



Self Assessment Reasons & Resources

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“What are you going to be when you grow up?” This question has been asked of you for many years by family and friends. Now is the time to actually answer that question and to make the idea a reality! Conducting a self-assessment can assist you in every stage of the job search process -- whether you're still trying to make your career decision, seeking job opportunities or negotiating your starting salary.

Determining Your Career Goals

Self-assessment is a very important part of identifying the field or industry in which you hope to work. Career self-assessment is the first step in a multi-step career planning process:

CAREER PLANNING PROCESS

- Self-Assessment
- Academic/Career Options
- Relevant/Practical Experience
- Job Search/Graduate School Preparation
- Career Change

This step will allow you to evaluate who you are as an individual, what you hope to put into a career, and what you hope to get out of it. The information that comes to light as a result of self-assessment will also help you narrow down your interests, and ultimately identify the specific area in which you hope to work.

Self-Assessment and Job Searching

If you know what is important to you, you will be able to convey that information to a potential employer and use it to make decisions that you are comfortable making. Additionally, you will be familiar with both your strengths and your weaknesses, a strong benefit when identifying your unique characteristics that will set you apart from others applying for the same job.

Self-Assessment when Picking the Best Offer

Near the end of your job searching process, the details identified through self-assessment can also aid you in making a decision between multiple job offers. Some individuals get caught up in the “job of the hour” or in the salary race and forget to find out what it is that they truly want to do. Not being mindful of what you want to do or of the skills that you possess and hope to use in your career can lead to dissatisfaction. For that reason, self-assessment is very important.

How to Begin Self-Assessment

The self-assessment process begins by asking yourself four basic questions. Whether you are sure about what field or industry you hope to be in, or you are still exploring your options, the following four questions will make you stop and think about how you currently spend your time:

BASIC CAREER SELF-ASSESSMENT

- What do you enjoy doing?
- What are you good at?
- What are you interested in?
- What do others say you're good at?

These questions will encourage you to decide how you may or may not want that to change as you proceed down your career path. Additionally, the questions may encourage you to think about those areas with which you might not be familiar, but in which you may have an interest. If you have an interest in a particular

area, there is no better time than the present to further explore what options are available.

Self-Assessment Resources

Asking yourself a few basic questions is a great place to start, but it is not the only means of career self-assessment. There are many resources available to help you determine what you hope to do in the future; including basic career exploration resources, values surveys and Web sites that evaluate your communication strengths. All of these resources can help you learn more about who you are and how this knowledge affects the career opportunities that lie ahead of you. Listed below are a few resources available to use as you begin assessing who you are, and how that affects your future career.

Career Resource Center

308 SU 744-6434

You will find trained staff members who can assist you with career exploration programs, basic career counseling, career assessments, salary and outlook information and much more.

CASNR Career Services

136 Ag Hall 744-5395

You may schedule an individual appointment with CASNR Career Services to discuss your interests and to obtain guidance in exploring career opportunities available to you.

Exploring Yourself Ready Reference

This reference provides you with a list of questions to help you identify your work preferences and your career goals.

Library

What Color is Your Parachute? by Richard Nelson Bolles

The Very Quick Job Search by J. Michael Farr

The Skills Advantage by J. Michael Farr & Susan Christophersen

Jobsmarts for Twentysomethings by Bradley G. Richardson

*Many other books that can also be found in the OSU or Stillwater Public Library.

Internet

Career Web Assessment

www.jobweb.com/experiential/interest.htm

Keirsey Temperament Sorter II

<http://www.keirsey.com>

Various assessments to choose from

www.explore.cornell.edu/careers/Assessment.htm

Assessments related to skills & interests

www.jobhuntersbible.com/counseling/counseling.shtml