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Transition & Career Assessment Toolkit

Developed by: The George Washington University, Secondary Special Education & Transition Services Master's Students, SPED 6230 Vocational Assessment of Individuals with Disabilities, Dr. Joan Kester, Assistant Professor (jkester@gwu.edu)
www.gsehd.gwu.edu

Hyperlinks to Each Section:

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SELF DETERMINATION		
Title	Brief Description	URL Address
ChoiceMaker Self-Determination Assessment	According to James E. Martin, Ph.D. and Laura Huber, M.A. "The ChoiceMaker Self-Determination Assessment is a curriculum-based assessment and planning tool. The assessment questions directly match the ChoiceMaker Self-Determination Curriculum objectives. The curriculum is designed to teach students the self-determination skills they need to be successful in adult life. Self-determination occurs when individuals define goals for themselves and take the initiative needed to achieve their goals. In the ChoiceMaker Self-Determination Curriculum, students learn self-determination skills by managing their own Individual Education Plans (IEPs).	https://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-determination-assessment-tools/choicemaker-self-determination-assessment.html



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SELF DETERMINATION		
The Field Hoffman Self Determination Assessment Battery	According to an article by Field and Hoffman, "This battery (Hoffman, Field, & Sawilowsky, 2004) consists of five instruments that can be used alone or in combination. The Self-Determination Assessment Battery measures cognitive, affective, and behavioral factors related to self-determination from the perspectives of the student, parent, and teacher." (2007, p. 187)	https://sites.google.com/a/ghaea.org/transition-planning-services/self-determination/the-field-hoffman-self-determination-assessment-battery
TAGG Transition Assessment & Goal Generator (University of Oklahoma / Zarrow Center for Learning Enrichment)	This is a 3 prong intake profile assessment includes norm-based graphic profile, present level of performance, lists of strengths & needs and suggested IEP annual transition goals that are linked to CCSS. The Student, parent and educator are surveyed on Constructs including student strengths & limits, disability awareness, persistence, interacting with others, goal setting & attainment, employment, student involvement in IEP & community support. It costs \$3.00	https://tagg.ou.edu/tagg/
The ARC's Self-Determination Scale- Adolescent Version (The University of Oklahoma, Zarrow Center for Learning Enrichment)	Dr. Michael Wehmeyer developed the ARC Self-Determination Scale. Primarily the scale is used for students with cognitive disabilities and has 72 items. It is meant to assess four main areas: self-determination strengths/challenges, student involvement in education planning, development of goals/objectives, and assessment of skills for	http://www.ou.edu/content/dam/Education/documents/miscellaneous/the-arc-self-determination-scale.pdf



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SELF DETERMINATION		
	research. After completing the scale, assessors will gain raw scores for four sub domain scores: autonomy, self-regulations, psychological empowerment, and self-realization. All after the scale is administered must be converted from raw data to normed sample percentile scores. This scale has been made available for educators to use free of charge.	
I'm determined: Self-determination checklist student self-assessment	It is developed for youth by youth and is designed to help students get to know themselves, their goals, and supports needed to reach their goals.	http://www.imdetermined.org/files_resources/109/selfdeterminationcheckliststudentself-assessment.pdf
AIR- Self Determination Assessment (Zarrow Center for Learning)	This assessment is used to determine the students present level of self-determination, as well as to identify the areas that need to be improved on. Students, parents, and teachers can fill this out.	http://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-determination-assessment-tools/air-self-determination-assessment.html
Ansell-Casey Life Skills Assessment	A free assessment designed for youth ages 14-21 that measures behaviors and competencies that youth need to achieve long-term goals. Under the 4 categories of transition assessment it overlaps with self-determination and independent living.	http://lifeskills.casey.org
Personal Preference Indicators - University Center of Excellence in Developmental Disabilities, Education, Research and service	This assessment evaluates each person's preferences by indicating an individual's favorites, feelings, social relationships, choices, physical indicators including health and the role in the community.	http://www.iidc.indiana.edu/styles/iidc/defines/INSTRC/Webinars/Personal_Preference_Indicator.pdf



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SELF DETERMINATION		
University of Oklahoma Health Sciences Center		
I'm Determined: Self-Determined Checklist: Student Self-Assessment	Queries the student for understanding of self-determination, goals, likes, and needs in school, home, and knowledge of their IEP	http://sped.sbcsc.k12.in.us/PDF%20Files/ta%20ssessments/Self%20Determination/Self%20Determination%20Student%20Self%20Assessment.pdf
Things That Are Difficult for Me	A free assessment geared for younger students to explore challenges they face in their daily lives. This is used in the self-advocacy course in DCPS for middle schools students because it offers language that is friendly to younger students.	http://sped.sbcsc.k12.in.us/PDF%20Files/ta%20ssessments/Self%20Determination/Things%20That%20Are%20Difficult%20for%20Me.pdf

VALUES		
Title	Brief Description	URL Address
Values in Access (VIA) Inventory of Strengths	This questionnaire/survey works to help identify the different strengths. The test itself refers to character strengths as various characteristics that "make you authentic, unique, and feel engaged". The survey was created by Dr. Martin Seligman who has been deemed the "father of positive psychology". Additionally, the survey is a stem of the positive psychology method that has been used by millions of people. There is a version of the survey for adults and youth (10-17)	http://www.viacharacter.org/www/Portals/0/VIA%20Supplement-%20Using%20Youth%20Survey%20with%20Children%20with%20Intellectual%20Disabilities.pdf http://www.viacharacter.org/www/The-Survey



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VALUES		
Virginia Education Wizard Value Assessment	This assessment allows you to rank the things that you think are most important to you in a job.	https://www.vawizard.org/vccs/CareerImportance.action
Work Importance Profiler	This free values assessment measures the importance of 6 identified “work values” those 6 values are: achievement, independence, recognition, relationships, supports, and working conditions. The assessment asks people to do two things, 1) look at 21 sets of 5 statements and rate the statements from 1 (most important) to 5 (least important) and 2) answer yes/no questions related to the 6 “work values”	http://www.pacareerzone.org/wip/
Barret Values Centre's Personal Values Assessment (PVA)	This assessment looks at your personal values by evaluating how you make decisions, what is upsetting to you and what is most important to you. PVA tries to hone your motivations and beliefs as part of your decision making. The assessment takes 5 minutes and is conducted by asking its participant to select 10 words from a list of 66 values and behaviors, that most reflect who you are. The instructions ask you do not select words that you would desire to become, but who you are at this moment. The lists include words like, family, teamwork, compassion, caring, and personal wellbeing.	https://survey.valuescentre.com/survey.html?id=s1TAEQUStmx-pUlle-ma6Q
Rutgers Online Career Planning Values Assessment	This specific assessment rates students in the areas of achievement, challenge, independence, money,	https://careers.rutgers.edu/page.cfm?section_ID=8&page_id=339



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VALUES		
	power, recognition, service to others, and variety. Gained results are not likely to provide a final academic or career choice, but may assist students in discovering more about the values they think are important. This information could be shared with the student, parents, and educational team to help brainstorm potential college majors and career options, as well as to create the most effective transition plan.	
MyPlan.com	<p>This free on-line assessment raises awareness to the 6 core work values. It states it takes 10 minutes to do, but actually it took longer because some of the 'action sentences' needed to be explained plus if a student was not used to 'graduations' and ratings, this took additional time to support.</p> <p>I think this could be a great assessment to do before schools invite business partners into the classroom. These are topics not talked about in Academics or Community Based learning.</p> <p>Achievement: jobs that utilize your best abilities. Results oriented students. Student strength in this work area points to a strong need for a feeling of accomplishment.</p> <p>Relationships: jobs that utilize your desire to work in a friendly & supportive environment. Service</p>	http://www.myplan.com/assess/values.php?sid=1a0b7036b19bb3043b99f67815d8ca04



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VALUES		
	<p>oriented student. Students scoring high in the work value are people persons!</p> <p>Independence: jobs that allow people to work on their own. Creative and Entrepreneurial students. Students scoring high in this work value have a "make things happen" attitude.</p> <p>Support: jobs in which the company stands by its workers. A high score means you are looking for a company that value its workers and their loyalty.</p> <p>Working condition: a high score means you are looking for job security & good working conditions.</p> <p>Recognition: this work value means you are constantly building the next bridge to your future.</p>	
Life Values Self-Assessment Test	<p>A free 55-question value assessment. It has you compare which of two things you value more in the questions. There are 11 values in which you compare them all to each other. You must indicate which of the two are more important.</p> <p>The values are:</p> <ol style="list-style-type: none">1. Family2. Financial Resources3. Friends4. Health and Fitness5. Home and Place6. Leadership	http://www.whatsnext.com/content/life-values-self-assessment-test



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VALUES		
	7. Leisure Pursuits 8. Personal Growth 9. Public Service 10. Spirituality 11. Work Satisfaction	
Life Values Inventory	A free online assessment that analyzes the student's values and how those values drive the student's work. The assessment focuses on what guides the student's behavior and how behavior impacts day-to-day activities. The assessment focuses on three areas: Work/Academics Relationships Leisure	http://www.lifevaluesinventory.org/index.html
Life Values Self-Assessment Test/What's Next	The Life Values Self-Assessment Test (LVAT) works by asking you to compare each of 11 life values to each other value and to indicate which of the two is more important to work on in order for you to achieve a satisfying and well balanced life. Taking the test, it wants the person to look at the present needs and not the long-term values. Values Personal Growth Public Health Leisure Pursuits Work Satisfaction	http://www.whatsnext.com/content/life-values-self-assessment-test#Test



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VALUES		
	Financial Resources Friends Family Health and Fitness Leadership Home and Space Spirituality	

INTERESTS/PREFERENCES		
Title	Brief Description	URL Address
check out a college Career Interest Survey	This assessment helps you to determine your skills and interests and then suggest one or more career fields that match them.	http://checkoutacollege.com/ExploreCareers/InterestSurvey.aspx
MassCIS Massachusetts Career Information System	MassCIS is free to Massachusetts residents. The career information system includes a career cluster inventory, assessment, interest profiler, work values assessment, and allows a user to create a portfolio. Essentially, the MassCIS helps people identify potential careers based on interests, strengths, and values and makes the connection with potential career fields and employers while building a portfolio.	http://www.mass.gov/massworkforce/resources/masscis/
PA Career Zone Interest Profiler	This free assessment asks students to read statements about job-related tasks and indicate whether they like or dislike the task. The student/teacher then gets a score sheet that indicates	http://www.pacareerzone.org/ip/



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	career areas that might be of most interest to the student. You can then click a link to see potential occupations that might be of interest to the student. Once there you can find videos and information about job.	
My Next Move- O*Net Interest Profiler	O*Net interest profiler helps to determine interests and how they are related to the "world of work." It aims to help by narrowing down what the individual likes to do, and then generates a list based off of those preferences, f careers that may be worth exploring. The Interest Profiler has 60 questions about work activities which are scaled by using "strongly like, like, unsure, dislike, or strongly dislike" and tries to sway the individual to answer based off of genuine interest in the work, and not things like education, training requirements or money. Some example statements from the assessment are to rate how much you would like to "build kitchen cabinets", "teach an exercise routine" or "Develop computer software"	http://www.mynextmove.org/explore/ip
Career Clusters Interest Survey	This assessment includes 16 boxes, each with three different categories: activities that describe what I like to do, personal qualities that describe me, and school subjects that I like. For each of these categories, students are instructed to circle the items which best describe them. It is important to note that students are able to circle as many or as	http://transitionresponse.com/wp-content/uploads/2011/09/InterestSurvey-1-11-27-11.pdf



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	few items as they would like. When finished, students are instructed to count the number of circles in each box. The top three boxes denote their career clusters of interest and on the last two pages of the assessment, students are given the career cluster name for each box, as well as a description of career tasks associated with each.	
Delaware Career Compass	The Holland Code of interests and occupations is the career assessment in this booklet. John Holland believed people worked best in work environments that matched their preference. This assessment asks students to write down their dreams, learning styles and What they like to do and What or who they would like to work with. The Holland Code matches appropriate interests to occupations in 6 career categories, namely; realistic, investigative, artistic, social, enterprising, and conventional. Career clusters and the occupations within those clusters are included for students to explore.	http://www.delawareworks.com/oolmi/Information/PDFPerview.aspx?FormattedDocumentId=2463
ISEEK Careers Minnesota's career, education, and job resource.	This assessment takes a wide look at student's interest. It begins by asking what activities students like to do. Second, it goes into personal qualities. Third, it asks a student's favorite subjects. Finally, it shows the matching career clusters that would fit the interests of the students. The student checks the boxes of that are of interest to the person. The interest areas are on the left	http://www.iseek.org/careers/clusterSurvey?do=2



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	giving the student a clear idea of what interest area will come next. When completed it gives the Top Matching Career Clusters. Below this, Remaining Career Cluster Matches. The student can then click on the career cluster and it gives the description industries, pathways, and majors in this cluster group.	
TSI Brigance - Interest Inventory	The Transition Skills Inventory section in the Brigance is widely used to assess students on their interests for postsecondary education, employment, and independent living. It is widely regarded as a reputable assessment protocol for students as they prepare for transition to post-school outcomes.	http://www.curriculumassociates.com/products/detail.aspx?title=BrigTSI
Drive of Your Life	A website with personality and career assessments disguised as a fun game that helps students with career and course planning through learning about themselves, finding careers that match their style and planning to make it possible.	https://www.driveofyourlife.org/educator/w/hats_new.cfm

LEARNING STYLES		
Title	Brief Description	URL Address
Got Style? Understanding your own way of learning.	Based on a series of questions and answers, the assessment helps observe and report whether you are a visual, auditory, or tactile learner. The test is 24 questions and includes a scoring system.	https://wvde.state.wv.us/counselors/links/students/documents/9.8.1-Learning_styles_assessment.pdf



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LEARNING STYLES		
Learning Style self- assessment	This is a paper based assessment that helps you to determine how you learn best.	http://ectutoring.com/resources/articles/learning-style-important
The VARK Questionnaire How Do I Learn Best?	The VARK Questionnaire asks a series of questions that focuses on your preferences, especially when it comes to learning. The questions are simple, but make you really analyze your learning styles. After you complete the quick, but thorough questionnaire, you receive your scores in visual, aural, reading/writing and kinesthetic learning. The results also include strategies that would apply and help your learning preference and gives you links to websites that can help to strengthen your learning skills. You also receive a personal learning profile which gives more individualized information about your results. VARK also gives you information about additional testing areas you may be interested in, such as how your learning style can be customized to business settings, etc.	http://vark-learn.com/the-vark-questionnaire/
Learning Style Survey - University of Oregon for the Oregon Career Information System	This Learning Style Survey assesses students in three primary areas: visual, auditory, and tactile. Students are asked 24 questions that they rate seldom, often, or sometimes. In addition to the survey, this specific resource includes a lesson plan for the educational team!	https://oregoncis.uoregon.edu/pdf/curriculum/Learning_Style_Survey_MS.pdf



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LEARNING STYLES		
What is your Learning Style? Delaware Career Resource Network State of Delaware Delaware Works	This 3 section assessment asks students to rate a statement on the value from 1 (seldom - never) to 3 (often) for each scenario. It gives simple instructions for students to follow but I would review with them to check for comprehension. The 3 learning styles are Visual, Auditory and Kinesthetic/Tactile. This comes in a written or on-line form. It is published by the Delaware Dept of Labor and distributed in a booklet called the Delaware Career Cluster	http://dcnrn.delawareworks.com/docs/What-Is-Your-Learning-Style-Online.pdf
Index of Learning Styles Inventory	This is an online learning styles inventory that allows students to answering 44 questions that helps them determine how they best learn. The results the place students into three categories, either Visual, Auditory, and Kinesthetic learning styles.	https://www.engr.ncsu.edu/learningstyles/ilswb.html
Multiply Intelligences Self-Assessment-Edutopia	This online based assessment gives a more detailed assessment of a person's learning. It goes further in describing a learning style; Linguistic, Logical-Math, Visual Spatial, Intrapersonal, Interpersonal, Musical, Body-kinesthetic, and Naturalistic. The assessment asks 24 questions giving a self-description of learning style/multiply intelligence.	http://www.edutopia.org/multiple-intelligences-assessment



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LEARNING STYLES

C.I.T.E. Learning Styles Instrument	Identifies learning styles for students. It is divided into 3 main areas: Language, auditory-numerical, and auditory-visual-kinesthetic combination.	http://www.wvabe.org/CITE/cite.pdf
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TEMPERAMENTS & WORKER STYLES

Title	Brief Description	URL Address
DIRT Temperament Survey	This 24-question survey asks the person to read select the word that best describes from a list of 4 words. Once the survey is complete it tells the person if they are a doer, thinker, relater, or influencer.	http://www.iidc.indiana.edu/cedir/dirt/
Four Temperaments Test	The first part of the test includes a series of adjectives that the test taker must decide whether it "describes" them or "does not describe" them. The second part includes a list of situations and whether the test taker agrees with them or not. The final parts of the test analyze how the test taker believes their temperament is and also they age and gender.	http://personality-testing.info/tests/O4TS/
Jung Typology test assessment	This is a computer based assessment helps to determine your personality type and career options that best fit you.	http://www.humanmetrics.com/cgi-win/jtypes2.asp
Keirsey Temperament Sorter (KTS-II)	"The Keirsey Temperament Sorter is the most widely used personality instrument in the world." There are 70 questions which helps users to analyze their personality type and temperament. Users are	http://www.keirsey.com/sorter/register.aspx



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TEMPERAMENTS & WORKER STYLES		
	asked to answer what feels right for them and to best guess what you would do and how you would react in different, job-based situations. It also asks that you try to answer honestly and not how you must react in a job situation based off of rules. There are 2 choices for each question and users must only choose one. The more in depth results analysis unfortunately costs money however a small more conducive report is available for free. The report gives details on your temperaments and demeanor as well as how you rank compared to the population.	
16 Personalities	This is a computer based assessment that asks you to answer questions on a scale from 1-5. The information you provide will give you a detailed report on your personality, what it means, as well as strengths and weakness.	http://www.16personalities.com/free-personality-test
The Type Finder Temperament Test	This assessment is comprised of 40 questions and is completely online. There are 3 different sections for students to complete. In each section, there are two different ways that students are asked to rate their answers. Rating scale 1 asks students to use a 5 block rating scale to choose between two different options that are opposites from one another. Rating scale 2 asks students to rate each question using never, rarely, sometimes, usually,	http://www.truity.com/test/typefinder%C2%AE-temperament-test



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TEMPERAMENTS & WORKER STYLES		
	and always. When finished the assessment, students are given their temperament style from the four different choices: preserver, responder, empath, or theorist.	
Personality Temperament Test	<p>This one-page temperament assessment is from author, Tom LaHaye. He wrote <i>Why You Act the Way You Do?</i></p> <p>This 3 column checklist asks students to rate personal attributes on a scale of 1 -5. After the assessment is completed, the students cross out the 1's and 2's and add up the 3, 4, & 5's.</p> <p>The 2 columns with the highest number is your primary and secondary temperaments.</p> <p>There are 4 different categories. 2 subtypes of introvert and extrovert</p> <p>The assessments give you a succinct explanation of your temperament.</p>	http://59384.inspyred.com/images/Personality%20Temperament%20Test.PDF
Personal Styles Inventory	The personal styles inventory focuses on how personality impacts the success of individuals in the workplace. The personal styles inventory lists questions that help to determine a student's personality in the workplace environment.	http://pgis-tk.cta.int/m03/docs/M03U01_handout_Personal_Style_(full).pdf
Genius Personality Style	The Genius Personality Test helps a person understand the role of self-discovery, self-acceptance & self-permission that impact health, career & relationships	http://www.personalityhacker.com/genius-personality-test/



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TEMPERAMENTS & WORKER STYLES

Myers Briggs Type Indicator Personality Inventory	Uses the theory of psychological types to categorize people based on their personality. There are 16 distinctive types of personalities you can fall into. There are 8 letters total and you are given 4 letters as your score based upon completion. Extraversion or introversion. Sensing or intuition. Thinking or feeling. Judging or perceiving. Based on your answers to these questions, you will be given a letter. By the end you will have 4 letters defining your personality.	http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/
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APTITUDES & ABILITIES

Title	Brief Description	URL Address
My Major Discovery: Strengths, Skills and Abilities	The first part of the assessment is to complete a Self-Exploration Chart of your strengths, skills and abilities. This allows you to reflect upon talents or activities that you perform well in and allows you to give open ended answers to questions about your successes, talents and skills. This helps you to bring awareness to some of your skills before you explore further. The second part of the assessment is to take an inventory that explores the skills and abilities, to identify your skill sets for targeted related careers. There you select one or more skill	https://www.uaa.alaska.edu/my-major-discovery/self-assessment/strengths-skills-abilities.cfm



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APTITUDES & ABILITIES		
	groups and select skills you have or want to acquire. This matches the skills to different occupations and from there you can learn more about those specific careers. Lastly you can browse by abilities and find enduring attributes that influence performance. This will also lead you to a list of possible careers based on your abilities, and again descriptions about those careers.	
Live Career Aptitude Test	Free online assessment that assesses your interests, values, knowledge, skills, abilities, and personality. It takes about 15 to 20 minutes to complete the computerized test.	https://www.livecareer.com//cms/career-test.aspx
MAPP Career Aptitude Assessment	The assessment includes a list of 71 three part questions. Within each 3-part question, there are three possible work/life scenarios in which you select which you are most likely to do and least likely to do. The results of the test show areas of high aptitude that are beneficial for a high school student or college student to know while they are beginning their career search.	http://www.assessment.com/TakeMAPP/StartMAPP.asp
Skills Profiler	This Pennsylvania Department of Labor created tool helps someone identify the skills they have within an employment setting. 35 different employment related skills are assessed through this assessment. Some of the skills that are addressed in the assessment are: active learning, active listening,	https://www.pacareerzone.org/skills/



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Transition & Career Assessment Toolkit

Developed by: The George Washington University, Secondary Special Education & Transition Services Master's Students, SPED 6230 Vocational Assessment of Individuals with Disabilities, Dr. Joan Kester, Assistant Professor (jkester@gwu.edu)
www.gsehd.gwu.edu

APTITUDES & ABILITIES		
	decision making, mechanical abilities, and time management.	
Future Proof Your Career	This 75 question assessment provides information on your knowledge skills. There are 6 types of knowledge workers need. Communication, team building, adaptability, computer, business and learning. Students will read a one-line statement and rate their ability to perform it and if they like it. It took about 15 minutes to do.	http://book.futureproofyourcareer.com/newmember.html
Richard Step Strengths Aptitude Test	This personal strengths aptitude test asks the test taker 80 questions focusing on a person's areas of strength. The student reads the question and answers from strongly disagree to strongly agree. Total time for the test is roughly 35 minutes.	http://richardstep.com/richardstep-strengths-weaknesses-aptitude-test/
Career Test Free Online and Job Quiz Aptitude Test	This assessment is entirely online and does not look very professional; however, the students found it easy to take. The assessment includes 56 questions and asks students to select if they are "very interested", "interested", "slightly interested" or "not interested" in each item.	http://www.yourfreecareertest.com/
CIPSI: Career Interests, Preferences, and Strengths Inventory	Informal career exploration tool that identifies students' personal interests, strengths, general preferences, and favored careers.	http://www.proedinc.com/customer/productView.aspx?ID=5083
Career Assessment Test	This is a brief assessment that examines the student's interests and aptitudes in various situations and attempts to determine which pathway	http://www.careercolleges.com/career-assessment-test



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	best meets the student's needs. The assessment is more geared towards examining the best pathway for college.	