

Assess it

Self-Assessment Tools

Self-assessment is foundational to career exploration and is a primary step in the development of a plan to career. Self-assessment tools are available to help students identify key aspects of an individual's personality, abilities, interests, values, and experiences; otherwise known as the *career self-concept*. Super (1990) posits that successful career development is in part attributed to a person's ability to identify and implement their career self-concept. The following are self-assessment tools and resources available to help students identify their career self-concept.

Self-Assessment Tools

Self-assessment is foundational to career exploration and identifying your *Career Self-Concept* (PAIVE)

Identifying and implementing your career self-concept can foster success when there is alignment between a Job and your *career self-concept* (PAIVE):

- *Personality*
- *Abilities*
- *Interests*
- *Values*
- *Experiences*

You can identify your career self-concept through introspection, help from a career counselor, and/or use of an number of diagnostic tools such as:

- [Myers-Briggs Type Indicator \(MBTI\)](#)
- [Strong Interest Inventory](#)
- [Clifton Strengths Assessment](#)
- [16 Personalities](#)
- [CareerOneStop Self-Assessments](#)
- [GPS LifePlan](#)
- [O*NET Career Exploration Tools](#)

Once you have a better understanding of your career self-concept, you can proceed to identify internships, jobs, industries, and career opportunities that align with you personality, abilities, interests, values, and experiences to experience a greater chance of satisfaction.

What you learn about yourself...

Personality

Who you are is essential to what and why you do what you do. Knowing your personal characteristics, preferences, and patterns of thinking, feeling, and behavior can help determine preferred work environment, leadership style, and provides insights to your individual strengths and talents.

Abilities, skills, and talents

Abilities and skills, like written and verbal communication, interpersonal, decision-making, problem-solving, organizational, and the ability to analyze information are well sought by employers and academe alike. Some individuals are specifically talented in certain areas. But skills and talents can be overlooked by prospective employers, graduate schools, or others if not clearly articulated. Identify your skills and talents so that they become inherent to your career preparation.

Interests

What do you like? Your interests may be identified by simply taking the time to address what you like. Your interests are key to identifying career choices as people tend to seek careers that are compatible with their interests.

Values

Understanding your personal and work values is important to successful career exploration and planning. Having a clear understanding of your values and how your values align with those of a prospective work or academic environment is fundamental to career satisfaction. Assess your values and how they affect career-choices.

Experience, culture, and environment

Experience informs you of preferred cultures, environments, and endeavors you consider meaningful and worth your effort. Culture refers to the collective beliefs, values, and behavior of an organizational body. Environment refers to the physical, spatial, and location and distribution of an organizational body. Factors like dress-code, work-hours, office-space, flexibility, work-life balance are often influenced by both culture and environment. Learn the culture and environment of a prospective employer or school during your initial research.

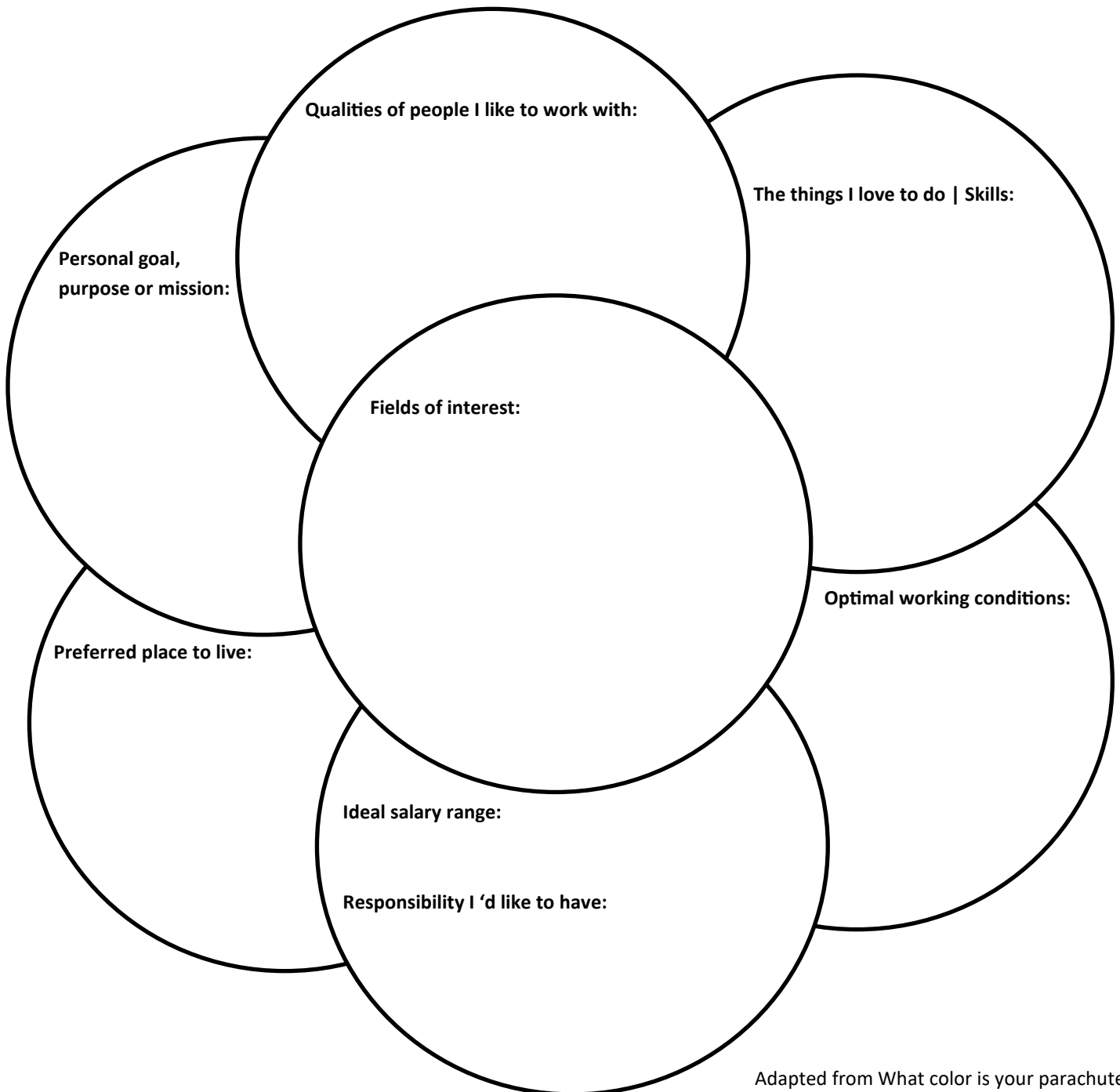
Decision Making Matrix

1. Complete steps 1 – 4 in the table below
2. Use Self Assessments on the Career Pathways site for your research.
3. Self-awareness is an on-going process; change your ratings if the rankings don't feel right.
4. If you have a tie in total ratings, make a choice between the two and rank the tie so you don't have two careers with the same ranking.

<u>Career/Major</u>	1.	2.	3.	4.	5.
<u>Position/Company/Etc.</u> Choose 5 areas. 3-4 should be main choices 1-2 outside the box					
<u>Skills:</u> Do you have or can you learn the skills required? Consider the skills you prefer using					
<u>Interests:</u> Do you have a history of interest in this area or a related area (preference for working with people, things, ideas, and data)?					
<u>Realities:</u> Factors outside of you which influence your decision: time to graduate, salary, family, advancement, labor market (Look at Outlook, Earnings, & Areas of Study).					
<u>Temperament:</u> Personality traits: i.e. creative, practical, extrovert, logical, etc. (Look at Working Conditions).					
<u>Work Values:</u> Prestige, variety, creativity, leadership, high achievement, physical activity, purposeful, independence, work w/ mind					
Step 3. Add your scores →					
Step 4. Rank your results → (highest:					

The Flower Self-Assessment Exercise

The Flower Exercise is a self-assessment exercise created by Rich Feller, Professor of Counseling and Career Development at Colorado State University and Richard N. Bolles, best-selling author of *What color is your parachute: A practical manual for job-hunters and career-changers*. The exercise helps individuals assess skills, personal goals, and purpose (or mission). Also, identify interests, salary and responsibility preferences, and social/ work/ and living environment preferences. The Flower exercise is adapted here to help the individual focus time and energy towards career prospects that align with their self-concept. Complete and fill-in each area to the best of your ability:



Adapted from What color is your parachute.
The Flower. © Richard N. Bolles . 2013