

## **What are Assessments, Why Do Them and Where to Start**

Assessments related to career/educational planning are tools to assist you in taking time to think about who you are and what is important to you (for example: values, interests, personality, skills, etc.) as you identify and consider your options to make decisions about your next steps. Doing assessments will not answer all of your questions (nor are they meant to!) however they can help you look at things from a different perspective, highlight information that you may have overlooked or not been consciously aware of, and increase your confidence in planning for your future!

It is important to avoid basing a decision about your career or educational pathway on the results of only one assessment (e.g. an interest survey that recommends a 'top job' for you!) as many variables go into this type of planning process. Instead, compile and compare results from various assessment tools – always keeping your unique needs and perspective in mind. Look for patterns, think about what you agree and disagree with in the results (no assessment will be 100% accurate for every person) then create a framework that captures and organizes what is important for you to keep in mind as you focus your further education and career research.

There are many different assessments available and it is important to use reliable, validated tools - so it can be hard to know where to get started! With that in mind, the following section has some suggestions for you!

## **Building a Firm Foundation by Assessing Your 'VIPs'!**

Discovering your full potential means learning more about yourself. When you learn more about yourself you enhance your personal and professional growth.

The first step on your career journey is to identify and recognize your:

- values (personal principles or standards)
- interests (things that hold your attention or excite your curiosity)
- personality type (distinguishing features of a person's character)
- skills and abilities (developed talents or quality of being able to do something)
- strengths and limitations (strong or valuable attribute; shortcomings)
- hopes and dreams (wishes or desires; deep aspirations)

A great place to start discovering your potential is with some self-assessment activities. Here are some excellent resources to get you going!

## Self-Assessments

- Career Cruising (Matchmaker Interest and Skills survey)  
<https://public.careercruising.com/en/>
  - User id: conestoga Pswd: careers
- Holland Code Assessment (vocational personality type)  
<http://www.roguecc.edu/Counseling/HollandCodes/test.asp>
- Keirsey Temperment Sorter (personality assessment)  
<https://www.keirsey.com/>

## Experience Profile Self-Reflection Technique

Another approach is to complete an experience profile. An experience profile helps you capture, organize and review patterns and themes that develop over time and that reflect your vocational identity. It is a terrific tool to create a frame of reference and keep track of your career journey. To try this technique use our Experience Profile tip sheet!

## Reminder

Self-assessments are a valuable process to go through and can assist you in increasing your self-knowledge, developing focus, as well as generating and researching options. Always consider and analyze results from your own unique perspective!

**For more help, book an appointment with a Career Advisor through the myCAREER office!**