

ACTIVITY 3.5.1



As explained above there are different types of career assessments. Here we want to show you some examples of assessment tools for the skills of job seekers. Some of them are self-assessment techniques, others are designed to be used under guidance of a job broker. Below find a list of different examples of skill assessment tools:

- Profilpass: www.profilpass-international.eu/files/pp_english.pdf [18.03.17]
- Skills Profiler: www.careerinfonet.org/skills/default.aspx?nodeid=20 [18.03.17]
- Motivated Skills Inventory: www.seriousjobseeker.net/exercise/skills.php [18.03.17]
- The method „My learning experiences“:
<http://www.naviguide.net/methods/mhbshow.asp?id=513&sid=&look=0&oberthema=9&unterthema=0&zielgruppe=0&art=0&dauer=0&akt=0&zz=25&lang=353&SPage=8&sort=titelauf&Page=1&index=93> [18.03.17]
- The method “What do I have to offer?” (Annex 1)
- The method “The training path” (Annex 2)

Your assignment:

- 1) Choose at least 2 different approaches/tools/methods for (skill) assessment (You can use examples from above or use examples from your work experience or other sources).



2) Describe each of them in your own words in one paragraph and try to highlight the main features of each instrument/method you have decided to describe.

3) In addition, elaborate a short SWOT-analysis for each method you have chosen. In a SWOT-analysis, two internal factors, namely strengths and weaknesses, and two external factors, namely opportunities and threats, are described to assess a method and its usefulness. While we can control internal factors – which means to strengthen positive ones and to reduce negative ones -, external factors are out of our reach of control.





Career assessments can be instrumental in discovering an individual's interests, talents, values, aptitudes and skills. They're also useful to identify areas of strength and weakness in a candidate. Ultimately, the results generated by career assessments can be used by candidates to make better, more informed career choices that are in line with their interests, talents, and goals. While career assessments vary in scope and validity, they, generally speaking, help individuals to consider new career paths, increase career satisfaction and learn more about themselves.

One of the biggest benefits of career assessments is that they enable individuals to make career decisions that help them grow personally and professionally. This is especially true for career changers who find themselves in a career no longer viable or whose interests have evolved in a direction not compatible with their current career path. Career assessments used to support career change can be very beneficial as career changers typically have ample experience to draw upon in assessing their interests, skills, aptitudes and goals.

Psychoanalytically-informed career assessment is another form of assessment that can be helpful for individuals struggling in their career or unhappy in their work. Psychological assessment aims at helping individuals to dig deep to discover the underlying nature of their difficulties. Psychoanalytically-informed career assessment often brings clarity and understanding where career coaching or psychotherapy have failed. Unfortunately, most career coaches and counsellors are not trained in this form of assessment.

Career assessments can be particularly useful for individuals who are unfamiliar with, or uncertain about, their career possibilities. However, in certain situations, career assessments can have some big drawbacks. Career assessments are only assessments: They're useful when it comes to self-discovery and finding careers that fall within the scope of an individual's interests,





aptitudes and values. But, when relied upon too heavily, career assessments can be limiting. Just because a career tests says you'd really enjoy being a police officer doesn't mean that being a police officer is the career for you. Career assessments provide results that must be interpreted. They aren't useful if you can't make sense of the results, or the results are interpreted incorrectly. In addition, many career assessments are quite subjective in that they're based on a person's view of herself or himself. Consequently, if an individual isn't self-aware, the results of their career assessment may not be accurate.

Skills and competencies of your clients are a crucial aspect of a successful matching process. However, for the definition of specific job related goals and in order to reach sustainable employment, you should consider investigating other areas of the client's life and personality in order to gain other important information that could influence the match between your client's situation and a concrete job. Therefore you should also take into account areas and aspects like:

- Life situation (living arrangements, relationship status, financial situation, care responsibilities for relatives, health situation, learning motivation and experience)
- Client's interests (what is he or she interested in? what hobbies does he/she have? Where does he/she feels to be good at?)
- Motivation (life goals, meaning of success, wishes for the future)
- Client's needs (needed conditions for good work/learn results, team player or lone fighter, perforation for cognitive or manual work, desired working hours)
- Resources (sources for support, how much money, time, energy for training needs)

