

# Career Self-Assessments

Self-assessment plays a crucial role in the process of career planning and development. While it is most often viewed as the first step in career planning, self-assessment is something to consider periodically during all stages of your formal education and working life. It is likely that you have already begun to distinguish yourself with a track record of high achievement. For many ambitious and directed students, the process of self-assessment can be uncomfortable as well as rewarding – while it will probably help you affirm what truly engages you, it may also lead you to reconsider some of the factors that have informed your educational and career choices to date.

## WHAT IS A SELF-ASSESSMENT?

- Typically, the process of self-assessment includes identifying your 1) *interests*, 2) *values*, and 3) *skills* – especially those you enjoy and would like to develop. You then ascertain how they affect or can be applied to various aspects of working life such as:
  - **Work Environment** – this includes several factors: a) the physical attributes of the work space (e.g. aesthetics, safety); b) sociological and organizational aspects (e.g. organization size, structure, culture); c) people (e.g. colleagues and clients)
  - **Lifestyle Implications** – this includes considerations such as income, benefits, security, prestige, autonomy, working hours, flexibility, pressure, and commute
  - **Job Tasks/Skills** – your function in an organization and the tasks you perform (e.g. marketing, production, human resources, management)
  - **Profession/Field** – the substantive mission or service of an organization, your general career field

## SELF-ASSESSMENT TOOLS THE CDC OFFERS

- **Myers-Briggs Type Indicator (MBTI)** (\$10 fee) – a paper-pencil inventory designed to assess your personality type and associated strengths and weaknesses. Careers that are particularly suited for each of the 16 types are emphasized. Meet with a career counselor if you are interested in taking this assessment
- **Strong Interest Inventory** (\$15 fee) – a web-based questionnaire that compares your interests with the population in general and with people working in a large number of careers. Meet with a career counselor if you are interested in taking this assessment
- **Focus2** (FREE) - Go to the following URL: <https://www.focuscareer2.com/Portal/Login.cfm?SID=606> to create an account and begin. The access code for our school is: brown. Take the five assessments under the "Self-Assessment" section (Work Interest Assessment, Personality Assessment, Skills Assessment, Values Assessment, Leisure Interest Assessment). The rest is up to you.

## WHAT'S NEXT?

- Once you've completed a self-assessment, you'll have lots of information about yourself and potential concentrations and careers, as well as many questions. We encourage you to meet with a career advisor to discuss and interpret the results and help guide you towards the next steps. To schedule an appointment, please call 401.863.3326.
- With the results of this self-assessment, and a consultation with a career advisor, you will have detailed information about possible options and a good, objective baseline from which to conduct a strategic exploration and search.