



OKCareerGuide.org Talking Points After Assessments

✓ NOTE: This script can help you explain the assessments in OK Career Guide.

There are three assessments in OK Career Guide to help you make informed decisions about your career pathway and education.

Interest Assessment - Helps you connect your personal interests to career options.

You rate how much you like or dislike each activity presented. When you are finished, your highest interest will be matched with a career that you may enjoy. It is suggested that young people choose occupations related to their **interests** and develop the needed skills through coursework and on-the-job experience.

There are three types of scores High-Flat, Differentiated, and Low-Flat.

- **High-Flat:** Most or all the scores are in the high range, can retake if they want to.
- **Differentiated:** Some high, medium, and low having a lot of difference from the high to the low.
- **Low-Flat:** Most or all the score are in the low range, may need to retake assessment.

The differentiated difference from high, medium, and low are the best results to get started on looking at careers.

Skills Confidence Assessment - Helps you figure out what you believe you are good at and what careers your skills fit.

You rate how confident you are that you can accomplish each activity presented. When you are finished, review the skills you have identified and explore careers with those skills. Remember that skills can be learned so if skills do not match interest that can be changed with training.

Once again there are three type of scores High-Flat, Differentiated, and Low-Flat.

- **High-Flat:** Most or all the scores are in the high range, you may have lots of experience and will have to rely on interest to guide career.
- **Differentiated:** Some high, medium, and low having a lot of difference from the high to the low.
- **Low-Flat:** Most or all the score are in the low range, remember that skills can be learned.

One is not better than another in this area it just means different things.



Work Values Assessment - Learn what is most important to you in your work environment and atmosphere.

The Values inventory measures the importance of 12 work-related values: Variety, Achievement, Workplace, Co-Workers, Supervision, Creativity, Security, Independence, Prestige, Lifestyle, Challenge, Income.

- **Variety:** Having Variety in a job means that its work tasks are not routine and that the job allows me to do many kinds of things in a day's work.
- **Achievement:** having Achievement in a job means that I feel as if I am accomplishing something that is important and visible and am being successful in my work.
- **Workplace:** The Workplace value means that the environment in which I do my job is one that is clean, comfortable, and free of danger.
- **Co-Workers:** The Co-Workers value means that I work with helpful and trustworthy people on my job, enjoyable enough to possibly want them as friends.
- **Supervision:** The Supervision value means that I have a boss who respects me, recognizes my value, is easy to talk to, and is concerned about me as a person.
- **Creativity:** Having Creativity in my job means that I have an opportunity to be resourceful and inventive in the way I do my work and will often be called upon to contribute new ideas.
- **Security:** Having Security in my job means that I am employed by a stable company that very rarely must reduce its number of employees.
- **Independence:** Having Independence in my job means that I am trusted to make many decisions on my own and do not have to constantly report to a supervisor.
- **Prestige:** Having Prestige through my work means that the work tasks and level of responsibility of my job cause others to respect me both in my setting and in society in general.
- **Lifestyle:** The Lifestyle value means that the work tasks and work hours required in my job do not conflict with the time I want to spend with family and friends in leisure activities.
- **Challenge:** Having Challenge in my job means that I need to stay mentally sharp and that I have opportunities to continue to learn and to expand my work tasks into new areas.
- **Income:** The Income value means that my job pays considerably more than most people earn and allows me to have a high standard of living without concern about finances.

You rate how important work-related values are to you. When you are finished, your values will be matched with careers that you may enjoy. Keep in mind that as you grow older and more experienced that your values may change.