



**MONIKA RITSCHER-FORREST**

**SENIOR CLIENT PARTNER  
ARLINGTON'S YOUTH CAREER ASSESSMENT AND DEVELOPMENT  
PROGRAM**

Monika is a Senior Client Partner at Arlington Partners International, leading Arlington's Youth Career Assessment and Development Program.

Arlington's Youth Career Assessment and Development Program begins with an introductory one-hour interview with Monika Ritscher-Forrest and Lisa Heidman to gain an understanding of the background and needs of up and coming leadership talent.

This is followed by a Comprehensive Youth Career Assessment with Monika, including a battery of 3 – 5 assessments, which evaluates our youth clients in an objective way. Areas of focus include motivators, needs, abilities, interests, personality preferences, interpersonal and leadership style, strengths, and areas for development. They also include emotional Intelligence, a key component towards identifying areas of both strength and challenge in the real world. This assessment is useful in establishing career direction and matching abilities and personal style with career objectives.

A full occupational assessment will take 3 – 5 hours to complete and provides an indication of performance potential. Assessments are chosen from: Birkman Method, Career Values Scale, Watson-Glaser, Ravens, DAT assessments and Hogan's Emotional Intelligence questionnaire. This is followed by a 2-hour feedback session with Monika and a comprehensive customized summary report with recommendations for our youth client's personal development/coaching. Monika also works to develop their resume in a series of key meetings. Our youth clients will then have a one-hour follow up meeting with Monika to additionally identify strategies for actioning their assessment results. Finally, Monika and the youth client will loop back in with a meeting with Lisa to provide an overview of career objectives and possibilities.

For over 17 years Monika has enjoyed providing career management, assessment, coaching and career transition services to diverse sectors including financial services, pharmaceutical and healthcare, professional services, consumer package goods, retail and government. Monika's prior business experience includes extensive sales and program development within the financial service, food and health care sectors. Throughout her career, Monika has helped young leaders strengthen their relationships and project a clear brand to accelerate their careers and achieve the recognition they deserve.

With a passion for supporting the career goals, objectives and dreams of outstanding up and coming talent, Monika is exceptional at instilling confidence in emerging leaders. Monika has a Master's Degree in Education from the University of Toronto/OISE, specializing in Counseling Psychology and studies towards Master's degree in Business Administration at York University and a Bachelor of Arts (Psychology) from the University of Guelph.

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