

## Self-assessment

**“Know Thyself”** This assessment will help you identify your values, interests, personality type. It is about working towards self-awareness, strategic thinking and planning your future. Please enjoy it.

### Values Exercise

The following are two lists of value statements. Go through each list and for each statement rate how important it is for you to have that value in your job.

Use the following three-point scale:

| 1              | 2                 | 3               |
|----------------|-------------------|-----------------|
| Low Importance | Medium Importance | High Importance |

**At work:** “It is important to me that...”

- \_\_\_\_\_ I could do something that makes use of my abilities.
- \_\_\_\_\_ the job could give me a feeling of accomplishment.
- \_\_\_\_\_ I could work alone on the job.
- \_\_\_\_\_ I could do something different everyday.
- \_\_\_\_\_ my pay would compare well with that of other workers.
- \_\_\_\_\_ the job would provide for steady employment.
- \_\_\_\_\_ I could be busy all the time.
- \_\_\_\_\_ the job would have good working conditions.
- \_\_\_\_\_ the job would provide an opportunity for advancement.
- \_\_\_\_\_ I could get recognition for the work I do.
- \_\_\_\_\_ I could tell people what to do.
- \_\_\_\_\_ my co-workers would be easy to make friends with.
- \_\_\_\_\_ I could do things for other people.
- \_\_\_\_\_ I could do the work without feeling that it is morally wrong.
- \_\_\_\_\_ the company would administer its policies fairly.
- \_\_\_\_\_ my boss would back up the workers.
- \_\_\_\_\_ my boss would train the workers well.
- \_\_\_\_\_ I could try out some of my own ideas.
- \_\_\_\_\_ I could make decisions on my own.
- \_\_\_\_\_ I could plan my work with little supervision.
- \_\_\_\_\_ I could be “somebody” in the community

List your top six work values below. These will be important when performing your job search.

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**In my personal life:**

“It is important to me that...”

- \_\_\_\_\_ I maintain good health.
- \_\_\_\_\_ I have many close friendships.
- \_\_\_\_\_ I have a large family.
- \_\_\_\_\_ I have a fulfilling career.
- \_\_\_\_\_ I have a stable marriage.
- \_\_\_\_\_ I live a financially comfortable life.
- \_\_\_\_\_ I have independence.
- \_\_\_\_\_ I have the ability to demonstrate creativity.
- \_\_\_\_\_ I participate in an organized religion.
- \_\_\_\_\_ I have children someday.
- \_\_\_\_\_ I can have variety of interests.
- \_\_\_\_\_ I have the freedom to create my own lifestyle.
- \_\_\_\_\_ I am able to own a house.
- \_\_\_\_\_ I am in a happy and loving relationship.
- \_\_\_\_\_ I contribute to my community.
- \_\_\_\_\_ I have an abundance of leisure time.
- \_\_\_\_\_ I have the ability to move from place to place.
- \_\_\_\_\_ I have a stable life.
- \_\_\_\_\_ I have a life without stress.
- \_\_\_\_\_ I am able to demonstrate my strong religious values.
- \_\_\_\_\_ I have the opportunity to make social changes.
- \_\_\_\_\_ I will be remembered for my accomplishments.
- \_\_\_\_\_ I can help those in distress.
- \_\_\_\_\_ I have the freedom to live where I wish.
- \_\_\_\_\_ I take time for myself.
- \_\_\_\_\_ I take time to enjoy art, entertainment, and cultural activities.
- \_\_\_\_\_ I have a life with many challenges.
- \_\_\_\_\_ I have a life with many changes.
- \_\_\_\_\_ I have the opportunity to be a leader.
- \_\_\_\_\_ I can make a major discovery that would save lives.
- \_\_\_\_\_ I create or maintain a good physical appearance.
- \_\_\_\_\_ I have the opportunity to establish roots in one place.
- \_\_\_\_\_ I have the opportunity to engage in physical activities.
- \_\_\_\_\_ I live an exciting life.
- \_\_\_\_\_ I have a chance to get into politics.
- \_\_\_\_\_ I live according to strong moral values.
- \_\_\_\_\_ I have the opportunity to teach others.
- \_\_\_\_\_ I am able to write something memorable.
- \_\_\_\_\_ I have a chance to become famous.
- \_\_\_\_\_ I am able help others solve problems.
- \_\_\_\_\_ I am able to make lots of money.

Now, look back at the list and write down your top six work values in the spaces below.

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Adapted from *George Mason University Career Center*

**Questions to reflect on:**

- Are there questions that you do not understand? Let's discuss
- Will your personal values help in the future career? Why?
- What usually underlines your decisions and how does it connect to your values?

Values section

Are values "At work" and "In my personal life" similar?  
What are your personal values? Name your top 6 values.  
How do your values influence you?  
Which values make you happy and successful?

## Interests Exercise

According to vocational theorist John Holland, people are more satisfied and productive working in jobs and with people they find interesting and have interests similar to their colleagues. He suggests the activities and work environments can be categorized by common characteristics.

**Read through the list below. If you identify with the statement, fill in the circle.**

| “I like to, or would like to...”                                 | R                     | I                     | A                     | S                     | E                     | C                     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| ...use carpentry tools to build items with wood.                 | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...solve math problems or quizzes.                               |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...meet influential people.                                      |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...plant a garden.   | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...repair stereos, computers, or small appliances.               | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...read and solve mysteries.                                     |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...work independently in an unstructured environment.            |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...lead a work project or committee.                             |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...keep the books/records for a club or minutes of a meeting.    |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...reorganize a filing system to make it more efficient.         |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...sell items or services.                                       |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...help someone “new” become acquainted and make friends.        |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...think of new ways to solve problems or accomplish tasks.      |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...hunt or fish.   | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...work in a laboratory.   |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...participate in a political campaign.                          |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...write business letters, memos, or reports.                    |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...read or write poetry.   |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...meet and get to know new people.                              |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...work with numbers and financial data.                         |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...work independently, solving concrete, practical problems.     | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...compare and analyze budget figures.                           |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...learn about different cultures and groups of people.          |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...be a member of the debate team.                               |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...collect and organize items like coins, pens, futbol t-shirts. |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...observe behavioral or scientific phenomena.                   |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...attend a play opera, or concert.                              |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...listen to friends’ problems and try to help solve them.       |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...own or operate a small business or service.                   |                       |                       |                       |                       | <input type="radio"/> |                       |
| ...do volunteer work to benefit the elderly, needy, or sick.     |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...write a creative story for fun or for publication.            |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...entertain friends in your home.                               |                       |                       |                       | <input type="radio"/> |                       |                       |
| ...take or keep an inventory of supplies.                        |                       |                       |                       |                       |                       | <input type="radio"/> |
| ...visit an art museum.  |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...repair or tune-up bikes, cars, and/or motorcycles.            | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...analyze and solve abstract problems.                          |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...drive a bus or truck or operate large machines.               | <input type="radio"/> |                       |                       |                       |                       |                       |
| ...collect data for an experiment.                               |                       | <input type="radio"/> |                       |                       |                       |                       |
| ...design a dress, piece of jewelry, or furniture.               |                       |                       | <input type="radio"/> |                       |                       |                       |
| ...work on group projects.                                       |                       |                       |                       | <input type="radio"/> |                       |                       |

|  |  |  |  |  |          |          |
|--|--|--|--|--|----------|----------|
| ...persuade others to accept your ideas.       |  |  |  |  | O        |          |
| ...develop and follow efficient work routines. |  |  |  |  |          | O        |
|  |  |  |  |  | <b>R</b> | <b>I</b> |
|  |  |  |  |  | <b>A</b> | <b>S</b> |
|  |  |  |  |  | <b>E</b> | <b>C</b> |
|  |  |  |  |  |          |          |

The three letters with the highest scores create your **Interest Profile**.

- R** = Realistic            Total: \_\_\_\_\_
- I** = Investigative       Total: \_\_\_\_\_
- A** = Artistic            Total: \_\_\_\_\_
- S** = Social              Total: \_\_\_\_\_
- E** = Enterprising      Total: \_\_\_\_\_
- C** = Conventional      Total: \_\_\_\_\_

Record your profile below.

**My Interest Profile:** \_\_\_\_\_

Adapted from the *Minnesota Importance Questionnaire*

**Questions to reflect on:**

- Are there questions that you do not understand? Let's discuss
- Was it useful?
- What are the most interesting discoveries you have made from Interests exercise?
- What did you see that you did not expect? Will you make changes for yourself?

Interest section

- R(ealistic), what does it mean?
- I(nvestigative), what does it mean?
- A(rtistic), what does it mean?
- S(ocial), what does it mean?
- E(ntertaining), what does it mean?
- C(onventional), what does it mean?

How often should I revisit self-assessment practice?