



What is a Self-Assessment?

Self-Assessments are tools that give a person information about their skills, likes and dislikes, or abilities. You can take self-assessments to identify the ways you learn best. Self-assessments can also help you to recognize areas where you may need support. If you are in need of some support with exploring your job options, you can take self-assessments to explore career interests.

A self-assessment can help you:

- Learn about your skills, strengths, likes, and dislikes
- Identify your strengths and abilities
- Identify the ways you learn best
- Recognize areas where you may need support
- Explore career interests

Learning Style Assessments

Learning Style Assessments identify the way that a person prefers to learn new information. Three of the main learning styles are visual, auditory, and kinesthetic. Scoring high in one area doesn't mean that is the ONLY way you can learn. Your scores just show which learning style works best for you.

Common Learning Styles:

- **Visual:** Prefers to learn new information through images or diagrams
 - o Example: Chris likes to draw pictures to help him remember new information. When he was working at a restaurant, he drew a diagram of the tables to memorize the table numbers.
- **Auditory:** Prefers to learn new information by hearing and listening
 - o Example: Jennifer likes to create songs about what she learns to memorize her job tasks in order. She will sing the song to herself during work to make sure she doesn't miss a step.
- **Kinesthetic:** Prefers to learn new information by being hands-on and active
 - o Example: Marco works best by doing things hands on. Marco learned how to roll the silverware by doing it alongside his boss, rather than just watching him.

Career Interests Assessments

Career Interests Assessments match potential jobs to you based on the activities you enjoy, your personal qualities, and school subjects you like. There are 16 clusters that most jobs can be sorted into. For additional information on the individual career clusters, visit:

<https://www.tn.gov/education/career-and-technical-education/career-clusters.html>

- **Example 1:** Damian loves to work with his hands and build new things. He took a career interest survey and learned that his interests align with the Architecture and Construction career cluster. Damian could get a job as a member of a construction crew.



- Example 2: Valerie is very outgoing and loves to help people. She took a career interest survey and learned that her interests fit the Hospitality and Tourism cluster. Valerie may want to work as a front desk concierge at a hotel.
- Example 3: Hunter loves kids and volunteers at a local preschool twice a week. He took a career interest survey and learned that the Education and Training cluster fits his interests. Hunter might consider looking into teacher assistant positions when he graduates high school.

Self Determination Assessment

Self Determination Assessments help you know yourself, your goals, and the supports you need to reach your goals.

People who are self-determined:

- Have confidence
- Know their strengths and abilities
- Know their future goals
- Have a plan for achieving their goals
- Understand supports and guidance they need

Other Information from Self-Assessments

- Being an employee means that you will need both technical skills and soft skills
 - o Soft skills include communication skills, your flexibility with job tasks, how you treat co-workers, your ability to work as a team, and your motivation
 - o Technical skills are skills you have to be able to do in order to meet the job requirements such as knowing the names of tools, knowing how to operate machinery, or understanding computer basics.
- Taking Self-Assessments can help you to figure out which soft skills you have and which skills you still need to practice
 - o Example: Jared looked at his self-assessment results and compared them to his notes he received from his job coach. Both the results and the notes suggest that he is a great communicator, but needs support with focusing and staying on task
- Taking self-assessments related to specific careers may suggest technical skills you will need to have in order to get the job
 - o Example: Jared's career interest results said that he is highly interested in the Human Services category. He enjoys helping the elderly and wants to look into being a personal care attendant, where he can help them with daily tasks, but he will need to learn first aid and CPR.