

ALUMNI ASSOCIATION OF THE UNIVERSITY OF MICHIGAN

# CAREER ASSESSMENT GUIDE



# INTRODUCTION

At some point, we've all pondered the question, "What career is best for me?" Whether you are just starting in your career journey or looking for a fresh new start, trying to find an answer to this question can be daunting. Luckily, there are a plethora of self-assessments available to assist you. Let's be clear, these assessment tools are not a Magic 8 Ball. They can't see into the future and tell you exactly what your career should be. However, they can help guide you by considering your values, interests, skills, goals, personality traits, and other competencies to help you discover which occupational field and career path best suits you. Assessments can also reveal potential challenges you could face and help you learn about your working style and the type of working environment you'd thrive in. This information should provide a more nuanced and complete picture for self-awareness and career direction.

While some test results may reaffirm what you already know about yourself, they can reveal new information. It may also be helpful to take more than one assessment to confirm and validate results from previous assessments.

Disclaimer: These assessments are for educational and/or personal purposes only and should not be used as diagnostic instruments. You should view the inferences you find within these results with unbiased consideration. Some of these assessment tools may require the help of a qualified professional to ensure the results are interpreted correctly and usefully.



Career exploration and self-understanding are often the most useful yet underutilized aspects of a job search. Lack of clarity in this phase impacts all subsequent stages, including resume, interviews, negotiation, and even lifelong career advancement.

## 1 | VALUES & BELIEFS

These assessments help you understand what core values and beliefs matter to you. These things don't usually change, but they can depending on your stage in life.

- **Core Values Index™ (FREE)** An online assessment that bypasses personality and behavior to reveal your unchanging motivational drivers and how you contribute to the world around you. The [full assessment](#), which includes a detailed report, is available for purchase.
- **Harrington-O'Shea Career Decision-Making System (CDM) (\$)** The award-winning Career Decision-Making® System-Revised (CDM®-R) provides a self-scored assessment that helps you identify your occupational interests, values, and abilities.

## 2 | PERSONALITY & SKILLS

These assessments help you understand and describe your *preferences* in a work setting based on your personality traits. They help you in identifying specific *skills* or *sets of skills* that you may not have yet discovered.

- **Myers Briggs Type Indicator Online Careers (\$79.95)** One of the more widely known assessments. Helps you find career satisfaction by matching your MBTI® results to occupations that best fit your unique personality, and predicting how likely it is that you'll be satisfied in those occupations.
- **Type Finder Personality Test (FREE)** This test is based on the Myers-Briggs personality assessment. It measures your preferences on the four dimensions of personality type, as well as 23 more detailed facets of type to personalize your results.
- **Sokanu (FREE)** Tests four different dimensions to find the perfect career match for you. The four different areas measure your interests, personality, workplace preferences, and your career history and goals. It will match your personality with career models taken from job sites and industry brochures, providing you with the most suited career match.
- **The Big 5 Personality Tests (FREE)** A series of personality tests based on the Big Five model. The five major dimensions of personality are: Openness, Conscientiousness, Agreeableness, Extraversion, and Neuroticism.
- **MAPP Test (\$)** Designed to assess which career path is the right one for you based on your skills and personality. You will receive five top career matches for free when you take the assessment. You'll have to pay a one-time fee if you want more comprehensive results.
- **Holland Code (FREE)** A personality assessment that focuses on career choice; it will group you into one of six occupational categories:
  - Realistic – including activities such as building, working outdoors, and fixing things.
  - Investigative – including activities such as thinking, researching, and experimenting.
  - Artistic – including activities such as creating, designing, and expressing things.
  - Social – including activities such as helping, teaching, and encouraging.
  - Enterprising – including activities such as persuading, leading, and selling.
  - Conventional – including activities such as organizing, categorizing, and recording.
- **Keirsey Temperament Sorter (FREE)** This assessment divides people into four temperament groups: Guarding; Idealist; Rational; Artisan.

## 3 | NATURAL ABILITIES & COMPETENCIES

These provide information on how well your *abilities* match the demands of the careers you may be considering.

- **Self-Directed Search (SDS) (\$)** A career assessment and exploration tool that matches your aspirations, activities, and talents to the career choices and educational opportunities that fit you best.

- **Career Key Discovery Transitions (\$)** A unique classification system that captures the best features of two major, research-based systems for organizing occupations: (a) Holland's personality and interest-based system, and (b) the U.S. Employment Security System's worker trait-based system in the Guide to Occupational Exploration. This combined system enables you to relate your Holland personality types to groups of occupations where your traits are similar in interests, aptitudes, temperament, skills, and abilities.
- **Clifton Strengths (Strengths Finder) (\$)** This assessment uncovers your unique rank order of the 34 Clifton Strengths themes. These themes are your talent DNA. They explain the ways you most naturally think, feel, and behave. Individually, each theme gives you a way to describe what you naturally do best or what you might need help from others to accomplish.
- **High5 Test (FREE)** This strengths-based personality assessment identifies your top five natural talents from a broader set of strengths. Based on positive psychology, it focuses on what energizes you and helps you apply those strengths to improve performance, relationships, and overall personal and career development.

## 4 | CAREER INTERESTS & PERSONAL GOALS

These assessments help you identify and understand potential career interest patterns or themes. These can be used to identify careers that match your interests.

- **Career LiftOff (\$19.95)** Assesses your career interests and aligns them with the interest profiles of various career fields. Indicate the extent to which you enjoy performing a wide range of activities, from which your career interests can be inferred. You have a high likelihood of being satisfied in a career field if your interest scores are high in that CLII career field.
- **What Career is Right for Me? (FREE)** A test to figure out which career might be the right one for you based on four different components -- skills, interests, style, and values.
- **CareerFitter (FREE)** A career assessment that will provide you with a full career profile that includes information such as - careers that fit your personality, interests, skills, work personality, strengths at work, and preferred management style. In addition to learning about ideal career paths for you, you will learn what kind of work environment and work culture best suits your personality.
- **O\*NET Interest Profiler (FREE)** Examines your interests and analyzes how they relate to the different fields of work. You will rate different tasks and receive suggestions on the kinds of career paths and roles you might enjoy doing. The test is done in collaboration with the US Department of Labor. It's developed by the National Center for O\*NET Development.
- **Career OneStop Interest Assessment (FREE)** The Interest Assessment matches your interests to careers. You'll answer 30 quick questions about activities you enjoy to create your Interest Profile. Then, you'll see a list of careers that match your profile. From there, you can explore each career, learning about job outlook, average pay, and typical education requirements.

# RESOURCES FOR RECENT GRADS

For a nominal fee, the University Career Center provides career assessment tools to recent graduates up to two years following graduation. A list of the assessments is below:

- Myers-Briggs Type Indicator (MBTI)
- Strong Interest Inventory (SII)
- CliftonStrengths (CS)

Please visit their [website](#) for information on how to pay and register for the assessments.

## SOURCES

- <https://www.cleverism.com/10-free-career-self-assessment-tools/>
- <https://www.themuse.com/advice/the-11-best-career-quizzes-to-help-you-find-your-dream-job>
- <https://www.thebalancecareers.com/free-career-aptitude-tests-2059813>
- <https://careercenter.umich.edu/content/career-assessment-tools-checklist>