



SELF ASSESSMENT

Making the right plans for your future is one of the most difficult tasks you will ever have to complete. Starting with a self-assessment (personal inventory) can give you more choices and broaden your options. A personal inventory can help reveal your abilities, interests and attitudes. It will define your strengths and your weaknesses. Looking for a match between your strengths and the course or profession you are considering is an important first step.

No test is a substitute for self-reflection and proper research!

Tests can be helpful, however, "You" are the place to start. What do you do well and enjoy doing?

PERSONALITY & ATTITUDES

Two of the most important factors to determine your happiness and success in a job are your personality and attitudes. Assess your feelings and actions in different situations as they may be different, e.g., in a large group vs. one-on-one, in a fast-paced vs. slow-paced environment. Remember you are unique.

able to concentrate
enthusiastic
punctual
able to manage stress
friendly
quick
accurate
good-natured
quiet
adaptable
helpful
rational
adventurous
honest
realistic
aggressive
humorous
reflective
ambitious
imaginative
reliable

analytical
independent
reserved
assertive
intelligent
resourceful
attentive to detail
inventive
responsible
businesslike
kind
risk-taking
calm
likeable
self-confident
careful
logical
empathetic
cautious
loyal
sensible

cheerful
mature
sensitive
clear-thinking
methodical
competent
meticulous
sociable
competitive
modest
stable
confident
motivated
supportive
conscientious
open-minded
tactful
conservative
optimistic
teachable
consistent

Evaluate who you really are now, not the person you think you would like to be. Be honest when you judge your thoughts and feelings, your attitudes and behaviours. Put an **X** to show each personality trait and skill that especially applies to you. Check with friends and family. Do they see you as you see yourself?

[Useful Online Resources](#)

www.careerkey.org/english/

This test is based on the Holland's Career Inventory, as mentioned in class. (It does have an American bias, but many students will find it useful. It costs about €7).

www.advisorteam.com/user/ktsintro.asp

'The Keirsey Temperament Sorter II, the fun, interesting, and revealing test that tells you if you're an Artisan, Guardian, Rational or Idealist. This is the same test used in career development programs at Fortune 500 companies and in counselling centres and career placement centres at major universities. You will get a free temperament description and will then have the opportunity to buy the 10-page Character Report for your type'. (The full version costs!!). Questions are a bit difficult.

www.qualifax.ie

The Career questionnaire is divided into sections on jobs, courses and hobbies. Read each question carefully. Think which option you like the most and mark that circle. If you're not sure then just guess what is best for you. You have to choose one and you can't leave any blank. Takes a few minutes but very good, again it is Irish.

www.livecareer.com/

There is a free version which is quite good but you need to enter a Zip Code to use this site, try 46360. You also need to give them an email address to forward their info to.

www.myplan.com/assess/values/pg1.php

There are no right or wrong answers in this test. This assessment is for values clarification.

Good Advice from the 'Job Hunters Bible'.

"No test should necessarily be assumed to be accurate. We turn to tests with the hope that someone can definitely tell us who we are and what we should do; and we think a test will do that. No, no, no. You can't say, "Well this must be who I am; the test says so." Test results are sometimes way off the mark. I know countless sad stories about people whose lives were sent down a completely wrong path by test 'results' that they believed when they shouldn't have. You should take all test results with not just a grain of salt, but with a barrel. Tests have one great mission and purpose: To give you ideas you hadn't thought of, and suggestions worth following up. But if you ask them to do more than that, you're asking too much."