

WEB BASED SELF-ASSESSMENTS

VALUES IN ACTION (VIA) INVENTORY

<http://www.authentic happiness.com/>

Approximate test taking time:15-20 minutes.

Time to get results: Instant

Cost: Free (requires that you register with the site)

9 pages of questions that give you your top 5 values. You may identify through this test such Values as: creativity, ingenuity, originality, honesty and authenticity. Work environments, that do not allow to incorporate your identified values, become frustrating and un-satisfying.

What are the values you identified by completing this inventory?

OPTIMISM TEST

<http://www.authentic happiness.com/>

Approximate test taking time:10 minutes.

Time to get results: Instant

Cost: Free (requires that you register with the site)

2 pages of questions that give you a score in two key dimensions of Optimism: Permanence and Pervasiveness.

For a full explanation of scores see the book:

Authentic Happiness, by Martin Seligman

Publisher: Free Press; 2004

ISBN: 0743222989

The relevant concepts of Seligman's work are also presented in his book:

Learned Optimism: How to Change Your Mind and Your Life, Martin Seligman

Publisher: Free Press; Reissue edition, 1998

ISBN: 0671019112

Seligman discovered that optimistic thinking assumes that Bad Events will not last long but Good Events will. Optimistic thinking assumes that Bad Events in one aspect of life do not apply to other aspects, however, Good Events do carry over to other aspects of our lives.

For example, the optimistic thinker might see bad sales numbers in one month as something that will be reversed in the future. Similarly, the optimistic thinker might see a good month in sales as the start of an upward curve for sales in the future.

Optimistic thinking in the Pervasive dimension would isolate a negative feedback comment by one's boss and contrast it with all the positive feedback comments by the same boss. Optimistic thinking would tend to see a positive feedback comment as a barometer of an overall degree of approval by the boss in all other areas.

The value of Seligman's work is that he identified the dimensions of optimism (Permanence, Pervasiveness and Hope) and pointed out that they are all results of habitual thinking patterns, and are, therefore, changeable.

According to Seligman, optimism and pessimism are not dimensions of character, but only of patterns of thinking that need to be monitored, countered and always checked against reality. However, the key value of optimistic thinking is that it provides energy and motivation for the challenging job of performing in the up and down world of today's executive.

What are the conclusions regarding your optimistic patterns of thinking after taking this inventory?

Things you should continue doing:

Things you should monitor and / or avoid doing:

HOLLAND'S SELF DIRECTED SEARCH

<http://www.self-directed-search.com/index.html>

Approximate test taking time: 15 minutes.

Time to get results: Instant

Cost: \$10

Your 8-16 page personalized report will appear on your screen. This printable assessment report provides a list of the occupations and fields of study that most closely match your interests.

Holland classified the world of work in six basic themes of interests:

Realistic

Enjoys operating in a physical world with tangible objects, products, machinery production, workflows and outputs.

Investigative

Enjoys inventiveness, accuracy, precision, data, hypotheses testing, problem solving and optimization challenges.

Artistic

Enjoys creativity, originality, debating, verbal skills demonstration, appealing to the emotional aspects of promoting a product, intellectual pursuits, design of new marketing campaigns.

Social

Enjoys service to others, working in activities supporting people, coaching, mentoring, focus groups, training and development activities, social policy, government operations, integration of corporate and for profit activities with issues of human policy and well being.

Enterprising

Enjoys success status, fast paced environments, productivity, high energy, sales, achievement, leading and other high-visibility, high-impact profiles.

Conventional

Enjoys accuracy, honesty persistence. Enjoys setting up systems and rules for the performance of defined tasks. Oversees the smooth functioning of these systems and celebrates the achievement of expected standards. They are bastions of reliability, order and no surprises.

After taking this inventory, what are the top three interest themes in your career?

InterestSMART™ Assessment

<http://www.masteryworks.com/a/toolShow.cfm?ToolID=34>

Approximate test taking time: 15 minutes

Time to get results: Instant

Cost: Paper version \$14.95; web-based \$29.95

Sorting of activities and / or skills classified by themes:

There are four themes:

The Ideas and Concepts Theme

Characterized by activities such as thinking through new strategic directions of a company, translation of a new leadership theory into corporate and HR policies, thinking through the repercussions of legislation on a particular industry and related items.

The People Theme

Characterized by activities relating to people. Coaching, selling, mentoring, managing, responding to customers, are all examples of occupations that are high on the people-theme.

The Data Theme

Characterized by activities driven by data and analysis. Includes occupations or environments with focus on research, data collection, data analysis, production of reports, marketing analysis, focus group research, actuarial work, and scientific research.

The Physical Theme

Characterized by activities that relate to tangible objects and observable entities and their maintenance and efficient functioning. Manufacturing, transportation, industrial design, construction and related activities are included here.

CAMPBELL INTERESTS & SKILLS SURVEY (CISS)

<http://www.pearsonassessments.com/tests/ciss.htm>

Approximate test taking time: 25 minutes

Time to get results: Instant

Cost: On line version \$14.95

Occupations in this well-known and frequently used instrument are classified into the following clusters:

Influencing Examples are leadership, law/politics, public speaking, sales, and advertising/marketing.

Organizing Examples are management of large number of people and or projects, leading large-scale administrative systems, leading financial services institutions.

Analyzing Examples are occupations in research and development of any enterprise where mathematics, science, engineering competencies are utilized.

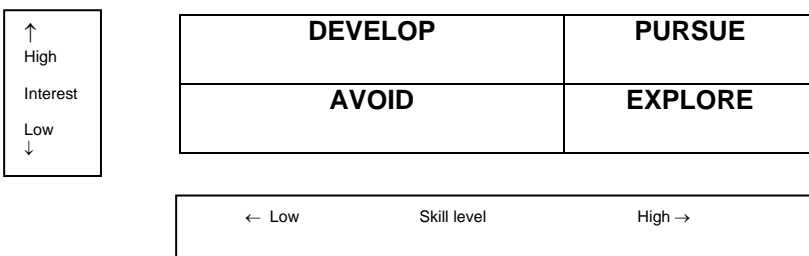
Creating Examples are occupations including product design, performing arts, writing, international activities, fashion, entertainment, litigation, and culinary arts.

Helping Examples are adult development, coaching, counseling, child development, religious stewardship, and medical practice.

Producing Examples are production management, industrial engineering, manufacturing of tangible products, agricultural management.

Adventuring Examples are physical fitness related, military/law enforcement administration, test piloting, outward bound coaching, and special destination travel

In each of these clusters, the instrument measures the level of SKILLS and INTERESTS. The basic theory is as follows:



You pursue the occupations in which you have high interest and skills. This is common sense and, yet, many career changers do not follow that rule. Their main argument

says: “I have invested in acquiring all these skills and I do not want to waste my investment.” However, if their exploration does not yield any fields where they can combine their high skills with an interest, they should be ready to consider moving into the “Develop” box.

This model suggests that you develop the high interest /low skills occupations. This is the best-kept secret for career changers: If you have a high interest (passion) for something, you can learn the skills in a time-compressed time schedule. Of course there will probably be an extra investment of time and money for official credentials and degrees required to enter that field.

High Skills and Low Interest occupations should be the subject of exploration. Finally, the theory suggests you avoid the low interest low skills types of fields.

This instrument may be of higher value earlier on in one’s career. Also, it may be a good tool for comparing options for those, who are thinking of a drastic redirection of their careers.

After completing this CISS instrument list:
The occupations that were identified as the ones to <u>pursue</u>

The occupations that were identified as the ones to <u>develop</u>

