
Personal Assessments for Career Selection

Introduction

The purpose of this document is to identify a number of useful career assessments at moderate prices that can be used by an individual in their job search to:

- Identify their “Personal Interests”
- Identify their “Personality Type” (e.g. Extroverted vs. Introverted, Objective vs. Subjective)
- Measure their “Interpersonal Needs”

The feedback available from multiple assessments can assist the person in career transition to identify, ahead of time, the type of future position they would be interested in and would perform well in.

Assessment Resources

1) “What Color is Your Parachute” book by Richard Boiles

- Still the best selling job hunting book in the world, “WHAT COLOR IS YOUR PARACHUTE?” is the most complete guide for first-time job seekers as well as second and encore careers changers.
- For more than three decades, it remains a mainstay on best-seller lists, from Amazon.com to Business Week to the New York Times, where it has spent more than six years, and it has been translated into 20 languages. The 2009 edition is an even more useful book, with its updated, inspiring, and detailed plan for changing readers' lives.
- It is ranked as #195 of all best selling books at Amazon.com
- Richard Boiles website for people in job search is: www.jobhuntersbible.com

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Rules About Taking Career Tests

Richard's thoughts on test include:

- No test can measure you. It can only describe the family to which you belong. Tests tend to divide the population into what we might call groups, tribes, or families - made up of all those people who answered the test the same way you did.

It all comes out as: "You are an ISFJ". Or, "You are an SAE", or "You are a 'Blue'".

The results are an accurate description of that tribe, that family of people, in general; but may or may not be true in every respect of you. You may be exactly like that group, or you may be different in important ways.

- You are unique, and are like nobody else on earth
- Don't pre-determine how you want the test to come out. Stay loose and open to new ideas. It's easy to have an emotional investment that the test should come out a certain way
- You're looking for clues, hunches, or suggestions, rather than for a definitive picture that tells you exactly what you should do with your life. And bear in mind that an online test isn't likely to be as insightful as one administered by a qualified psychologist or counselor, who may see things that you don't
- Take several tests and not just one. One may easily send you down the wrong path. Three different tests can offer a more balanced picture or a more balanced set of clues
- Finally, don't try to force your favorite online tests on your friends. You may take a particular test, think it's the best thing since the invention of the wheel, and try to "Sell" it to everyone you meet. Don't!

Just because it worked well for you does not mean it will work well for them. If you ignore this, your friends will start running when they see you coming.

As a corollary to this, it might be fun to talk with your friends about the results of qualitative tests, but do not compare scores for quantitative tests; IQ is a classic example. One person's score will always be higher; it's not a situation that brings out the best human qualities.

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Assessments listed by Richard Boiles in his 2009 volume of “What Color is Your Parachute” include:

A) Online Personality & Traits Tests

Chicago Tribune columnist Carol Kleiman has pointed out, it is important that your future job or career fit your personality.

You will find a list of personality and traits tests at:

www.jobhuntersbible.com/counseling/sec_page.php?sub_item=047

B) Online Careers Tests

You will find a list of online career Tests at:

www.jobhuntersbible.com/counseling/sec_page.php?sub_item=048

C) Transferable Skills Tests

Transferable skills means that you are defined not by your job title, but by the skills that you possess, which are transferable from, and to, any occupation you may happen to be involved in at the moment.

You will find a list of transferable skills tests

www.jobhuntersbible.com/counseling/sec_page.php?sub_item=049

2) Carolyn Kalil’s True Colors Test

Carolyn Kalil’s website describing her book: “Follow Your True Colors to the Work You Love” is at:

www.truecolorscareer.com

Her online quiz is at:

www.truecolorscareer.com/quiz.asp

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3) Dr. John Holland's Self Directed Search - \$9.95

The Self Directed Search (SDS) is a simulated career counseling experience. Based on Dr. John L. Holland's RIASEC theory that both people and work environments can be classified according to six basic types:

1. Realistic
2. Investigative
3. Artistic
4. Social
5. Enterprising
6. Conventional

The SDS enables individuals to choose careers and fields of study that best match their self-reported skills and interests. Extensive research has shown that people whose job and work environments most closely match their personal style and interests tend to consider themselves satisfied and successful with the occupational choices they have made.

The SDS Form R is an easy-to-use, comprehensive career exploration tool that allows people to gain insight into the world of work and, with their new self-understanding, discover an occupational "match."

Individuals answer questions about their aspirations, activities, competencies, occupations, and other self-estimates and discover occupations that best fit their interests and skills.

- The test yields a 3-letter Summary Code that designates the three personality types an individual most closely resembles
- Normative data derived from a nationally representative sample of 2,602 students and working adults.

See:

www.self-directed-search.com

Additional Career Development tests are available at:

www3.parinc.com/products/productlist.aspx?SubjectCode=O&Description=Career%20Development%20and%20Business

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4) Personality Desk

The website's founder, Molly Owens states:

"I founded PersonalityDesk.com in 2006 to offer a convenient solution to people who are looking for a better way to find a career they love. We provide personality and interest assessments that have been extensively researched and scientifically validated, to provide you the best and most accurate information for your career search."

This is a useful site in that it offers some of the better know tests including:

- Strong Interest Inventory® Interpretive Report - \$59.00
- Myers-Briggs® Career Report - \$59.00
- FIRO-B® Report for Organizations - \$49.00
- MBTI® Step II Interpretive Report - \$79.00
- Career Transition Package which includes:
 - Strong Interest Inventory + Myers-Briggs + FIRO-B - \$119.00

See: www.personalitydesk.com

5) SSI Career Profile - \$39.95

The Birkman Method is a way of measuring human characteristics and behavior. It can't tell you much about your personality, your sense of humor, or what clothes you will like.

But it CAN tell you a lot about what motivates you, how you can deal with stress, and how well you work (or not) with others. It can also determine what sorts of things interest you in general.

See: www.ssicareerzone.com

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6) Skills Profiler - Free

The Skills Profiler steps you through a series of forms that allow you to identify skills and activities you have used on the job or elsewhere. This leads to a customized Skills Profile that includes:

- A summary of identified skills and work activities
- A list of occupations matched either to skills or work activities
- A link to Occupation Profiles for more detailed occupation information, as well as links from there to the Employer Locator for names of employers in their area
- A "Compare to Another Occupation" feature that identifies similarities and differences between the selected occupation and another occupation of interest.

You can use your Skills Profile to:

- Prepare for interviews
- Write resumes and cover letters
- Explore further career paths and training options.

The State of Minnesota offers the Skills Profiler test at:

www.acinet.org/skills/default.aspx

7) CareerOneStop

CareerOneStop is a U.S. Department of Labor-sponsored Web site that offers career resources and workforce information to job seekers, students, businesses, and workforce professionals to foster talent development in a global economy. It includes:

America's Career InfoNet helps individuals explore career opportunities to make informed employment and education choices. The Web site features user-friendly occupation and industry information, salary data, career videos, education resources, self-assessment tools, career exploration assistance, and other resources that support talent development in today's fast-paced global marketplace.

See website home page at: www.CareerInfoNet.org

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See their list of Assessments at:

www.careeronestop.org/Audience/Professionals/CCA/Assessments.aspx

8) The Riley Guide

The Riley Guide introduces you to the online job search, listing many online sites and services that are useful for your job search. We do not post jobs nor resumes but instead point you to the places that do.

To access The Riley Guide see: www.rileyguide.com

For a list of Self-Assessment Resources, see: www.rileyguide.com/assess.html

9) Campbell™ Interest and Skill Survey (CISS) - \$17.95

The CISS uses targeted questions and analysis to help you understand how you fit into the world of work. After you've completed the 320-question survey, your results will be compared to the results of people who are successfully employed in the fields you're interested in.

Nearly 60 occupations will be covered in your personalized report. What's more, your report will include a comprehensive career planner to help you interpret the results and plan for your new career.

To begin the assessment,

See: www.usnews.com/usnews/edu/careers/cciss.htm

10) IPAT Assessments - www.ipat.com

Qualified professionals use IPAT assessments and interpretive reports for employee screening, selection, and placement; management development; outplacement consulting; clinical counseling; career guidance; teamwork development; couple's counseling; and more. The narrative and score reports provide rich personality and behavioral insights to help guide more informed people decisions.

See their test offerings in the Career & Outplacement Counseling Section of their website at:

www.ipat.com/assessment_tools/career_counseling/Pages/default.aspx

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11) CPP - www.cpp.com

CPP's assessments, including the Myers-Briggs Type Indicator® (MBTI®) and the Strong Interest Inventory® instruments, provide time-tested and research-validated insights to help your clients students in their search for rich, fulfilling careers.

To see a complete list of CPP's assessments,

see: www.cpp.com/products/index.aspx

To see sample reports for each of these tests so that you better understand how the deliverable may assist you,

see: www.cpp.com/SampleReports/reports.aspx

12) Quintessential - www.QuintCareer.com

Quintessential Careers is the ultimate career, job, and college site, offering comprehensive free expert career and job-hunting advice (through articles, tools, tips, samples, and tutorials), as well as links to all the best job sites.

Special sections for teens, college students, and all other job-seekers (by industry, geography, and job-seeker type) make this site a comprehensive resource for all.

Our mission is to provide the content and motivation to empower people to achieve their educational goals, find their true career passion, and obtain their ideal job.

See their "Career Assessment Tools & Tests" at:

www.quintcareers.com/career_assessment.html

13) TestingRoom - www.testingroom.com/logon.jsp

See sample reports for three of their tests at:

www.testingroom.com/logon.jsp

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14 Birkman Method - \$475

Your Birkman assessment package will include:

- Access to the online questionnaire
- Your 40-50 page report
- A 60-90 minute one-on-one consultation either in person or by phone with a Certified Birkman Consultant
- The experienced Consultant will explain your Birkman report and use this time to assist you personally or professionally

Website: www.birkman.com/consultantReferral/crp_indi-info.php

Home Page: www.birkman.com

15) Q & A - Margaret Dikel On Online Assessment Strategies

See Margaret's biography at: hwww.rileyguide.com/mfdikel.html

Introduction

Plato said "Know Thyself" and given all the free and inexpensive assessments available today on the web, it's never been easier to follow his advice. We talked to Margaret Dikel, the author of the first online job guide, The Riley Guide (rileyguide.com), about these online tools. Margaret has been reviewing online career resources for the last ten years.

Q? What advice would you give to someone thinking about using online tests?

A! First, let's call them assessment tools. "Test" usually gives the impression that there's a right answer and a wrong answer for each question. These tools only want you to learn about yourself.

Q? Who is best served by these assessment tools?

A! Assessments are good for people considering a change, either in occupation or path as well as job seekers. In some cases, assessments can help someone who may be having a communication problem at work, but is otherwise happy in his or her job.

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Q? What should you look for in a test?

A! Look for authority and validity. Authority means that the person or organization who developed the tool has a background in psychology and/or counseling. Validity means the tool has been tested on different populations to be sure it's useful.

You'll see tools which say they are for a particular purpose. You'll also see many tools that are based on the work of John Holland, a pioneer in this field.

Q? Any warnings?

A! While all of these tools can be used and the results understood by an individual, a counselor may be useful if you do not understand what you are reading or if you have more questions after reading the report than you did before taking the assessment.

Also trust your gut. If you try a tool and the answer it gives you seems way off the mark, set it aside and try another one. Read privacy policies to be sure your answers or personal info will not be shared with others.

Finally, understand how your results will be delivered: online, by mail, or even through an interpretive session with a counselor or trainer.

Q? What are your top five online tests?

A!: 1) Skills Profiler - www.acinet.org/acinet/skills_home.asp

Free and great for persons entering the workforce, students considering potential careers, or persons considering a career switch.

2) The Career Key - \$9.95 - www.careerkey.org/english

Free. It measures skills, abilities, values, interests, and personality, identifying promising jobs and giving information about them.

3) Keirseley Temperament Sorter - www.keirseley.com

Free. Helps people understand their traits, motivations, and behaviors (simpler tool than Myers-Briggs)

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4) Self-Directed Search (SDS) - \$9.95 - www.self-directed-search.com

The SDS helps you to identify careers that should be highly satisfying to you based on your skills and interests.

5) Campbell Interest and Skill Survey (CISS) - \$18.00

www.pearsonassessments.com/ciss.aspx

The Campbell Interest and Skill Survey (CISS) measures self-reported vocational interests and skills. Similar to traditional interest inventories, the CISS interest scales reflect an individual's attraction for specific occupational areas.

Summary

The best part of these tools is that you won't only learn a lot about yourself, you can have fun doing it!

16) Career Counselors

A list of Master Career Counselors and Master Career Development Professionals in your state can be accessed at the web site of The National Career Development Association (NCDA) at:

www.ncda.org

Telephone: 918-663-7060

Fax: 918-663-7058

Toll-free: 866-367-6232

You can click on "Find A Counselor" at:

http://associationdatabase.com/aws/NCDA/pt/sp/consumer_find