

What's in your career assessments toolbox?

In a CERIC survey of Canadian career development professionals (CDPs), 61% of respondents said enhancing their competencies in career assessment tools was a high or essential priority. So, how can CDPs best use assessments? What types of assessments can they employ with clients?

Assessments are not **magic bullets**. They are useful for ...



Gathering data



Exploration



Providing some pieces of the puzzle

Influences on testing choices



Proposal requests (RFPs)



Mandates and contracts



Familiarity and habit



Budget



Qualifications



Marketing

Types of assessment tools and tests

Informal



Checklists



Games



Fantasies



Forced-choice activities



Card sorts



Structured interviews

Formal



Needs



Interests



Personal style



Values



Skills



Aptitude/achievement



Information courtesy of Life Strategies, an award-winning, project-based, career consulting firm supporting individuals and organizations across Canada and internationally.