

Career Planning and Assessments Reference Guide

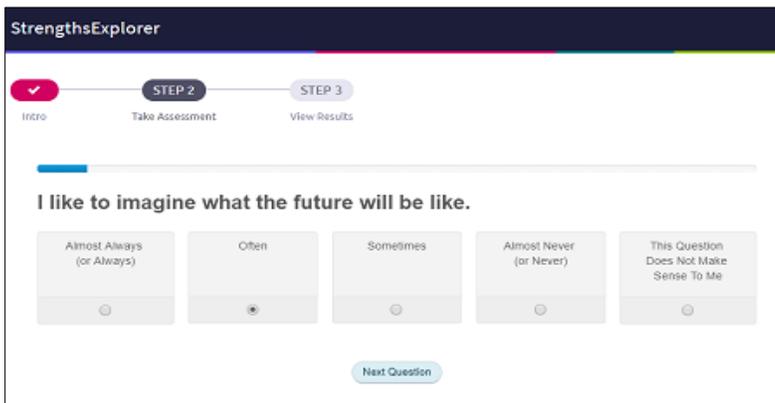
Overview

The Career Planning and assessment tools in Naviance Student allows students to realize their strengths, goals, skills, knowledge, and interests to help them make better academic decisions. During this process, students gain a clear understanding of the academic preparation required to pursue careers that are likely to be fulfilling for them and can apply their strengths toward the goals they set for themselves in the future.

StrengthsExplorer

StrengthsExplorer is an assessment that assesses middle and high school students on 10 talent themes, and identifies each student's three strongest emerging talents. Upon completion, students receive a StrengthsExplorer report containing explanations of their top emerging three strengths. The assessment can only be taken once and students are not able to go back and change their responses once they have been submitted.

The StrengthsExplorer is compiled of 78 short statements asking students to what degree they associate themselves with the statements.



Examples of statements:

- I love to help others feel welcome
- I enjoy being in front of a group
- I like to imagine what the future will be like

StrengthsExplorer Theme Descriptions

1. **Achieving** – Students like to accomplish things and have a great deal of energy.
2. **Caring** – Students enjoy helping others.
3. **Competing** – Students enjoy measuring their performance against that of others and have a great desire to win.
4. **Confidence** – Students believe in themselves and their ability to be successful in their endeavors.
5. **Dependability** – Students keep their promises and show a high level of responsibility.
6. **Discoverer** – Students tend to be very curious and like to ask "Why?" and "How?"
7. **Future Thinker** – Students tend to think about what's possible beyond the present time, even beyond their lifetime.
8. **Organizer** – Students are good at scheduling, planning, and organizing.
9. **Presence** – Students like to tell stories and be at the center of attention.
10. **Relating** – Students are good at establishing meaningful friendships and maintaining them.



Do What You Are

Do What You Are is an assessment for high school students that uses personality types to suggest careers and clusters that might be a good match for a student. The results of the assessment provide students with a four-part personality type, each representing a trait that contributes to the student's overall personality type.

Potential Do What You Are Outcomes

The assessment will provide students with one of the two associated outcomes:

1. Introversion vs. Extraversion: Where do you direct your energy?

✧ Introverts prefer to:

- ◆ focus their attention inward
- ◆ consider things fully before responding
- ◆ concentrate on one project at a time
- ◆ work at a careful but steady pace

✧ Extraverts prefer to:

- ◆ focus their attention outward
- ◆ work on a variety of tasks
- ◆ seek out and interact with many people
- ◆ work at a rapid pace
- ◆ talk about ideas to think them through

2. Sensing vs. Intuition: How do you process information?

✧ Sensors prefer to:

- ◆ focus on “what is” rather than “what or could be”
- ◆ work with real things rather than ideas
- ◆ apply past experience to solving problems
- ◆ receive specific and realistic directions

✧ Intuitives prefer to:

- ◆ focus on “what or could be” rather than “what is”
- ◆ work with theories and ideas
- ◆ consider novel ideas and new possibilities
- ◆ use their imaginations

3. Thinking vs. Feeling: How do you make decisions?

✧ Thinkers prefer to:

- ◆ analyze problems logically
- ◆ weigh pros and cons and make decisions objectively
- ◆ be tough negotiators
- ◆ be motivated by achievement

✧ Feelers prefer to:

- ◆ do work that is meaningful
- ◆ help others and be appreciated
- ◆ make decisions according to their values
- ◆ work in a friendly, supportive environment
- ◆ make efforts to understand other people

4. Judging vs. Perceiving: How do you organize your life?

✧ Judgers prefer to:

- ◆ make many decisions as part of their work
- ◆ work in a predictable environment
- ◆ complete their responsibilities before relaxing
- ◆ maintain control over projects

✧ Perceivers prefer to:

- ◆ Work in flexible and changing conditions
- ◆ Respond to problems as they arise
- ◆ Have fun doing their work
- ◆ work with fewer rules and procedures

Learning Style Inventory

The Learning Style Inventory assessment helps middle and high school students recognize their natural learning style, discover better learning strategies, and gain career development skills. The results of the assessment provide students with an analysis of their personal preferences in 16 different areas.

Examples of questions:

- Choose the activities you would like to do in the future, and the ones you are interested in or able to do right now
- Choose some of the words that best describe you
- Choose a few of the school subjects that you most enjoy

When students open a career cluster profile, they will see an overview of the career, needed credentials, related careers, related majors, and plans of study. They can also access a list of related pathways. Students can add ones of interest to their favorites list.

Career Cluster Finder

The Career Cluster Finder is an online assessment that helps middle and high school students discover which career clusters may be a good match for them based on their responses to their activities, personal qualities, and subjects in school. The results of the assessment provides students with their top three matching career clusters and a percentage of how well they match the other career clusters.

Examples of questions:

- Choose the activities you would like to do in the future, and the ones you are interested in or able to do right now
- Choose some of the words that best describe you
- Choose a few of the school subjects that you most enjoy

When students open a career cluster profile, they will see an overview of the career, needed credentials, related careers, related majors, and plans of study. They can also access a list of related pathways. Students can add ones of interest to their favorites list.

Career Interest Profiler

The Career Interest Profiler is an online career interest assessment for high school students and is based on Holland's interest codes. There are 30 questions for each Holland code (Realistic, Investigative, Artistic, Social, Enterprising, and Conventional) for a total of 180 questions. Students receive a score in each area; the higher the score, the more activities the student selected as an interest in that area. Students can view matching careers organized by the amount of academic preparation needed.

Examples of questions:

- How would you feel about it if you were to...?
 - Study genetics
 - Maintain the grounds of a park
 - Test the quality of parts before shipment
 - Perform jazz or tap dance
 - Enter information into a database

Roadtrip Nation

The Roadtrip Nation Interview Archive in the Careers section is a digital career exploration tool that enables middle and high school students to discover new pathways, interests, and ambitions. The archive includes more than 5,500 full-length video interviews chronicling the diverse personal stories of leaders who have turned their interests into their life's work. The archive helps students to:

- Become more self-aware by recognizing interests, values, and goals.
- Gain exposure to pathways that they may not have known existed.
- Learn through their own self-directed exploration.

Explore More

There are five search options:

1. **What's Your Road?** – Students find their road by choosing a foundation and two interests. What's Your Road will also match the student with leaders who have similar roads to theirs.
2. **Playlist** – Students choose a pre-assembled playlist consisting of video interviews from leaders.
3. **Interests** – Student choose from the listed interest categories (e.g., medicine, business, art) and explore interviews in fields that align with their interests.
4. **Themes** – Students choose from the listed themes (e.g., risk, failure, determination) in which leaders specifically address their own trails and learning related to the particular theme.
5. **Leaders** – Student choose form all the leaders interviewed and can filter the list as needed.

Browse Careers

There is a built-in list of careers, career clusters, and career pathways that students can access. This information is collected from O*Net OnLine and the U.S. Bureau of Labor Statistics.

Career Profiles

Each career profile includes an overview, knowledge and skills, tasks and activities, and wages. Students can add one or more careers to the **Careers and Clusters I'm thinking about** list.

Career Cluster Profiles

Each career cluster profile includes an overview, credentials, related careers, related majors and plans of study. Students can see related pathways that they can add to their favorites list.

Suggested Careers

When students add careers to their list, similar clusters and pathways are shown on their **Careers and Clusters I'm thinking about** page. Students are able to explore careers that are similar to those that have already been identified as areas of interest.