

CAREER ASSESSMENTS

Prepared by Nancy Branton of www.PeoplePotentialGroup.com
as a complement to *The Christian's Career Journal* (JIST, 2008)

Using Online Assessments to Discover Your Master F.I.T.™

Career and life coach Nancy Branton, a recognized expert in assessments (www.PeoplePotentialGroup.com), has researched hundreds of instruments for this book and narrowed them down to a manageable list of highly validated and reliable assessments. The following figure outlines these assessments, which are categorized as Comprehensive or as identifying Interests, Personality/Work Styles, Skills/Strengths, Values/Motivators/Self-Beliefs, and Purpose. For each assessment, you'll find which F.I.T. element is addressed, along with cost, rating, where to access (all are available online unless otherwise noted), and general comments. Some assessments require special training to obtain, in which case you'd need to work with a qualified coach or counselor.

Name of Assessment	(F)	(I)	(T)	(f)	(i)	(t)	Cost ¹	Spec Qual ²	Rating ³	Where to Access	Comments
COMPREHENSIVE											
MAPP™ Career Motivational Appraisal	F	I	T	f	i	t	\$\$	No ◇	***	www.assessment.com	This instrument measures your potential and motivation for various vocational areas. A comprehensive report details the following: interest in job content, temperament for job, aptitude for job, people, things, data, reasoning, mathematical capacity, language capacity, vocational analysis, top 10 vocational areas, and 19 major vocation areas. You can review 900 O*NET job descriptions that are ranked from highest match to lowest match. From there, you can access the <i>OOH (Occupational Outlook Handbook)</i> and educational opportunities. You'll also receive a Motivational Qualities Report that lists items to use in a résumé. The assessment is based on constructs of worker traits defined by the Department of Labor and found in the O*NET and <i>Dictionary of Occupational Titles (DOT)</i> . It is based on more than 40 years of research that was initially done by Kenneth G. Neils and subsequently by Henry Neils, president of Assessment.com.
The Call™ Vocational & Life Purpose Guide †	F	I	T	f	i	t	\$\$\$	No ◇	***	www.followyourcalling.com	This comprehensive Christian assessment is Web-based and generates a personalized report about your motivational gifts, thinking style, personality and behavioral traits, occupational interests, and job-fit for

¹ ★=free

†=Christian orientation

\$=less than \$30

\$\$=\$30-\$50

\$\$\$=\$50-\$100

\$\$\$\$=\$100+

² ◇ = can be taken without a coach/counselor but recommend use of a coach/counselor

³ *= good, **=very good, ***=excellent)

Adapted from *Job Search Magic: Insider Secrets from America's Career and Life Coach* by Susan Britton Whitcomb (JIST Publishing) - Reprinted with permission

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											ministry and secular positions. It links to O*NET occupations. This assessment has been well researched.
Career Direct® Complete Guidance System †	F	I	T	f	i	t	\$\$\$	No ◊	***	www.careerdirectonline.org	Career Direct® is a Christian assessment associated with Crown Financial Ministries that approaches career from a Biblical perspective. The report provides information on occupations that align with your interests, skills, values, and personality. The website provides access to extensive audio files on topics such as how to understand your God-given design. This assessment also provides a wealth of information to help make educational decisions. It has been well researched.
Uniquely You Profiler Report: Combining 16 Spiritual Gifts with 4 DISC Personality Types (general public) † OR Uniquely You Profiler Report: Combining 23 Spiritual Gifts with 4 DISC Personality Types (people in ministry) †	F	I	T	f	i	t	\$	No ◊	**	www.uniquelyyou.net/giftedness/profiles.php	Uniquely You has a wide-array of assessments for personal, corporate, and church uses. These particular assessments give you a wealth of information on your primary spiritual gifts, your unique behavioral blends of personality, information on the combination of your personality with your primary Spiritual Gifts, best fit roles (primarily geared for roles in the church), your motivators, strengths and weaknesses, how to handle conflicts, and your leader and follower styles. It is based on Marsten's model of human behavior and spiritual gifts from the Bible.
Strong and MBTI® Career Report	F	I	T			t	\$	Yes	***	www.cpp.com	This Web-based (or pencil-and-paper) assessment produces a report that integrates the Strong with MBTI results, suggesting occupations and helping you identify work environments and tasks that might be satisfying. It also provides strategies for career development and hints for staying motivated in the career exploration process. The assessment is based on Holland's Vocational Personality Theory and Jung's Personality Theory.
The Keirsey™ Temperament Sorter®-II and Campbell™ Interest and Skill Survey® Bundle (These are also listed individually under Interests and Personality)	F	I	T		i	t	\$\$	No ◊	***	www.keirseycampbell.com	The CISS® instrument provides a report with results on 7 occupational orientations, 25 basic scales, 60 occupational scales (linked to O*NET occupations), extraversion scale, and academic focus scale. Based on interests and skill confidence, it recommends occupations to pursue, develop, explore, and avoid. The online version allows you to link to an extensive CISS® Career Planner, a step-by-step guide to career planning. CISS® is based on Dr. Campbell's model for occupational orientations and corresponds to Holland's Occupational Themes. The Keirsey™ Temperament Sorter®II-The Career Temperament Report™ is a Web-based instrument that focuses on how your temperament and personality type tend to be expressed in the work world. The report provides information on aptitudes, favorite activities, values, preferred workplace rewards, and characteristics of an ideal job. It also includes a list of occupations with a brief description and link to the O*NET™ system for further information. The assessment is based on Keirsey's Temperament Theory. At the time this book went to press, for a special price of \$29.95 (rather than \$37.90), you can take both of these instruments.
SKILLS/STRENGTHS											
SkillScan	F	I					\$	No	***	www.skillscan.net	This Web-based assessment generates 4 reports: 1) an overview of your competent skills; 2) 4 major skill categories with preferred skills that represent your ideal strengths; 3) portable skill sets to help you identify your highest-value organizational skills and functions/positions that relate

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											to them; and 4) a skill development plan. Included are several pages of action steps to assist in applying this information, as well as an optional Career Roadmap activity with many suggested resources.
Clifton StrengthsFinder®	F						\$ lower price	No	***	www.strengthsfinder.com	This Web-based instrument indicates your top 5 out of 34 themes of talent in Gallup's taxonomy of strengths. The detailed report describes each of your top five strengths and suggests possible actions to develop those strengths. It also has an action-planning worksheet for your use. The book StrengthsFinder 2.0 book by Tom Rath (Gallup Press, 2007) contains a unique identification number that allows you access to the Clifton StrengthsFinder® 2.0 Profile on the Internet. The assessment does not directly tie to jobs. It is based on a model of Positive Psychology.
America's Career InfoNet-Skills Profiler	F	I					★	No	**	www.acinet.org/acinet/skills_about.asp	This Web-based assessment consists of three tools: Skills Identifier, Skills Explorer, and Skills Gap Analyzer. It is useful to identify skills, find occupations that match skills, and identify any gaps in skills for desired occupations.
<i>Discover Your Spiritual Gifts</i> by C. Peter Wagner (2005) †	F	?					\$	No	***	Order book at www.christianbook.com	The self-guided questionnaire contained in this book helps you identify your primary and secondary spiritual gifts from a comprehensive list. It is a reliable assessment that was originally crafted by Dr. Richard Houts and later adapted by C. Peter Wagner, one of the foremost authorities on spiritual gifts.
<i>Free Spiritual Gifts Analysis</i>	F						★	No	*	www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1	Online spiritual gifts assessment.
INTERESTS											
Career Liffoff® Interest Inventory	F	I					\$	No ◊	**	www.careerliffoff.com	The Career Liffoff® generates information on 6 occupational themes and 30 career fields. For the top occupational interest areas, a description of specific interests and representative jobs is provided tied to O*NET occupations. Based on Holland's Vocational Theory, this assessment is very helpful for determining college major and for making a career transition.
Campbell™ Interest & Skill Inventory (CISS®) and CISS Career Planner	F	I	T				\$	No ◊	***	www.advisorsteam.com/ciss	This instrument provides a report with results on 7 occupational orientations, 25 basic scales, 60 occupational scales, extraversion scale, and academic focus scale. Based on interests and skill confidence, it recommends occupations to pursue, develop, explore, and avoid. Results are linked to O*NET occupations. The online version allows you to link to CISS® Career Planner, an extensive, step-by-step guide to career planning. The assessment is based on Dr. Campbell's model for occupational orientations and generally corresponds to Holland's Occupational Themes.
Strong Interest Inventory® Profile with Skills Confidence Inventory Profile and Interpretive Report	F	I	T			t	\$	Yes	***	www.cpp.com	This Web-based (or paper-and-pencil) instrument provides a report on the top 10 occupations that match your interests, top 5 basic interests, highest scoring occupational themes, and information on 5 personal styles. The full report provides scores on the 6 occupational themes, 30 Basic Interest Scales, 122 occupations, and 5 measures of personal style. It ties to O*NET occupations. Occupational themes indicate interests, work activities, potential skills, values, and skills confidence. The assessment is based on Holland's Vocational Personality Theory.
VALUES, MOTIVATORS, SELF-BELIEFS											

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O*NET® Work Importance Profiler™			T				★	No	***	Download and use a computerized version: www.onetcenter.org/WIP.html Download and print paper/pencil version: www.onetcenter.org/WIL.html	This computerized (or paper-and-pencil) instrument provides you with information about your top 2 work values and your top 10 work needs, and then offers occupations that match your values. The assessment is based on Dawis' and Lofquist's Theory of Work Adjustment.
Self Worth Inventory©					i		\$	No	***	www.crgleader.com	This instrument identifies your current level of self-worth as it pertains to self, family, peers, work, and projected self. It also charts levels of self-concept and self-esteem and includes alternatives for increasing self-worth. The instrument is based on extensive qualitative research and field testing. It is based on a general concept of self-worth.
<i>Career Anchors: Self Assessment (3rd Ed)</i> by Edgar Schein	F	I	T		i		\$\$	No	***	www.careeranchorsonline.com	This Web-based inventory helps you understand your career anchors and learn about your orientations toward work, motives, values, and talents. It also uncovers the one element that you will not give up, even in difficult circumstances. This instrument is based on Schein's Theory of Career Anchors.
Values Arrangement List (VAL™)		I	T		i		\$	No ◇	***	www.harcourtassessment.com	This Web-based survey measures and defines your life and operational values (conscious and unconscious). It is based on Aristotle's Theory of Values.
PERSONALITY/WORK STYLES											
Myers-Briggs Type Indicator ® Career Report Form	F	I				t	\$	Yes	**	www.cpp.com	This Web-based (or paper-and-pencil) instrument produces information about your 4-letter Myers-Briggs Type, including how your type affects your career choice, career exploration, and career development, as well as job families and occupations for your type and the most/least popular occupations for your type. The assessment is based on Jung's Personality Theory.
The Golden Personality Type Profiler®	F		T		i	t	\$	Yes	***	www.harcourtassessment.com	This Web-based inventory provides a description of your personality style, organization style, teamwork style, leadership style, communication style, motivators, learning style, careers for your type, and career development suggestions. It contains 36 facet scales within four global scales (extroverting/introverting, sensing/intuiting, thinking/feeling, organizing/adapting), along with an additional global scale of tense/calm with two facets. It is based on Allport's Trait Theory and Carl Jung's theory of personality.
Work Behavior Inventory					i	t	\$	Yes	***	www.hrconsultantsinc.com or info@hrconsultantsinc.com	The WBI identifies your preferred work styles. These work styles match those in the O*NET Online summary reports for occupations. It assesses your leadership style, influencing style, and emotional intelligence. Specific career development recommendations are also provided. The assessment is based on the Big Five Personality Theory.
The Keirsey™ Temperament Sorter®-II The Career Temperament Report™	F	I	T		i	t	\$	No	**	www.advisorsteam.com	This instrument produces a report that focuses on how your temperament and personality type tend to be expressed in the work world. It provides information on aptitudes, favorite activities, values, preferred workplace rewards, and characteristics of an ideal job. Included are a list of occupations with a brief description and a link to the O*NET™ system for further information. It is based on Keirsey's Temperament Theory.
<i>Discover Your God-Given Gifts</i> by Don	F	I	T	f	i	t	\$	No	***	Book is available at	The assessment in this book helps you identify and understand your

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and Katie Fortune †										www.discoveryyourgifts.org	primary and secondary motivational/personality gifts: Perceiver, Server, Teacher, Exhorter, Giver, Administrator, and Compassion, It's based on the gifts described in Romans 12:6-8. The book also provides detailed information about each of these seven gifts, including potential cautions, possible areas of ministry, practical applications, and careers and jobs.
The Personality Style with Biblical & Career Match †	F	I	T		I	t		No ◇	**	www.motivationalliving.com - Register, then call 800-779-3472 to add on the Biblical & Career Match.	This online assessment provides you with a tailored personality report that includes the following: description of your personality, motivators, strengths in leadership, communication style with others and on teams, tips for relating to others, historical and Biblical figures that match your style, your style's match to careers, and an action plan.
PURPOSE (Although not assessments, these books can be helpful in identifying purpose.)											
<i>How to Find Your Mission in Life</i> by Richard Nelson Bolles (Ten Speed Press, 2001) †				f			\$	No	**	Bookstore	In this pocket resource, author Richard N. Bolles (creator of the best-selling career book <i>What Color Is Your Parachute?</i> [Ten Speed Press]) brings a God-centered perspective to the task of writing a mission statement.
<i>The Path: Creating Your Mission for Work and for Life; and The Path Workbook</i> †				f			\$\$	No	***	Hard copy available at www.lauriebethjones.com	Purchase the bundle that contains both the book and the workbook at Laurie Beth Jones' Web site. The workbook references the book and takes you through a comprehensive series of questions and exercises to develop your mission statement, a vision statement, and an action plan that aligns with your gifts and talents.

¹ ★=free

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\$\$=\$30-\$50

\$\$\$=\$50-\$100

\$\$\$\$=\$100+

² Special Qualifications: No=Anyone can take the assessment. Yes=Assessment can only be administered by coaches/counselors who have completed special training from the assessment vendor.

◇=Anyone can take the assessment, but it is recommended that review of the results be done with a competent coach/counselor.

³ *= good, **=very good, ***=excellent

As you approach online assessments, consider these tips:

1. Work with a knowledgeable career coach or counselor to help pull together all the results. Ask what his or her training and experience are with the various instruments. (A good place to look for a coach or counselor is among the Career Masters Institute members who contributed the Magic Tips in the appendix of this book. Warning: If you come across a career consultant who promises access to insider hiring contacts and a guaranteed job placement for a fee of \$5,000, run for the hills!)
2. Don't rely on just one assessment to cover all of the Master F.I.T.[™] areas. If you are already clear about certain areas of the F.I.T., take only those assessments that will fill in the rest of the picture. Take assessments when you are fresh and rested, and allow plenty of time to finish without rushing.
3. Don't take results too literally or look to assessments as an instant solution to career direction.
4. Pay attention to areas with low scores, as well as high scores. It's good to also be clear on what you *don't* enjoy!
5. Focus on key points and patterns in the results. If you find a career track that looks promising, proceed with objectivity! Make sure it's consistent with other elements of the Master F.I.T.[™]
6. Develop a list of two or three strong possibilities for career direction. Look for areas that pique your interest and excite you.
7. Take time to thoroughly research those two or three possibilities. Read up on the industry, talk to people experienced in the field, and "taste test" the profession if possible via volunteer work or job shadowing. Ask yourself: Does the career align with your motivated skills, interests, and values? Will additional education be required? If so, what are the pros and cons and the options for obtaining them? What are the salary ranges, including salaries for the top 5 percent of performers? What career paths are available beyond your entry point? Is the industry in an up or down trend? Does the organizational culture of most companies in the industry match your profile? How does it align with your purpose and values? What are the pros and cons and do the pros outweigh the cons? (See table 3.7, "Comparing Your Career Options," for ideas on how to capture and compare this data in a spreadsheet format.)
8. Look for careers that hit the "sweet spot" in the F.I.T.—it's the place where **F**unctional skills, **I**ndustry/**I**nterests, **T**hings that matter, **F**ulfillment, **I**dentify, and **T**ype ALL overlap.
9. Experiment with mixing and matching F.I.T. elements. For instance, if you're clear that preserving natural ecosystems is your mission in life (Fulfillment) and you excel at investigation (Function), consider a biologist position with the federal government. If you are also passionate about birding (Industry/Interest), consider a research position with the Audubon Society.
10. If after thorough research you're still not crystal clear on the right path for you, choose the career direction that most aligns with your purpose and values (Things that Matter). You can fine-tune your career down the road to make it a better fit.