

Are you having trouble choosing a major or feeling comfortable with a career path? Self-assessment plays a crucial role in academic and career decision making. To make the best decisions regarding your major, internship opportunities, research projects, employment possibilities, graduate school, or career paths, you need to *know who you are*. Through self-assessment you get a more thorough understanding of yourself while being able to articulate this information to peers, colleagues, professors, and/or employers. In an employment setting this knowledge will allow you to gauge your fit for certain jobs or careers, leading to a career choice that can be a natural extension of who you are.

RECOGNIZING UNCERTAINTY OR INDECISION IS A GOOD THING!

There are some predictable moments in your life when you can expect stumbling blocks because you're not quite sure which of several options to choose. Or you may have been pursuing a selected academic or career path when something happened to make you question your direction. At such moments it is important to take stock of your interests, skills, and values and then to apply this information in your decision making. Career counseling and/or self-assessment can be very helpful at these times.

WHAT ARE THE TYPICAL AREAS OF SELF-ASSESSMENT?

There are quite a few areas you can explore in personal assessment, including: *personality type, occupational interests, skills, and values*. An understanding of these pieces of information will add up to a comprehensive picture of yourself and what is important to you in life, which you can then apply in determining academic or occupational fit. *The best way to start is by scheduling a meeting with a career counselor on the Career Services staff by logging in to RhodyNet to "make an appointment."*

SO I CAN JUST TAKE A "TEST" TO TELL ME WHAT TO DO?

It's not quite that simple a solution, but there are four primary assessment instruments available in Career Services which can help. When you meet with a career counselor, you will discuss these instruments together to determine which will be helpful in your decision making. Each one takes about 30 minutes to complete and all are *free of charge to URI students*. *Access to three of these is provided by your career counselor, who will give you the results and review them with you. The fourth instrument, TypeFocus, has open access for students and alumni through the Career Services web site (<http://career.uri.edu>).*

- **Strong Interest Inventory** – an on-line questionnaire that compares your interests with people working in more than 100 specific occupations and a number of general interest scales. This generates a comprehensive occupational interest report, plus additional information related to college courses and academic majors, extracurricular activities, internships, and part-time jobs.
- **Campbell Interest and Skill Survey** – an on-line questionnaire that provides results in 60 specific occupational areas and on a broad grouping of interest and skill scales. This generates an extensive report of both your occupational interests and corresponding skills, with additional information about related occupations and fields of study.
- **Myers-Briggs Type Indicator** – a paper-and-pencil questionnaire that assesses your personality preferences and determines a personality type. The information from this instrument allows you to better understand yourself, your motivations, your natural strengths, and areas for growth. It also helps you to understand and appreciate people who differ from you. Your personality characteristics will have implications for academic study and career choice.
- **TypeFocus** – This on-line program assesses personality type and generates five customized reports, helping you to understand yourself better so you can choose more effective career

strategies. The reports focus on self-awareness, career strategies, and the job search. Information from each section is incorporated into the next, giving you a set of five reports that form a thorough approach to self-awareness and career success. This program can be accessed independently by entering the Career Services web site, <http://career.uri.edu>, and clicking on the TypeFocus link under Resources and Handouts. (You will need the URI site password.)

A CAUTION ABOUT “USER EXPECTATIONS”

Assessments and inventories are not meant to direct you to a specific academic major (e.g., “rocket science”) or a specific career (e.g., “rocket scientist”). They are a means to gather information about yourself which can then be applied in a thoughtful consideration of academic or career decisions. Career planning and development is a lifelong process; you are likely to continue to re-evaluate your goals and career. The effort you invest in these decisions now will help to establish the foundation for your future.

AN INTRODUCTION TO TYPEFOCUS CAREERS *from TypeFocus™ Internet Inc.*

How does TypeFocus Careers Work?

This program assesses personality type and generates customized reports, which help people understand themselves better so they can choose more effective career strategies. Each user sets up his/her own username and password, which guarantees confidentiality.

As the user works through the reports, information from one section is automatically incorporated into the next section. For example, when a user identifies a career they are interested in within the career choice section, the program will also save the educational requirements needed for this career within the education section.

Besides saving information, the program is interactive. Users add their own information, (e.g., values, skills, focus) which is stored and automatically incorporated into their reports. Eventually the user has a set of five reports that form a holistic approach to self-awareness and career success. The program is flexible and allows users to re-assess their personality or change it so it fits with their self-perception.

THE FIVE REPORTS:



- **Self-awareness Report: Who am I ...really?**

By understanding yourself better, you'll find work that will be satisfying in the long run. As you understand yourself better, you'll clarify your values, skills and interests and become more focused. This report will help you discover satisfying careers that work with your strengths.

- **Setting Goals Report: Where am I going?**

This report will help you develop a focus and passion, create a roadmap for your educational goals and put it all into context with your life goals.

- **Success Factors Results Report: Where should I focus?**

How do factors like self-esteem, taking responsibility, goal persistence, ability to reach out, and willingness to compete influence your success? Find out where your hidden strengths and areas of development lie.



- **Getting the Job Report: Gaining an Advantage**

What will separate you from the others in the race for jobs? One answer is that you've taken the time to understand yourself so you can be of more value to your future employer. This report will help you use your personality strengths in your job search. Online career portfolio and resume writer are included in this section.

- **Succeeding at Work Report: Now that I've got the job, how do I succeed?**

Working relationships, dealing with conflict, team work and understanding your learning style, will all help you be successful in your new job.

Get the most from your assessment results by reviewing them with a career counselor in Career Services—log in to RhodyNet to schedule an appointment or stop in at 228 Roosevelt Hall.