMINISTERS IS A TAILORED SIMULATION DESIGNED TO REPLICATE THE DAILY EXPERIENCES OF A FINANCIAL ADVISOR WITHIN THE FIRM. THIS ASSESSMENT IS PART OF THE BROADER RECRUITMENT PROCESS AND AIMS TO EVALUATE CANDIDATES' ABILITY TO HANDLE REAL-WORLD SITUATIONS THEY WOULD FACE ON THE JOB. BY IMMERSING CANDIDATES IN PRACTICAL SCENARIOS, EDWARD JONES ASSESSES NOT ONLY TECHNICAL KNOWLEDGE BUT ALSO INTERPERSONAL SKILLS, DECISION-MAKING, AND ADAPTABILITY. THE ASSESSMENT IS STRUCTURED TO MIRROR ACTUAL WORK TASKS, PROVIDING AN AUTHENTIC GLIMPSE INTO THE COMPANY'S EXPECTATIONS FOR ITS FINANCIAL ADVISORS.

PURPOSE AND OBJECTIVES

THE PRIMARY PURPOSE OF THE DAY IN THE LIFE ASSESSMENT EDWARD JONES EMPLOYS IS TO GAUGE HOW WELL CANDIDATES CAN PERFORM UNDER CONDITIONS THAT MIMIC EVERYDAY CHALLENGES IN FINANCIAL ADVISING. IT SEEKS TO IDENTIFY INDIVIDUALS WHO POSSESS STRONG ANALYTICAL SKILLS, CLIENT-FOCUSED COMMUNICATION, AND THE ABILITY TO PRIORITIZE TASKS EFFICIENTLY. THIS APPROACH HELPS ENSURE THAT NEW HIRES ARE ALIGNED WITH THE FIRM'S COMMITMENT TO PERSONALIZED CLIENT SERVICE AND LONG-TERM RELATIONSHIP BUILDING.

KEY SKILLS EVALUATED IN THE ASSESSMENT

THE DAY IN THE LIFE ASSESSMENT EDWARD JONES PROVIDES EVALUATES A BROAD RANGE OF COMPETENCIES CRITICAL FOR SUCCESS WITHIN THE FIRM. THESE SKILLS ENCOMPASS BOTH TECHNICAL FINANCIAL KNOWLEDGE AND SOFT SKILLS ESSENTIAL FOR EFFECTIVE CLIENT MANAGEMENT AND TEAMWORK.

FINANCIAL ACUMEN AND ANALYTICAL THINKING

CANDIDATES ARE TESTED ON THEIR UNDERSTANDING OF FINANCIAL PRODUCTS, INVESTMENT OPTIONS, AND PORTFOLIO MANAGEMENT PRINCIPLES. THE ASSESSMENT OFTEN INCLUDES PROBLEM-SOLVING EXERCISES THAT REQUIRE ANALYZING CLIENT DATA AND MARKET INFORMATION TO RECOMMEND APPROPRIATE FINANCIAL STRATEGIES.

COMMUNICATION AND CLIENT INTERACTION

EFFECTIVE COMMUNICATION IS A CORNERSTONE OF EDWARD JONES' SERVICE MODEL. THE ASSESSMENT EVALUATES HOW CANDIDATES ENGAGE WITH CLIENTS, EXPLAIN COMPLEX FINANCIAL CONCEPTS CLEARLY, AND DEMONSTRATE EMPATHY AND PROFESSIONALISM DURING INTERACTIONS.

TIME MANAGEMENT AND PRIORITIZATION

FINANCIAL ADVISORS MUST JUGGLE MULTIPLE CLIENT NEEDS AND ADMINISTRATIVE TASKS IN THEIR DAILY ROLES. THE ASSESSMENT MEASURES CANDIDATES' ABILITY TO PRIORITIZE ACTIVITIES, MANAGE TIME EFFICIENTLY, AND RESPOND TO URGENT CLIENT REQUESTS WITHOUT COMPROMISING SERVICE QUALITY.

ETHICAL JUDGMENT AND COMPLIANCE AWARENESS

GIVEN THE REGULATORY ENVIRONMENT OF FINANCIAL SERVICES, CANDIDATES ARE ALSO EVALUATED ON THEIR UNDERSTANDING OF ETHICAL STANDARDS AND COMPLIANCE REQUIREMENTS. THE ASSESSMENT MAY INCLUDE SCENARIOS THAT TEST DECISION-MAKING IN SITUATIONS INVOLVING CONFIDENTIALITY AND REGULATORY ADHERENCE.

STRUCTURE AND FORMAT OF THE ASSESSMENT

THE DAY IN THE LIFE ASSESSMENT EDWARD JONES USES IS TYPICALLY DELIVERED THROUGH A COMPUTER-BASED FORMAT, COMBINING SITUATIONAL JUDGMENT TESTS, MULTIPLE-CHOICE QUESTIONS, AND INTERACTIVE SIMULATIONS. THE FORMAT IS DESIGNED TO BE ENGAGING YET CHALLENGING, REFLECTING THE DYNAMIC NATURE OF THE FINANCIAL ADVISOR ROLE.

DURATION AND SECTIONS

THE ASSESSMENT USUALLY TAKES BETWEEN 60 TO 90 MINUTES TO COMPLETE AND CONSISTS OF SEVERAL SECTIONS:

- **SITUATIONAL JUDGMENT TESTS:** CANDIDATES RESPOND TO HYPOTHETICAL WORKPLACE SCENARIOS.
- **ROLE-PLAYING SIMULATIONS:** INTERACTIVE EXERCISES INVOLVING MOCK CLIENT MEETINGS OR PROBLEM-SOLVING TASKS.
- **TECHNICAL KNOWLEDGE QUESTIONS:** MULTIPLE-CHOICE QUESTIONS ASSESSING FINANCIAL CONCEPTS AND PRODUCT KNOWLEDGE.
- **PRIORITIZATION EXERCISES:** TASKS REQUIRING CANDIDATES TO ORGANIZE AND MANAGE COMPETING DEMANDS.

ASSESSMENT ENVIRONMENT

THE ASSESSMENT IS TYPICALLY COMPLETED REMOTELY, ALLOWING CANDIDATES TO WORK IN A FAMILIAR ENVIRONMENT. HOWEVER, IT IS TIMED AND MONITORED TO ENSURE INTEGRITY AND FAIRNESS IN THE EVALUATION PROCESS.

TYPICAL SCENARIOS INCLUDED IN THE ASSESSMENT

THE DAY IN THE LIFE ASSESSMENT EDWARD JONES PRESENTS FEATURES REALISTIC SCENARIOS THAT FINANCIAL ADVISORS FREQUENTLY ENCOUNTER. THESE SCENARIOS ARE CRAFTED TO TEST PRACTICAL SKILLS AND THE CANDIDATE'S APPROACH TO CLIENT SERVICE AND PROBLEM RESOLUTION.

CLIENT MEETING SIMULATIONS

ONE COMMON SCENARIO INVOLVES A SIMULATED CLIENT MEETING WHERE CANDIDATES MUST GATHER INFORMATION, ASSESS CLIENT NEEDS, AND PROPOSE SUITABLE FINANCIAL SOLUTIONS. THESE EXERCISES ASSESS INTERPERSONAL SKILLS, LISTENING ABILITY, AND FINANCIAL PLANNING KNOWLEDGE.

HANDLING CLIENT CONCERNS AND COMPLAINTS

CANDIDATES MAY BE PRESENTED WITH SITUATIONS INVOLVING DISSATISFIED CLIENTS OR COMPLEX ISSUES REQUIRING DIPLOMATIC COMMUNICATION AND CONFLICT RESOLUTION SKILLS. THE ABILITY TO MANAGE THESE INTERACTIONS PROFESSIONALLY IS CRUCIAL FOR MAINTAINING CLIENT TRUST.

TIME-SENSITIVE DECISION MAKING

SCENARIOS OFTEN INCLUDE UNEXPECTED REQUESTS OR URGENT TASKS THAT REQUIRE CANDIDATES TO DEMONSTRATE EFFECTIVE PRIORITIZATION AND TIMELY DECISION-MAKING. THIS REFLECTS THE FAST-PACED ENVIRONMENT EDWARD JONES FINANCIAL ADVISORS OPERATE WITHIN.

PREPARATION TIPS FOR CANDIDATES

PREPARATION FOR THE DAY IN THE LIFE ASSESSMENT EDWARD JONES ADMINISTERS IS VITAL FOR SUCCESS. CANDIDATES WHO FAMILIARIZE THEMSELVES WITH THE COMPANY'S VALUES, ROLE EXPECTATIONS, AND TYPICAL FINANCIAL CONCEPTS TEND TO PERFORM BETTER.

UNDERSTAND EDWARD JONES' CORE VALUES

RESEARCHING THE FIRM'S COMMITMENT TO PERSONALIZED CLIENT SERVICE, INTEGRITY, AND LONG-TERM RELATIONSHIPS HELPS CANDIDATES ALIGN THEIR RESPONSES DURING THE ASSESSMENT WITH COMPANY CULTURE.

REVIEW FINANCIAL CONCEPTS AND PRODUCTS

BRUSHING UP ON FUNDAMENTAL INVESTMENT PRODUCTS, PORTFOLIO MANAGEMENT PRINCIPLES, AND CURRENT MARKET TRENDS IS ESSENTIAL. CANDIDATES SHOULD BE COMFORTABLE DISCUSSING VARIOUS FINANCIAL INSTRUMENTS AND STRATEGIES.

PRACTICE SITUATIONAL JUDGMENT TESTS

ENGAGING IN PRACTICE TESTS THAT SIMULATE WORKPLACE SCENARIOS CAN IMPROVE DECISION-MAKING SKILLS AND HELP CANDIDATES FAMILIARIZE THEMSELVES WITH THE ASSESSMENT FORMAT.

DEVELOP TIME MANAGEMENT STRATEGIES

SINCE THE ASSESSMENT IS TIMED, PRACTICING EFFICIENT TIME ALLOCATION FOR ANSWERING QUESTIONS AND COMPLETING SIMULATIONS IS RECOMMENDED.

SIGNIFICANCE OF THE ASSESSMENT IN THE HIRING PROCESS

THE DAY IN THE LIFE ASSESSMENT EDWARD JONES INCORPORATES PLAYS A CRITICAL ROLE IN IDENTIFYING CANDIDATES WHO POSSESS THE PRACTICAL SKILLS AND MINDSET REQUIRED FOR THE FINANCIAL ADVISOR POSITION. IT COMPLEMENTS TRADITIONAL INTERVIEWS BY PROVIDING OBJECTIVE INSIGHTS INTO HOW APPLICANTS MIGHT PERFORM ON THE JOB.

ENHANCING CANDIDATE SELECTION ACCURACY

BY SIMULATING REALISTIC JOB SCENARIOS, THE ASSESSMENT ENABLES EDWARD JONES TO EVALUATE CANDIDATES BEYOND RESUMES AND INTERVIEW RESPONSES, THEREBY ENHANCING THE ACCURACY OF HIRING DECISIONS.

REDUCING TURNOVER AND IMPROVING FIT

EFFECTIVE ASSESSMENT HELPS ENSURE THAT NEW HIRES ARE WELL-SUITED TO THE ROLE AND COMPANY CULTURE, REDUCING TURNOVER RATES AND CONTRIBUTING TO LONG-TERM EMPLOYEE SATISFACTION AND SUCCESS.

REFLECTION OF EDWARD JONES' WORK ENVIRONMENT

THE DESIGN AND CONTENT OF THE DAY IN THE LIFE ASSESSMENT EDWARD JONES ADMINISTERS REFLECT THE FIRM'S COLLABORATIVE, CLIENT-CENTERED WORK ENVIRONMENT. THE SCENARIOS AND SKILLS TESTED EMPHASIZE QUALITIES SUCH AS RELATIONSHIP-BUILDING, ETHICAL CONDUCT, AND RESPONSIVENESS.

CLIENT-CENTRIC APPROACH

EDWARD JONES PRIORITIZES PERSONALIZED SERVICE, AND THE ASSESSMENT MIRRORS THIS BY FOCUSING ON CLIENT INTERACTION AND COMMUNICATION SKILLS, HIGHLIGHTING THE IMPORTANCE OF EMPATHY AND UNDERSTANDING.

COLLABORATIVE TEAM DYNAMICS

THE ASSESSMENT ALSO TOUCHES ON TEAMWORK AND COORDINATION, REFLECTING THE FIRM'S EMPHASIS ON SUPPORTING COLLEAGUES AND WORKING COLLECTIVELY TO MEET CLIENT NEEDS.

COMMITMENT TO PROFESSIONAL EXCELLENCE

THROUGH EVALUATION OF TECHNICAL KNOWLEDGE AND ETHICAL JUDGMENT, THE ASSESSMENT UNDERSCORES EDWARD JONES' DEDICATION TO HIGH PROFESSIONAL STANDARDS AND COMPLIANCE WITH INDUSTRY REGULATIONS.

FREQUENTLY ASKED QUESTIONS

WHAT IS A DAY IN THE LIFE ASSESSMENT AT EDWARD JONES?

A DAY IN THE LIFE ASSESSMENT AT EDWARD JONES IS A PRE-EMPLOYMENT EVALUATION DESIGNED TO SIMULATE TYPICAL TASKS AND SCENARIOS THAT CANDIDATES WOULD ENCOUNTER AS A FINANCIAL ADVISOR, HELPING THE FIRM ASSESS SKILLS, DECISION-MAKING, AND SUITABILITY FOR THE ROLE.

HOW LONG DOES THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES TYPICALLY TAKE?

THE DAY IN THE LIFE ASSESSMENT USUALLY TAKES AROUND 2 TO 3 HOURS TO COMPLETE, DEPENDING ON THE CANDIDATE'S PACE AND THE SPECIFIC EXERCISES INCLUDED.

WHAT TYPES OF TASKS ARE INCLUDED IN EDWARD JONES' DAY IN THE LIFE ASSESSMENT?

TASKS MAY INCLUDE ROLE-PLAYING CLIENT MEETINGS, FINANCIAL PROBLEM-SOLVING EXERCISES, SITUATIONAL JUDGMENT TESTS, AND COMMUNICATION SKILLS EVALUATIONS TO MIMIC REAL ADVISOR DUTIES.

HOW SHOULD I PREPARE FOR THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES?

PREPARATION INVOLVES RESEARCHING EDWARD JONES' VALUES AND SERVICES, PRACTICING FINANCIAL ADVISING SCENARIOS, BRUSHING UP ON CLIENT COMMUNICATION SKILLS, AND FAMILIARIZING YOURSELF WITH COMMON FINANCIAL PRODUCTS.

IS THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES CONDUCTED ONLINE OR IN-PERSON?

THE ASSESSMENT CAN BE CONDUCTED EITHER ONLINE OR IN-PERSON, DEPENDING ON THE LOCATION AND CURRENT COMPANY POLICIES; CANDIDATES ARE USUALLY INFORMED ABOUT THE FORMAT AHEAD OF TIME.

WHAT QUALITIES DOES EDWARD JONES LOOK FOR DURING THE DAY IN THE LIFE ASSESSMENT?

EDWARD JONES LOOKS FOR STRONG COMMUNICATION SKILLS, CLIENT-CENTRIC THINKING, PROBLEM-SOLVING ABILITIES, ETHICAL JUDGMENT, AND A PASSION FOR HELPING CLIENTS ACHIEVE FINANCIAL GOALS.

CAN I RETAKE THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES IF I DON'T PASS?

TYPICALLY, CANDIDATES MAY BE ALLOWED TO RETAKE THE ASSESSMENT AFTER A WAITING PERIOD, BUT POLICIES CAN VARY. IT'S BEST TO CHECK DIRECTLY WITH EDWARD JONES RECRUITMENT FOR SPECIFIC GUIDELINES.

HOW IMPORTANT IS THE DAY IN THE LIFE ASSESSMENT IN EDWARD JONES' HIRING PROCESS?

THE DAY IN THE LIFE ASSESSMENT IS A CRUCIAL PART OF THE HIRING PROCESS AS IT PROVIDES PRACTICAL INSIGHT INTO HOW CANDIDATES HANDLE REAL-WORLD ADVISOR RESPONSIBILITIES AND FIT WITH THE COMPANY CULTURE.

WILL I RECEIVE FEEDBACK AFTER COMPLETING THE DAY IN THE LIFE ASSESSMENT AT EDWARD JONES?

CANDIDATES MAY RECEIVE FEEDBACK ON THEIR PERFORMANCE AFTER THE ASSESSMENT, ALTHOUGH THE LEVEL OF DETAIL AND TIMING CAN VARY BASED ON THE HIRING TEAM'S PROCESS AND POLICIES.

ADDITIONAL RESOURCES

1. *DAY IN THE LIFE ASSESSMENTS: A COMPREHENSIVE GUIDE FOR EDWARD JONES ADVISORS*

THIS BOOK OFFERS AN IN-DEPTH EXPLORATION OF DAY-IN-THE-LIFE ASSESSMENT TECHNIQUES SPECIFICALLY TAILORED FOR EDWARD JONES FINANCIAL ADVISORS. IT COVERS PRACTICAL METHODS TO EVALUATE DAILY WORKFLOWS, IDENTIFY EFFICIENCY GAPS, AND IMPROVE CLIENT INTERACTIONS. READERS WILL FIND CASE STUDIES AND TEMPLATES TO IMPLEMENT ASSESSMENTS SEAMLESSLY WITHIN THEIR TEAMS.

2. *OPTIMIZING DAILY OPERATIONS AT EDWARD JONES: A DAY IN THE LIFE APPROACH*

FOCUSING ON OPERATIONAL EXCELLENCE, THIS BOOK GUIDES EDWARD JONES PROFESSIONALS THROUGH THE PROCESS OF ANALYZING DAILY ROUTINES TO STREAMLINE TASKS AND ENHANCE PRODUCTIVITY. IT EMPHASIZES THE IMPORTANCE OF UNDERSTANDING DAILY ACTIVITIES TO ALIGN WITH ORGANIZATIONAL GOALS. THE BOOK INCLUDES ACTIONABLE STRATEGIES AND REAL-WORLD EXAMPLES FROM EDWARD JONES OFFICES.

3. *EFFECTIVE TIME MANAGEMENT: LESSONS FROM DAY IN THE LIFE ASSESSMENTS AT EDWARD JONES*

TIME MANAGEMENT IS CRUCIAL FOR FINANCIAL ADVISORS, AND THIS BOOK DEMONSTRATES HOW DAY-IN-THE-LIFE ASSESSMENTS CAN REVEAL TIME-WASTING HABITS. IT PROVIDES TOOLS TO PRIORITIZE TASKS, DELEGATE RESPONSIBILITIES, AND REDUCE STRESS. EDWARD JONES ADVISORS WILL BENEFIT FROM PRACTICAL ADVICE TO MAXIMIZE THEIR TIME AND IMPROVE CLIENT SERVICE.

4. *UNDERSTANDING CLIENT INTERACTIONS: DAY IN THE LIFE ASSESSMENTS FOR EDWARD JONES ADVISORS*

THIS TITLE EXPLORES HOW DAY-IN-THE-LIFE ASSESSMENTS CAN BE USED TO ENHANCE CLIENT RELATIONSHIP MANAGEMENT. IT HIGHLIGHTS COMMON CHALLENGES FACED DURING DAILY CLIENT INTERACTIONS AND OFFERS SOLUTIONS TO INCREASE ENGAGEMENT AND SATISFACTION. THE BOOK ALSO DISCUSSES HOW TO TAILOR SERVICES TO INDIVIDUAL CLIENT NEEDS BASED ON ASSESSMENT INSIGHTS.

5. *IMPLEMENTING CHANGE THROUGH DAY IN THE LIFE ASSESSMENTS AT EDWARD JONES*

CHANGE MANAGEMENT IS A CRITICAL THEME IN THIS BOOK, WHICH EXPLAINS HOW DAY-IN-THE-LIFE ASSESSMENTS CAN DRIVE EFFECTIVE ORGANIZATIONAL CHANGE WITHIN EDWARD JONES. IT COVERS STRATEGIES TO IDENTIFY RESISTANCE POINTS AND DEVELOP TARGETED INTERVENTIONS. READERS WILL LEARN HOW TO USE ASSESSMENT FINDINGS TO FOSTER A CULTURE OF CONTINUOUS IMPROVEMENT.

6. *BOOSTING FINANCIAL ADVISOR PERFORMANCE: INSIGHTS FROM DAY IN THE LIFE STUDIES AT EDWARD JONES*

BY ANALYZING DAILY ACTIVITIES, THIS BOOK REVEALS KEY PERFORMANCE INDICATORS FOR EDWARD JONES FINANCIAL ADVISORS. IT PROVIDES GUIDANCE ON SETTING MEASURABLE GOALS AND TRACKING PROGRESS THROUGH ONGOING ASSESSMENTS. THE BOOK IS A VALUABLE RESOURCE FOR MANAGERS SEEKING TO ENHANCE TEAM PERFORMANCE AND CLIENT OUTCOMES.

7. *TECHNOLOGY INTEGRATION IN DAILY WORKFLOWS: A DAY IN THE LIFE PERSPECTIVE FOR EDWARD JONES*

THIS BOOK EXAMINES HOW TECHNOLOGY CAN BE INTEGRATED INTO THE DAILY ROUTINES OF EDWARD JONES EMPLOYEES TO IMPROVE EFFICIENCY. IT DISCUSSES COMMON TECHNOLOGICAL CHALLENGES UNCOVERED THROUGH DAY-IN-THE-LIFE ASSESSMENTS AND OFFERS PRACTICAL SOLUTIONS. READERS WILL GAIN INSIGHT INTO SELECTING AND IMPLEMENTING TOOLS THAT COMPLEMENT EXISTING WORKFLOWS.

8. *TRAINING AND DEVELOPMENT STRATEGIES USING DAY IN THE LIFE ASSESSMENTS AT EDWARD JONES*

FOCUSING ON PROFESSIONAL GROWTH, THIS BOOK EXPLAINS HOW DAY-IN-THE-LIFE ASSESSMENTS CAN IDENTIFY SKILL GAPS AND TRAINING NEEDS AMONG EDWARD JONES ADVISORS. IT PROVIDES FRAMEWORKS FOR DESIGNING TARGETED DEVELOPMENT PROGRAMS BASED ON REAL-WORLD DAILY ACTIVITIES. THE BOOK ALSO INCLUDES TIPS FOR MENTORING AND COACHING WITHIN THE FIRM.

9. *ENHANCING CLIENT EXPERIENCE: A DAY IN THE LIFE ASSESSMENT APPROACH AT EDWARD JONES*

THIS BOOK CENTERS ON IMPROVING THE CLIENT EXPERIENCE BY ANALYZING DAILY ADVISOR ACTIVITIES AND TOUCHPOINTS. IT OFFERS STRATEGIES TO REFINE COMMUNICATION, REDUCE WAIT TIMES, AND PERSONALIZE SERVICES. EDWARD JONES ADVISORS WILL LEARN HOW TO LEVERAGE ASSESSMENT DATA TO CREATE MORE MEANINGFUL AND SATISFYING CLIENT RELATIONSHIPS.

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