

# CHAPTER 01

## Assessing Self

In a task as mundane as grocery shopping, the shopper takes a mental inventory of what he or she has at home and thinks about what is needed for the upcoming week. Why, then, when making career choices, wouldn't a job seeker take "inventory" of skills, interests, strengths, personality, values, and ambitions?

Gathering information for this inventory can look different but the goal is the same - to assess oneself before beginning the job seeking process. The following are lessons for self-assessment.

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### Lesson One: Self Awareness: Traitify

The purpose of this lesson is to use an online self-assessment tool (Traitify) to analyze a job seekers' preferences. The seeker will respond "me" or "not me" to a series of pictures designed to elicit his/her interests. These interests are grouped into seven personality types. The results can form the basis of further discussion and research into possible career interests.

#### STANDARDS ALIGNMENT

##### North Carolina Essential Standards Guidance

- RED.CR.1 Understand the meaning and importance of career self-awareness and career goals.

##### North Carolina Professional Career Development Coordinator Standards

- Standard III: Career development coordinators understand and facilitate the implementation of a comprehensive career development program.

## North Carolina Essential Standards Grades 9-12, Information and Technology Essential Standards

- HS.TT.1 Use technology and other resources for assigned tasks.  
HS.TT.1.1 Use appropriate technology tools and other resources to access information (multi-database search engines, online primary resources, virtual interviews with content experts).

## NC Community College System College and Career Readiness Adult Content Standards

- T.6 The student will demonstrate an ability to utilize Internet and other telecommunication resources.

## Workforce Development Standards

- 20 CFR Parts 676, 677, and 678: Workforce Innovation and Opportunity Act is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Programs are based on eligibility.

### STUDENT OBJECTIVES

*At the close of the lesson, learners will be able to say... I can:*

- answer questions about my interests and begin a discussion on career choices.
- analyze the accuracy of the results of a self-assessment.

### MATERIALS NEEDED

- Computer with internet access
- Log in information to Traitify (see below)
- Traitify Self Discovery Guide: Unleash Your Personality
- Pens or pencils
- Optional Resources
  - Traitify 1: <https://bit.ly/2U1penF>
  - Traitify 2: <https://bit.ly/3s1EjCg>
  - <http://nencpathways.org/parents-students/traitify/>

## DELIVERY SUGGESTIONS

The suggested *time* for the following lesson is 45 minutes depending on group size and technology access.

The following lesson is appropriate for:

- middle school students
- high school students
- adult learners

## INSTRUCTIONS

1. State purpose of session and post within the room for reference. (above)
2. Share the “I can” statements and post within the room for reference. (above)

You may wish to share the steps below in printed format with job seekers, as you walk them through the following:

3. Turn on computer and log on to network, if not already accessed.
4. Go to ***<https://nencpathways.traitify.com>***
5. Complete and submit Traitify registration information.
6. Complete [Me] or [Not Me] assessment.
7. Once Traitify processes results, do not click on:  
[View Your Career Matches].
8. Scroll down Careers Assessment Results page to review results; share and discuss personality results with a neighbor. Be prepared to introduce yourself (name and Traitify personality blend) to the group.
9. Use Traitify Self Discovery Guide: Unleash Your Personality to record notes; stop at “Explore Career Paths” section
10. Reflect on the “I can” statements, asking learners to give a “thumbs up” or “thumbs down” if they feel the objective was met.
11. Next Steps: Job Seekers can speak more with counselors about their findings and/or research careers based on findings. Job seekers can click on View Your Career Matches to see which careers best match their personalities.

**\*Not a Traitify administrator?**

**Contact Brandi Bragg ([brandi.bragg@nencpathways.org](mailto:brandi.bragg@nencpathways.org)) to sign up.**

### Account Information

My Username

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My Password

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### Directions

1. Select "Me" or "Not Me" as image relates or appeals to you and your work life.
2. Record your personality results below.
3. Examine your personality by reading your personality information, including blend, types, traits, and more.
4. Use your personality data to explore possible career paths, including majors and available jobs.

### Your Career Personality Results

Traitify delivers personality scores on seven different personality types. Record your results in the spaces provided, and then review the different characteristics associated with each type, highlighting or circling any that reflect who you think you are, or maybe even the ones that don't sound like you.



#### Action-Taker

- Goal oriented
- Uses manual/physical skills
- Hands-on work
- Practical and applied
- "Get the job done" mentality



#### Naturalist

- Drawn to natural environments
- Works with plants and animals
- Enjoys the outdoors
- Orderly, functional, efficient
- Excels when working in nature



#### Analyzer

- Inquisitive-keen eye for experimental nature
- Looks deeply at information
- Enjoys solving problems
- Excels at uncovering new information
- Scientific mindset



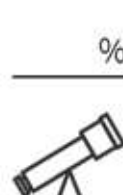
#### Planner

- Enjoys working in a system
- Uses details, data, and numbers
- Loves procedure and routine
- Methodical, precise, detailed
- Thrives in an office setting or in completing work in an organized manner



#### Inventor

- Creative and contemporary
- Uses art to communicate
- Eclectic, expressive, introspective
- Gets "lost in their work"
- Enjoys creative projects



#### Visionary

- Charges ahead
- Takes on leadership roles
- Ambitious, energetic, innovative
- Loves to take risks and set trends
- Skilled at gaining confidence from others



#### Mentor

- Caring and people oriented
- Skilled at communication
- Enjoys improving other's lives
- Enjoys working in a team setting
- Patient and compassionate

# Your Career Personality Blend

My Blend is: \_\_\_\_\_ & \_\_\_\_\_

Which characteristics of your personality blend sound like you? List them here.

Which characteristics of your personality blend DO NOT sound like you? List them here.

Read your Best Work Environments. Rank them in the order most important to you.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## Explore Career Paths

Careers from my results I'm interested in:

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Careers from my results that don't interest me:

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What makes a good fit or a poor fit for you?

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## Next Steps

### Discover More:

Continue to explore the recommended careers, and begin considering options you hadn't previously that have a strong match to your personality. Remember to consult your results for additional insight into the intricacies of your personality!

### Share Your Results:

Whether you share your results on social media, or directly with your career guidance counselor, it's important to keep the discussion going to help you move towards your career goal. If you're able, set up an appointment with your counselor now!