Career Assessment Options

Anytime you change employers, there is an opportunity to assess your
situation and your future. Making a major career decision involves asking yourself a number of self-reflecting questions that determine what motivates you, where your skills and potential lie, and what you want out of life. This process is called career - or self-assessment. The outcomes of these assessments can be quite enlightening and are designed to help you choose a career goal or academic major that might suit you as an individual.

These assessments are not determiners of your fate, but they can help guide you toward wise choices. Think of them as personal quizzes, with no right or wrong answers. Try to block out norms of gender and culture. Be honest and think about how you truly act and think in most situations, and keep an open mind as you look at the results.

There are 5 main types of career-related self-assessments: Holistic, Personality, Skill, Interest, and Work Values. Below we break down each one.

1. Holistic Assessments

Holistic, or comprehensive assessments put together results from many different types of instruments and provide you with possible career choices based on those. They consider your education, work experience, ideal work environment, interests, and personality. By combining all these aspects, a holistic assessment builds a model representing who you are as a whole person, not just portraying one area. This way, these assessments hope to suggest a career match that will make you happy and lead to success.

Sokanu: Access this free, comprehensive assessment at www.sokanu.com

2. Personality Assessments

Personality assessments help you discover the types of careers that may suit your specific natural traits. Based on these, they can also suggest what might make you a strong candidate for a job. Once you know and understand these traits, you can highlight them on your resume and in your cover letters and interviews.

Myers Briggs: The Myers Briggs Type Indicator (MBTI) is a thorough personality assessment that categorizes you into one of 16 personality types, based on four different dimensions: Extrovert-Introvert (where you gain energy), Intuitive-Sensing (how you process information), Thinking-Feeling (how you make decisions), and Judging-Perceiving (how your world is structured). These are not binary, either-or characteristics but a continuum, and the goal is to show you what your tendencies are.

A free, shorter version of the MBTI assessment is at 16 Personalities—**www.16personalities.com**. If you score close to 50% on more than 2 dimensions, keep in mind that your results may not be completely accurate. Once you learn your type, find more information on careers that suit your personality at **www.truity.com**. Remember, one's personality can adjust over time. If you have taken the MBTI before, try it again to see if your results have adjusted.

Keirsey Temperament Sorter: The Keirsey Temperament Sorter is MBTI-based assessment —in a shorten, condensed form. Just ask a career counselor to give it to you. There is also a free online version, but it only sorts you into one of 4 temperaments: **www.keirsey.com**

3. Work Values

The best career choices also take your values into consideration. Values are your beliefs about what is important or desirable. Working at a job that seems to contradict who you are as a person often leaves you frustrated and discouraged. A work values assessment considers what in a job is most important to you in six different categories: achievement, recognition, relationships, support, working conditions, and independence.

Work Importance Profiler: Take a free, 21-question assessment here: **www.cacareerzone.org**

Career Assessments Options, cont'd

4. **Skill Assessments**

   Skills develop through training and experience. Your skills make up abilities and tasks in which you excel, and are predictors of high performance at a job in the future. Skills fall into two categories: hard (technical) and soft (non-quantifiable, people-related) skills. Both are critical to your success. Skills assessments are useful, especially if you want to predict how your skills in one field could transfer into another industry.

   Skills Matcher: This free assessment, from the Career OneStop, addresses your skill level in different areas:
   www.careeronestop.org/toolkit/Skills/skills-matcher-questions.aspx

   Skills Profiler: This free assessment, similar to the Skills Matcher, asks slightly different questions:
   www.cacareerzone.org/

5. **Interest Assessments (based on Holland Codes)**

   These assessments allow you to see how your interests can be used to make future work choices. They are based on the Holland Codes (Google "John Holland" to learn more). These codes classify work into job categories, interest clusters and work personality environments. The work themes are divided into: Social, Artistic, Investigative, Realistic, Conventional, and Enterprising. You will discover your top 3 Holland codes and which careers fit them.

   O*NET Interest Profiler: O*NET's profiler is a family of tools. There is a shorter and longer version. Each can be taken online or on paper. The web version is also available in Spanish. **www.onetcenter.org/IP.html**

   Holland Code Quiz from Rogue Community College: You can learn more about the Holland Codes and take a quiz that asks you about both your interests and your personality at this website:
   www.roguecc.edu/Counseling/HollandCodes/about.asp

   Interest Profiler: On Career Zone, you can choose to take this free assessment in 3 different formats: 30-question, 60-question, or 180-question, depending on how detailed you want to be. **www.cacareerzone.org**

   Quick Assessment: If you think that you are fully self-aware and don't need a longer assessment, you can also do a fast version of the Holland Code instrument here: **www.cacareerzone.org**

What's next?

Once you have taken the career assessments that interest you, narrow down your goals to a select few careers. Research them using the following websites, and conduct some informational interviews with people in those jobs to get a clearer picture of each career or occupation.

O-Net Online: O-Net is a well maintained site from the U.S. Department of Labor which is updated annually. It contains national and local salary information, typical task and skill expectations, and educational requirements for each career: **www.onetonline.org**

Bureau of Labor Statistics: Find more local, specific, current government data about your careers of interest here. Although the website states that this data is for the Hayward-Oakland-Berkeley Metropolitan Area, it actually covers Alameda and Contra Costa Counties, and provides information on job growth and average salaries.
www.bls.gov/oes/current/oes_36084.htm

Salary.com and Glassdoor.com: Find local salary data about a job title or company at **www.salary.com** or **www.glassdoor.com**

For suggestions about informational interviews, see our
"Networking and Informational Interviews" tip sheet.

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