**Formal vs. Informal Assessments**

Formal assessments are standardized, systematic, and data-based. There have been research studies and field testing on these assessments and the findings support the reliability and validity of these assessments.

**Examples of formal assessments for Job Exploration:**

* [Becker Work Adjustment Profile (2nd edition)](https://www.proedinc.com/Products/15060/bwap2-becker-work-adjustment-profilesecond-edition.aspx)
* [Career Beliefs Inventory](https://www.mindgarden.com/78-career-beliefs-inventory)
* [Career Decision Scale](https://www.parinc.com/Products/Pkey/53)
* [Job Search Attitude Survey (5th edition)](https://www.impactpublications.com/product/job-search-attitude-inventory-jsai-5th-edition)
* [Reading-Free Vocational Interest Inventory (3rd edition)](https://www.parinc.com/Products/Pkey/6526)
* [Picture Interest Career Survey (3rd edition)](https://go.transitiontn.org/PictureInterest)

Informal assessments can also be beneficial to determine students’ career interests or skills. Informal assessments can easily be individualized for students’ needs. Students can demonstrate self-determination skills by explaining their goals or interests. These can often be used in conjunction with a formal assessment to determine the ideal work environment.

**Examples of informal assessments:**

* Interviews
  + A conversation between the student and provider can give the provider an in-depth understanding of the students’ goals, interests, and preferences
* Research reflection
  + Research various careers using online tools, then reflect and discuss which of the careers interested them
* Observations
  + The provider may observe the student in a work-based learning setting and gather information about how the student performs at the job and if it aligns with their preferences, interests, needs and skills
* Daily classroom activities/discussions
  + By engaging in career exploration activities in the classroom setting (i.e., a career speaker or video), the provider should consider which career topics the student was the most engaged with
* Self-rating scales
  + If a student is participating in a work-based learning opportunity (i.e., a school-based enterprise, internship, or service-learning project), he or she can rate their own skills, abilities, and interests as they relate to that experience. This will provide data on whether a related career to that experience aligns with their goals.