

Career Intelligence – an online career evaluation



The Career Intelligence online assessment is designed to help individuals like you, identify a ‘best fit’ work role, professional development, and career planning objectives. It follows a structured process that allows you to evaluate what motivates you, your current career situation, and your work interests.

A report will be generated from the assessment that will ‘mirror’ how you see yourself and give you and your coach clear information to work with so that you can make career development goals.

Your coach will help you to synthesise the information into meaningful action plans and career development objectives. During the assessment coaching session, your career coach will help you create the change you want to give you greater career and job satisfaction.

There are 6 sections in the assessment for you to work through and to keep in mind:

- Life Values – what matters to you in life (*these are general values about life*)
- Work Values – what matters to you at work (*these are related to your work situation, not life*). • Career Motivators – what motivates you in work - and in life
- Fields of Work – fields/industries of work that you want to work in (*not hobbies or interests for out of work or recreational time*)
- Functions/Skills – are the ‘hard skills that you want to utilise and develop at work • Work Competencies – the competencies or aptitudes you bring to a workplace.

What to expect when you take the assessment:

- Allow approximately **one hour** to complete the full assessment. Take your time to think through the questions, especially in the Values sections, to make sure your answers are well-considered. This will give you a better result.
- You can **take a break** from the assessment and go back to complete it when you have more time. • If you need to **refine your answers**, you can check the section before the one you are on, however, once you get to the end, it is not possible to go back through the entire assessment. You can further refine your responses when you work with your coach to review your results.
- As soon as you have finished the assessment, **your report will be emailed to your coach**. They will evaluate it with you in the next coaching session you have with them.
- In your coaching session, make sure you **write your insights onto your report** if you have the PDF, or take notes during your coaching session if you are working on Zoom.

Finally, your coach is a fully licensed Career Intelligence coach and is qualified to work with this assessment. For more detailed information about the assessment contact kaye.avery@careereq.nz.