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职业测试 Career Assessment

中国人职业联盟 **Chinese Career Union**

主讲人:周爽

中国人职业联盟介绍



- 我们是谁
 - 我们是一群有着多年职场经验的在职人员和热心的在校学生，来自各种专业，行业。随着你们的支持和加入，以后我们的群体会越来越壮大。
 - 我们想为在校中国留学生和初入职场者提供职业支持。协助学生提高职业生存竞争能力是我们的第一优先，让他们全副武装地进入求职战场。并协助新入职者迈好第一步。
 - <https://sites.google.com/site/chinesecareerunion/welcome>
 - 我们是北美华人汽车工程师协会(NACSAE)的分支机构
- 我们的使命
 1. 构架一个由志愿者组织和运行的职业发展平台
 2. 提供有效的培训，交流，规划和就业辅导
 3. 加强在校学生和在职人员之间的沟通和联系
- 我们的长期目标
努力成为北美甚至整个海外华人圈在促进职业发展，交流和合作方面最有影响力的志愿者组织，为提高华人职业竞争力作出贡献。
- 我们的价值观念
无私，诚信，耐心，包容，守时，守诺，尊重，平等
- 联系方式
ccu.nacsaee@gmail.com

请加入我们!!!

加入volunteer

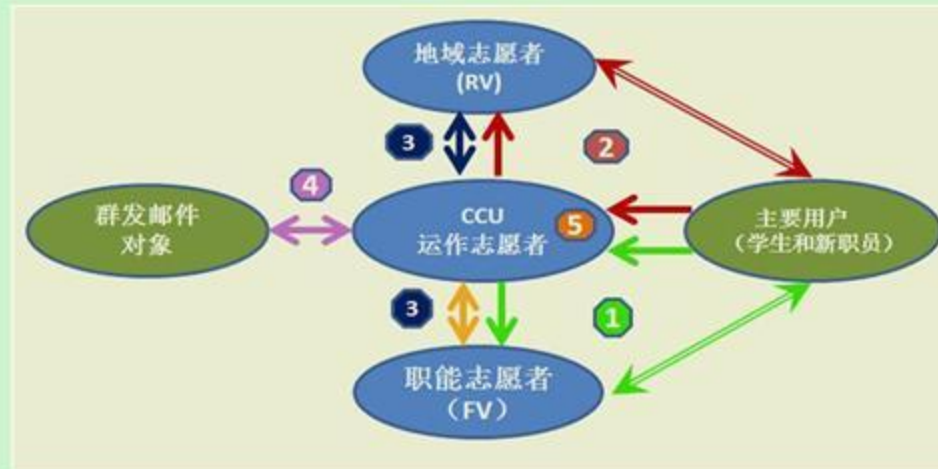
<https://docs.google.com/spreadsheet/viewform?fromEmail=true&formkey=dHRidFdlZkNoWXI4M3plQXc0UU5KN1E6MQ>



加入Mailing list



工作流程

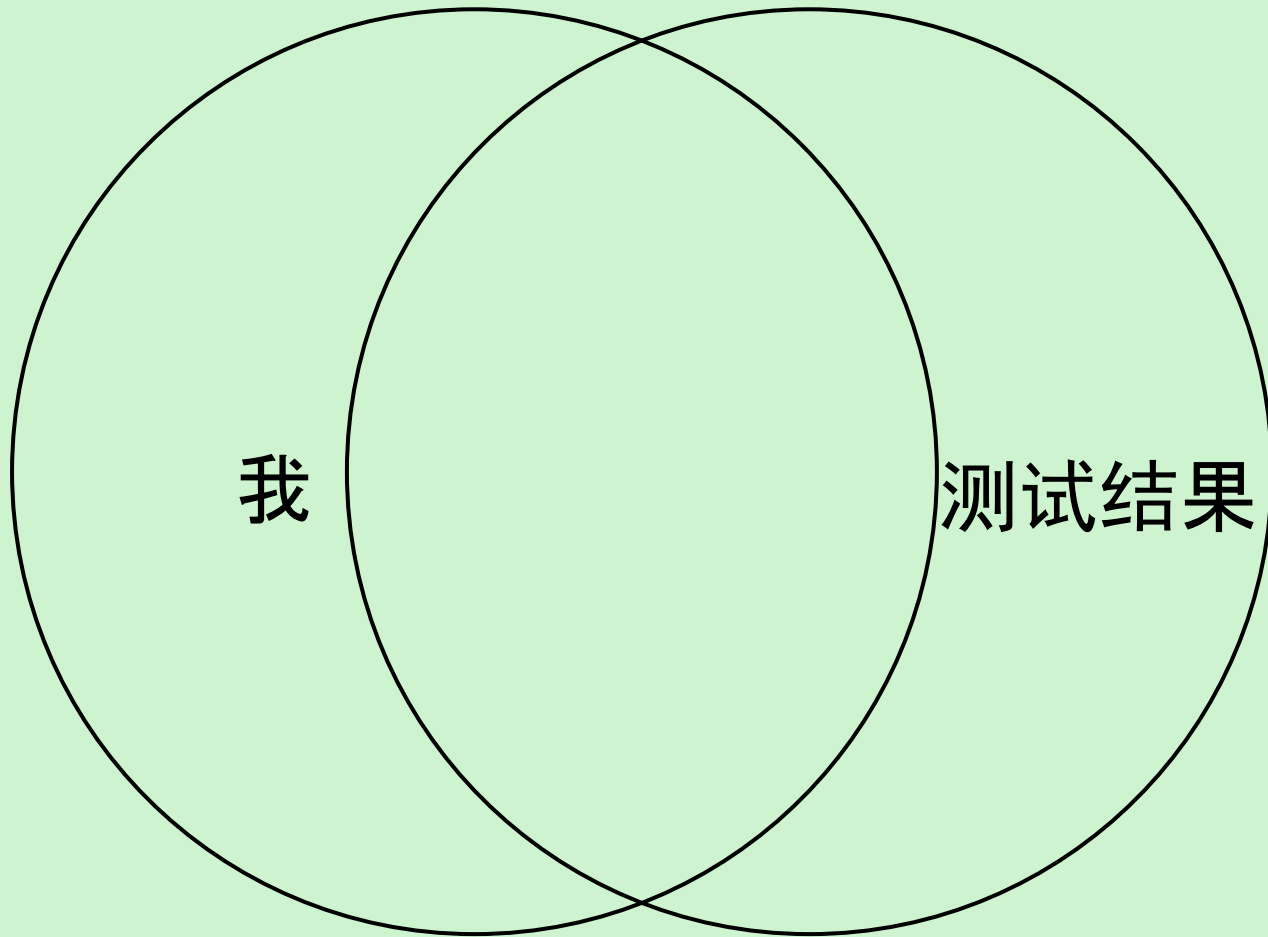


更多内容请关注:

<https://sites.google.com/site/chinesecareerunion/welcome>

内容概要

- Career Assessment 包括哪些测试
- Interest 测试及理论
- O*NET 的用法
- Personality 测试
- Work Value 测试
- Learning Style 测试
- 注意事项
- Q&A





Career Assessment包括哪些测试

- Intelligence
- Achievement
- Aptitude
- Interest*
- Personality*
- Work value*
- Learning style*



Interest

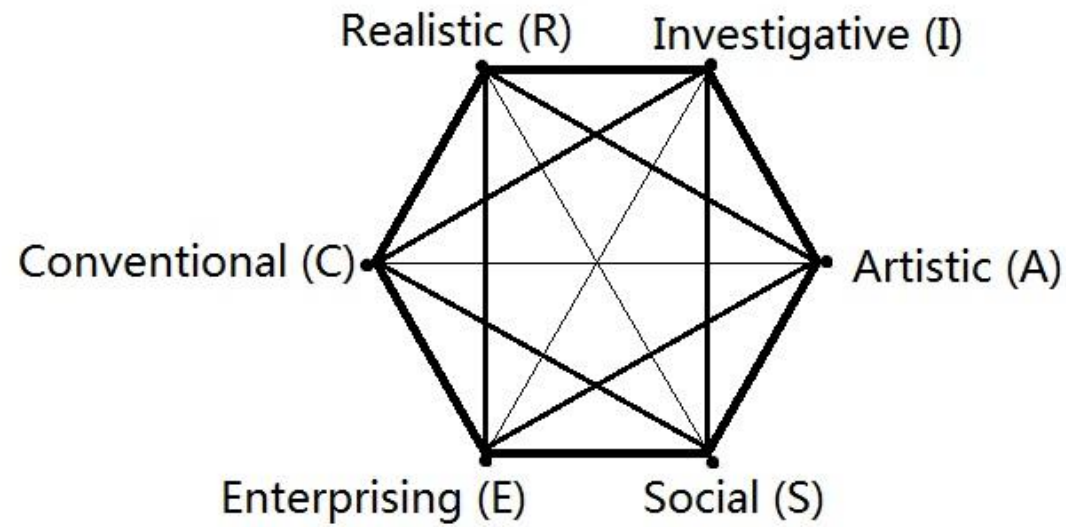
- O*NET Interest Profiler
(<http://www.mynextmove.org/explore/ip>, fee: \$0;
or go to <http://www.onetonline.org/>, click on "I
want to be a...Find it now" on the right, then click
on "Tell us what you like to do" on the right)
- Self-directed Search
(<http://www.self-directed-search.com/>, fee: \$4.95)
- Strong Interest Inventory
- *Based on Holland Six Types*



Holland Six Types

Holland Types	Code	Interest	Occupation
Social	S	与人接触, 帮助人	教育类工作, 例如老师、心理学家
Realistic	R	动手、执行	体力工作, 例如工程师, 建筑师
Artistic	A	创造力, 有艺术感	从事艺术, 例如音乐、美术、文学
Conventional	C	保守、严谨、认真	说服办公室职位, 例如会计, 校对
Enterprising	E	有领导才能, 喜欢说服别人	政治、管理类工作
Investigative	I	研究能力	做调研类工作, 例如物理学家, 化学家

Holland Six Types



Consistency

- High **—————**
- Medium **—————**
- Low **—————**

O*NET Walkthrough

- <http://www.onetonline.org/>

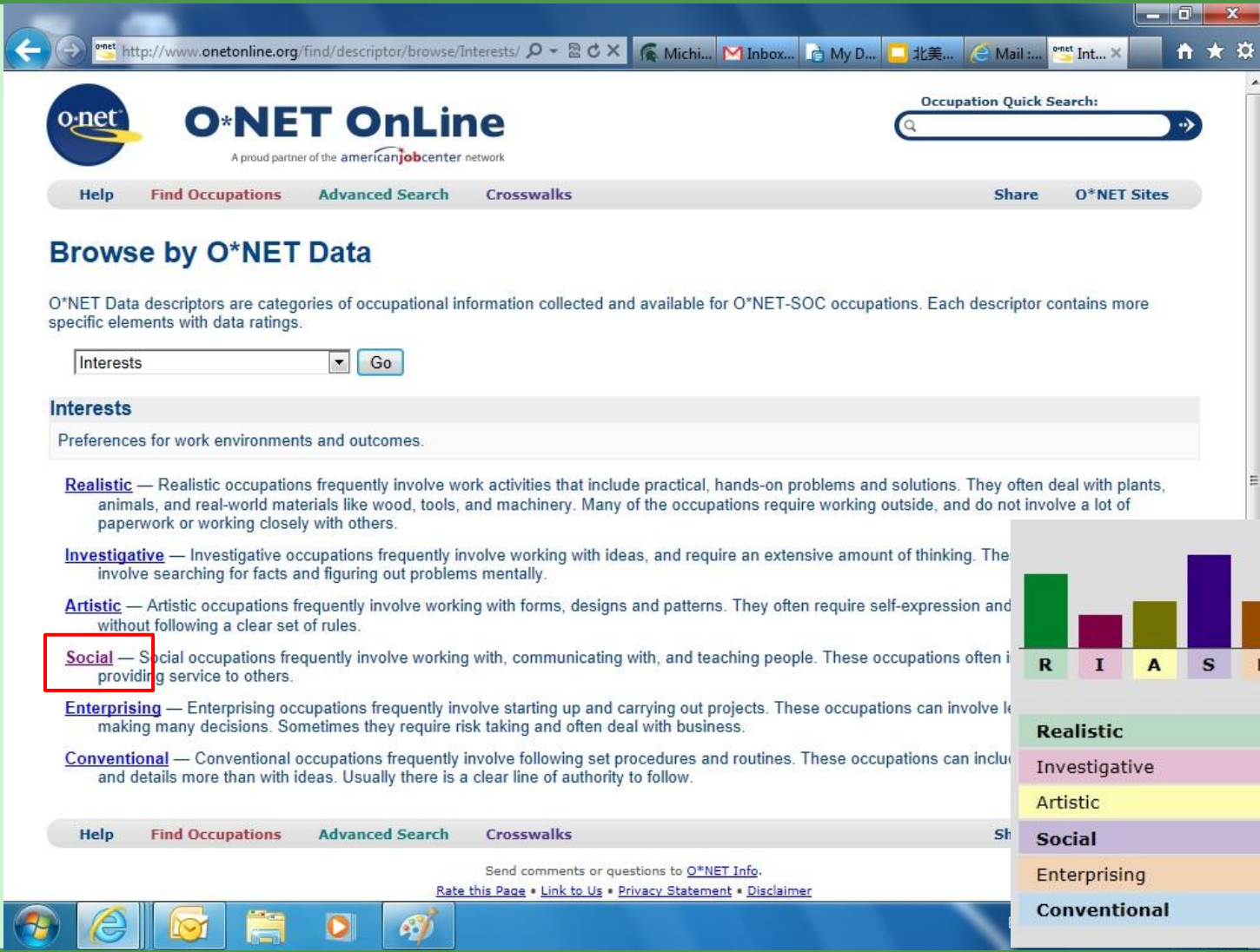


This link helps you get to the Interest Profiler

Advanced Search: Interests

O*NET Walkthrough

Select your interest type



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Occupation Quick Search:

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Browse by O*NET Data

O*NET Data descriptors are categories of occupational information collected and available for O*NET-SOC occupations. Each descriptor contains more specific elements with data ratings.

Interests Go

Interests

Preferences for work environments and outcomes.

Realistic — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

Investigative — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. They often involve searching for facts and figuring out problems mentally.

Artistic — Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work is often without following a clear set of rules.

Social — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve providing service to others.

Enterprising — Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve making many decisions. Sometimes they require risk taking and often deal with business.

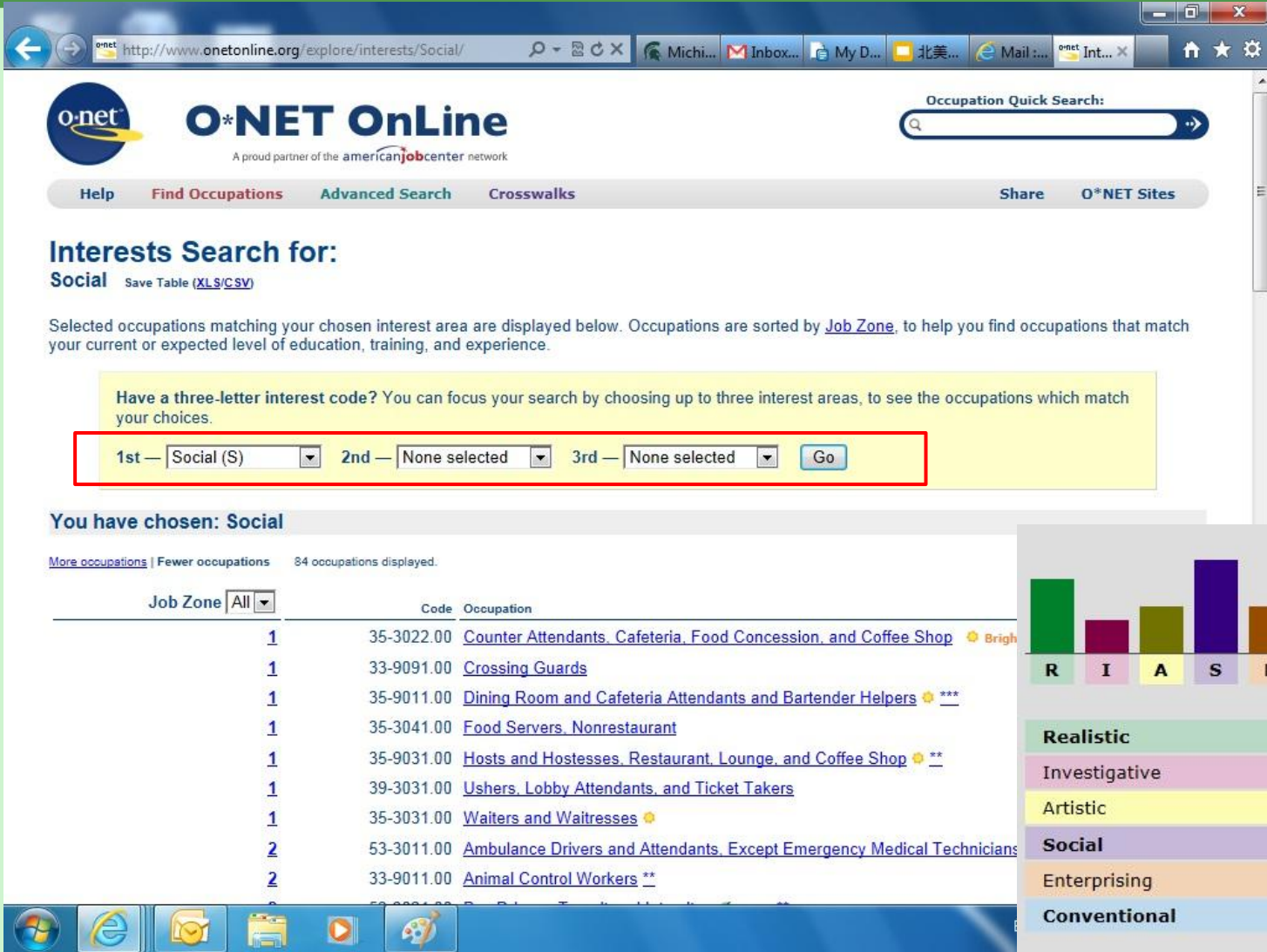
Conventional — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

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Interest Type	Count
Realistic	22
Investigative	10
Artistic	14
Social	28
Enterprising	14
Conventional	16

O*NET Walkthrough



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Occupation Quick Search:

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Interests Search for: Social

Save Table (XLS/CSV)

Selected occupations matching your chosen interest area are displayed below. Occupations are sorted by Job Zone, to help you find occupations that match your current or expected level of education, training, and experience.

Have a three-letter interest code? You can focus your search by choosing up to three interest areas, to see the occupations which match your choices.

1st — Social (S) 2nd — None selected 3rd — None selected

You have chosen: Social

[More occupations](#) | [Fewer occupations](#) 84 occupations displayed.

Job Zone	Code	Occupation
1	35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
1	33-9091.00	Crossing Guards
1	35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers
1	35-3041.00	Food Servers, Nonrestaurant
1	35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
1	39-3031.00	Ushers, Lobby Attendants, and Ticket Takers
1	35-3031.00	Waiters and Waitresses
2	53-3011.00	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
2	33-9011.00	Animal Control Workers

Select 2nd and/or 3rd interest type(s)





O*NET Walkthrough

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Occupation Quick Search:

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Interests Search for:

Social, Artistic [Save Table \(XLS/CSV\)](#)

Selected occupations matching your chosen interest areas are displayed below. Occupations are sorted by [Job Zone](#), to help you find occupations that match your current or expected level of education, training, and experience.

Have a three-letter interest code? You can focus your search by choosing up to three interest areas, to see the occupations which match your choices.

1st — 2nd — 3rd —

You have chosen: SA

5 occupations displayed.

Interests	All	Job Zone	3	Code	Occupation
SA				39-9011.01	Nannies
SA				25-2011.00	Preschool Teachers, Except Special Education
SA				25-3021.00	Self-Enrichment Education Teachers
AS				39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
AS				27-3011.00	Radio and Television Announcers

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Refine your search by selecting job zone

Personality

- Minnesota Multiphasic Personality Inventory (MMPI)
- Sixteen Personality Factor Questionnaire (16PF)
- True Colors Personality
- Myers-Briggs Type Indicator (MBTI). Keirsey Temperament Sorter (KTS, <http://www.keirsey.com/>, fee: \$0)

Personality

- **Keirsey Temperament Sorter (KTS)**
- Extroversion (E, expressive) – Introversion (I, attentive);
Sensing (S, observant) – Intuition (N, introspective);
Thinking (T, tough-minded) – Feeling (F, friendly);
Judgment (J, scheduled) – Perception (P, probing)

- Four temperaments

● Guardian	Idealist
Supervisor - ESTJ Inspector - ISTJ Provider - ESFJ Protector - ISFJ	Teacher - ENFJ Counselor - INFJ Champion - ENFP Healer - INFP
Artison	Rational
Promoter - ESTP Crafter - ISTP Performer - ESFP Composer - -ISFP	Fieldmarshal - ENTJ Mastermind - INTJ Inventor - ENTP Architect - INTP



Work Value

- O*NET Work Importance Profiler (<http://www.onetcenter.org/WIP.html>, fee: \$0, 点击software下载程序和user's guide完成测试)
- **Achievement**
 - You can see the results of your efforts
 - You can get a feeling of accomplishment
 - You can use the best of your abilities
- **Relationships**
 - Your co-workers are friendly
 - You can be of service to others
 - You don't have to do anything that goes against your sense of right and wrong
- **Independence**
 - You can do things on your own
 - You can make decisions on your own



Work Value

- (Work Value Cont'd)
- **Support**
 - The company stands behind its workers
 - The workers are comfortable with management's style of supervision
 - Companies with a reputation for competent, considerate and fair management
- **Recognition**
 - Good possibilities for advancement
 - Prestige
 - Potential for leadership
- **Working Conditions**
 - Pay, job security, and good working conditions
 - Suit your work style
 - You can be busy all the time
 - You can work alone
 - You can have many different things to do

Learning Style

- C.I.T.E. Learning Styles Inventory
- Visual Language
 - Visual Numerical
 - Auditory Language
 - Auditory Numerical
 - Auditory-Visual-Kinesthetic - AVK
 - Individual Social
 - Group Social
 - Oral Expressive
 - Written Expressive
- Can change over the years, especially with young students



CAUTION!!!

- 以上提供的测试全部是英文版本，Norm是基于英文文化环境人群，由于语言和文化环境不同，这些英文版本的测试对汉语为母语的被试者的有效性不明，仅供参考。严谨的职业测试需要专业的解释，建议去学校的career services由专业的职业咨询师安排专业的测试。



Q&A