Two-Level Sort Instruction Template*

**Step 1** Sort into 2 stacks (by Proficiency)

Sub-sort:
Then group same color cards together and assemble into one pile

**Step 2** Lay out role cards and sort (by Preference)

- Major Role
- Secondary Role
- Minor Role
- Unwilling to Use in Work

**Step 3** Sort “No/Low Proficiency” cards for future skill development

* Permission is hereby granted to reproduce this page for use with clients in career counseling.