



CAREER CONSULTING

416-778-8441

chris@javelincareer.com

Why Vocational Assessments for Students?

In order to develop solid academic options and to set goals for their future careers, increasing a student's self-awareness is vital. Vocational assessments are tools that can assist in gaining clarity, developing the confidence to move forward with purpose. Some key areas for consideration are:

Personality Type: Myers-Briggs Type Indicator (MBTI®)

The MBTI instrument is based on the work of psychologist Carl Jung and the instrument's authors, Isabel Briggs Myers and her mother, Katharine Cook Briggs, all of whom spent years observing human behavior. Their ideas help explain why different kinds of people are interested in different things, prefer different kinds of work, and sometimes find it hard to understand each other—all due to basic differences in how people take in information and make decisions about it. The MBTI instrument was developed with great care and has been used by people around the world for more than 60 years.

- Organizations use it to improve employee communication, teamwork, and leadership.
- Adults and young people use it to choose careers that are likely to hold their interest and use their gifts.
- Teachers and students use it to make learning more interesting and efficient.
- Family members use it to better understand each other.

Isabel Briggs Myers created descriptions of each of the 16 types, including the description of your type that is included in this report. Interpretive Reports also provides information on why the 16 types are different from one another and clarifies how an individual type is distinctive from the others.

Interests: Strong Interest Inventory®

The Strong Interest Inventory® instrument is a powerful tool that can help students make satisfying decisions about their career and education. Whether just starting out in their career, thinking about a change, or considering education options for career preparation, students can benefit from the wealth of information reflected in your Strong results. Understanding the Strong Profile can help identify a career focus and begin a solid career planning and exploration process. Keep in mind that the Strong measures interests, not skills or abilities, and that the results can help guide individuals toward rewarding careers, work activities, education programs, and leisure activities—all based on interests. As a

student reviews their Profile, it is important to remember that managing a career is not a one-time decision but a series of decisions made over a lifetime.

The Strong can be a valuable tool in helping to identify interests, enabling one to:

- Achieve satisfaction in their work
- Identify career options consistent with interests
- Choose appropriate education and training relevant to interests
- Maintain balance between work and leisure activities
- Understand aspects of personality most closely associated with interests
- Determine preferred learning environments
- Learn about preferences for leadership, risk taking, and teamwork
- Use interests in shaping career direction
- Decide on a focus for the future
- Direct career exploration at various stages in life that are motivating and rewarding.

Values: Career Values Scale Report (CVS)

The CVS describes key features of an individual's personal value system as it applies to careers and work. The Career Values Map is designed to provide information and advice that is useful for exploring career and work life. When looking at career or work it is important to think about one's values. Career values are aspects of the work world that are important to an individual. As such, they are a good indicator of what will be satisfying and rewarding. Knowing what an individual's career values are will help them to decide what kind of job or career they might like to explore or what kind of work environment they might enjoy.

In the CVS report are descriptions of ten career values:

- Service Orientation
- Teamwork
- Influence
- Creativity
- Independence
- Excitement
- Personal Development
- Financial Rewards
- Prestige and Security

The CVS report contains descriptions of what is important to you, what your main sources of satisfaction and dissatisfaction are, and suggestions for working with this knowledge. It will be valuable for you to look at your career values and to identify those that are present or missing in your current career. While this report does provide you with in-depth information, it is important to recognize that not one scale can tell you which career path to follow. Planning your career and

future should take into account information about you that this report does not provide, such as your abilities, education, skills, previous work and leisure experiences, and your family situation.

Assessment Process:

Assessment Administration-Each student would receive a user name and password to log on to the assessment site on line.

Playback and Interpretation- Once the particular assessment is completed a comprehensive colour report is produced and a one-hour playback is conducted by a certified career counsellor in person or by phone. Following the playback, each student will receive a personal copy of each assessment in soft copy.

Candidate Summary Report with Recommendations- rounding out the process is a written summary report that highlights key findings, and recommendations for each candidate as they develop their academic and career plans.

Return on Investment (ROI) The money spent now in assisting your son or daughter to make solid academic and career decisions will pay off in spades short and long term since the clarity gained through assessments gives them a better chance of making informed academic and career decisions.

Follow up Coaching Sessions:

Following the formal assessment sessions, Chris collaborates with each student utilizing the results/interpretation to explore options, map plans and strategize. Goals are set and timelines are incorporated to develop realistic frameworks for future academic and career decisions.