



CAREER DEVELOPMENT GUIDE

SELF AWARENESS

Understand your interests, personality,
strengths, and values

Self-Assessment: Learning About Your interests & Personality

Why They Matter for Self-Reflection

Assessments are not meant to label you or decide your future. They are tools for reflection, conversation, and more informed decision-making

Interest Assessments

Interest assessments identify activities, topics, and work environments that naturally appeal to you. They reveal patterns in what engages and motivates you and help connect those interests to potential career paths and fields of study.

Personality Assessments

Personality assessments help you reflect on how you prefer to communicate, make decisions, organize information, and work with others



HOLLAND RIASEC MODEL



Realistic (Things) Hands-on, practical, physical, mechanical, or outdoor work Conventional (Order) Organizing, tracking, data, records, systems, and structured tasks Enterprising (Influence) Leading, persuading, organizing, selling, managing, and influencing	Investigative (Ideas) Research, analysis, science, problem-solving, and curiosity Artistic (Creativity) Creative expression, design, writing, music, performance, and originality Social (People) Helping, teaching, counseling, supporting, and communicating with others

 Key Point

Your RIASEC themes suggest environments and activities to explore. They do not limit what you can do.

PERSONALITY TYPE AS A REFLECTION TOOL

Personality assessments can help you reflect on how you prefer to communicate, make decisions, organize information, and work with others. They should not be used to limit your choices or decide your future for you. Instead, use them as conversation starters that help you better understand your patterns, preferences, and possible work environments.

What it can help you notice

Personality tools can help you reflect on communication style, decision-making, organization, energy, and work preferences

How to use it well

Free personality quizzes can be useful for reflection, but they are not official career assessments and should not be used to make major decisions by themselves. Use personality results as conversation starters. Look for patterns, but do not treat your type as a rulebook

What Not To Do

Do not use personality type to eliminate careers, excuse behavior, or decide that you “can’t” do something

INTJ INNOVATIVE,INDEPENDENT, STRATEGIC, LOGICAL, RESERVED, INSIGHTFUL. DRIVEN BY THEIR OWN ORIGINAL IDEAS TO ACHIEVE IMPROVEMENTS.	INTP INTELLECTUAL, LOGICAL, PRECISE, RESERVED, FLEXIBLE, IMAGINATIVE. ORIGINAL THINKERS WHO ENJOY SPECULATION AND CREATIVE PROBLEM SOLVING.	ENTJ STRATEGIC, LOGICAL, EFFICIENT, OUTGOING, AMBITIOUS, INDEPENDENT. EFFECTIVE ORGANIZERS OF PEOPLE AND LONG-RANGE PLANNERS.	ENTP INVENTIVE, ENTHUSIASTIC, STRATEGIC, ENTERPRISING, INQUISITIVE, VERSATILE. ENJOY NEW IDEAS AND CHALLENGES, VALUE INSPIRATION.
INFJ IDEALISTIC, ORGANIZED, INSIGHTFUL, DEPENDABLE, COMPASSIONATE, GENTLE. SEEK HARMONY AND COOPERATION; ENJOY INTELLECTUAL STIMULATION.	INFP SENSITIVE, CREATIVE, IDEALISTIC, PERCEPTIVE, CARING, LOYAL. VALUE INNER HARMONY AND PERSONAL GROWTH, FOCUS ON DREAMS AND POSSIBILITIES.	ENFJ CARING, ENTHUSIASTIC, IDEALISTIC, ORGANIZED, DIPLOMATIC, RESPONSIBLE. SKILLED COMMUNICATORS WHO VALUE CONNECTION WITH PEOPLE.	ENFP ENTHUSIASTIC, CREATIVE, SPONTANEOUS, OPTIMISTIC, SUPPORTIVE, PLAYFUL.. VALUE INSPIRATION, ENJOY STARTING NEW PROJECTS, SEE POTENTIAL IN OTHERS.
ISTJ RESPONSIBLE, SINCERE, ANALYTICAL, RESERVED, REALISTIC, SYSTEMATIC. HARDWORKING AND TRUSTWORTHY WITH SOUND PRACTICAL JUDGEMENT.	ISFJ WARM, CONSIDERATE, GENTLE, RESPONSIBLE, PRAGMATIC, THOROUGH. DEVOTED CARETAKERS WHO ENJOY BEING HELPFUL TO OTHERS.	ESTJ EFFICIENT, OUTGOING, ANALYTICAL, SYSTEMATIC, DEPENDABLE, REALISTIC. LIKE TO RUN THE SHOW AND GET THINGS DONE IN AN ORDERLY FASHION.	ESFJ FRIENDLY, OUTGOING, RELIABLE, CONSCIENTIOUS, ORGANIZED, PRACTICAL. SEEK TO BE HELPFUL AND PLEASE OTHERS, ENJOY BEING ACTIVE AND PRODUCTIVE.
ISTP ACTION-ORIENTED, LOGICAL, ANALYTICAL, SPONTNEOUS, RESERVED, INDEPENDENT. ENJOY ADVENTURE, SKILLED AT UNDERSTANDING THINGS.	ISFP GENTLE, SENSITIVE, NURTURING, HELPFUL, FLEXIBLE, REALISTIC. SEEK TO CREATE A PERSONAL ENVIRONMENT THAT IS BOTH BEAUTIFUL AND PRACTICAL.	ESTP OUTGOING, REALISTIC, ACTION-ORIENTED, CURIOUS, VERSATILE, SPONTANEOUS. PRAGMATIC PROBLEM SOLVERS AND SKILLFUL NEGOTIATORS.	ESFP PLAYFUL, ENTHUSIASTIC, FRIENDLY, SPONTANEOUS, TACTFUL, FLEXIBLE. HAVE A STRONG COMMON SENSE, ENJOY HELPING PEOPLE IN TANGIBLE WAYS.

FREE ASSESSMENTS

INTEREST ASSESSMENTS / HOLLAND CODES	PERSONALITY QUIZZES
<u>My Next Move</u> An interactive tool for job seekers and students to learn more about their career options. The site has tasks, skills, salary information, and more for over 900 different careers <u>Open-Source Psychometric Project</u> The test consists of 48 tasks that you will rate by how much you would enjoy performing each on a scale of (1) dislike (2) slightly dislike (3) neither like nor dislike (4) slightly enjoy (5) enjoy. The test takes most people 5-10 minutes to complete	<u>16 Personalities</u> Provides an in-depth look at the 16 personalities and suggested careers for each type <u>Truity</u> Information on the 16 personalities

How To Use These Results

- Save or screenshot your results
- Notice patterns across assessments
- Discuss results with Career Development, faculty, or an advisor before making major decisions

Key Point

Use free assessments as starting points for reflection, not final answers. Your results can help you notice patterns, but they should not limit your options or make decisions for you.