

Normandale Community College Students:

Undecided about Your Career or Major?

Free or Low Cost Online Career Assessments

- A good career decision is made by considering many aspects of who you are; including your interests, skills, values and personality. A variety of types of assessments are listed here to measure these traits. You are looking for a “fit” between who you are and the career or major you choose.
- Many of the assessments listed here will link you to information on careers or majors. Many can be taken on your home computer at your convenience. Some require you to first come into the Mahendra Nath Career and Academic Planning Center at Normandale Community College.
- No instrument is perfect. No assessment tells you what you should be or what to major in. Your results should be viewed as simply, “I answered the questions in the same manner as X number of people who have been in that career for a number of years, and they report they like it.”
- Not every assessment works for every person. But, if you take a variety of assessments you begin to see a pattern. That pattern is what we are looking for. Listed below are tools you could use to get more information about yourself and your interests.
- Normandale Counselors are available to follow up with you after you have taken assessments. Bring in printed copies of your results. You can call 952-487-8261 or stop by the counseling reception desk in the College Services Building to schedule an appointment.
- You can assist me in improving the accuracy of this information by emailing me with any corrections or questions. Thank you. Lavonne.evenson@normandale.edu

Free or Low Cost Online Career Assessments

Name of Instrument	What it Measures	How to Access	Notes
(MCIS) O*NET Work Importance Locator	Values	Access by going to the Career Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account first. Ask at the desk for the MCIS sheet. Then you will be able to access it from home later at this address: http://mncis.intocareers.org	Free—paid by NCC. The Work Importance Locator can help you learn more about your work values and can help you decide what is important to you in a job. It does this by asking you to rank different aspects of work that represent six important work values. Knowing your work values can help you decide what kinds of jobs and careers you might want to explore.
(MCIS) O*Net Interest Profiler	Interests	Access by going to the Career Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account first. Ask at the desk for the MCIS sheet. Then you will be able to access it from home later at this address: http://mncis.intocareers.org	Free—paid by NCC The Interest Profiler helps you find out what your interests are and how they relate to the world of work. It does this by asking you to answer questions that represent important interest areas. Your Interest Profiler scores will help you identify your strongest work-related interests. Knowing your work interests can help you decide what kinds of jobs and careers you want to explore.
(MCIS) Skills	Skills	Access by going to the Career Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account first. Ask at the desk for the MCIS sheet. Then you will be able to access it from home later at this address: http://mncis.intocareers.org Click on the word Skills in the light blue section on the left hand menu.	Free—paid by NCC This instrument helps you identify occupations that match your skills. It also shows you which skills are used by each occupation. Using SKILLS can help you select an occupation or a career, identify ways to modify your career direction, or prepare for a job search.
(MCIS) IDEAS	Interests	Access by going to the Career Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account first. Ask at the desk for the MCIS sheet. Set up your account at a computer on campus first and then you will be able to access it from home later at this address: http://mncis.intocareers.org	Free—paid by NCC This instrument will help you identify your interests and match them with a wide variety of careers. Available in a Spanish language version also.

Free or Low Cost Online Career Assessments

Name of Instrument	What it Measures	How to Access	Notes
(MCIS) Occupation Sort Exercise	Interests	Access by going to the Career Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account first. Ask at the desk for the MCIS sheet. Then you will be able to access it from home later at this address: http://mncis.intocareers.org	Free—paid by NCC Occupation Sort is not a test. It is designed to let you say what you know about yourself, your likes and dislikes, and creates a list of occupations that match your preferences. It doesn't tell you what you should be. Instead, Occupation Sort locates occupations that match factors you regard as important.
ISEEK Skills	Skills	Go to www.iseek.org , click on the purple area, click on assessments, click on ISEEK Skills. You can save time by clicking on, "Rate all skills at once".	Free. Rate skills positively or negatively based on how important they are to you. Results of this self-assessment tool link directly to detailed career descriptions on ISEEK.
MN Careers Interest Assessment	Interests	Go to www.iseek.org , click on the purple area, click on assessments, click on MN Careers Interest Assessment. You may need to print out the instrument, take it on paper and score it yourself.	Free. The MN Careers Interest Assessment is based on Holland's Interest Inventory. When you're finished, you'll have an interest profile that matches your interests to various career areas.
MN Careers Work Importance Locator	Values	Go to www.iseek.org , click on the purple area, click on assessments, click on MN Careers Work Importance Locator	Free. Learn more about your work values and identify what you think is important in a job. This tool lets you sort "work importance" cards that will give you a score that you can match to corresponding occupations.
Career One Stop Skills Profiler	Skills	Go to www.iseek.org , click on the purple area, click on "Career Assessments," click on "CareerOneStop Skills Profiler"	Free. Identify your skills to create a skills profile. This profile includes a summary of your skills, a list of matching occupations with links to detailed information, and the ability to compare your skills to those needed in another occupation of interest.

Free or Low Cost Online Career Assessments

Name of Instrument	What it Measures	How to Access	Notes
Myers Briggs Type Indicator (MBTI)	Personality	<p>Make arrangements to take this assessment by calling the NCC Career Center at 952-487-7050 or by going to the Career Center (C1032) at Normandale Community College. When you set up a time to take the instrument you will be given more detailed instructions on when to come back for the interpretation.</p>	<p>\$35.00</p> <p>You need to attend a group interpretation session to receive your results.</p> <p>The MBTI is the most widely used personality instrument in the world. It can be helpful in explaining why certain personality types gravitate toward certain careers. Isabel Briggs Myers and her mother, Katharine Briggs developed the instrument for the purpose of making C. G. Jung's theory of psychological types accessible to individuals and groups.</p> <p>At the end of the interpretation, you will be able to....</p> <ul style="list-style-type: none"> • Begin to understand and accept your own MBTI Type. • Relate your MBTI Type to Career Exploration and Decision Making

Free or Low Cost Online Career Assessments

Name of Instrument	What it Measures	How to Access	Notes
Self Directed Search	Interests	www.self-directed-search.com	<p>\$9.95 Pay with Credit Card</p> <p>The SDS was developed by Dr. John Holland, whose theory of careers is the basis for most of the career inventories used today. Holland's theory states that most people can be loosely categorized with respect to six types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.</p> <p>Occupations and work environments can also be classified by the same categories. People who choose careers that match their own types are most likely to be both satisfied and successful. Your SDS report can help you to understand more about yourself and how your individual skills and interests are related to your career choice. Taking the Self-Directed Search will determine your 3-letter Holland code to help you find the careers that best match your interests and abilities. A list of occupations (and college majors) with codes identical and/or similar to your own will be displayed on your screen.</p>
Kuder	<ol style="list-style-type: none"> 1. Interests 2. Skills 3. Values (Super's Work Values Inventory—revised) 	www.Kuder.com	<p>\$19.95 covers all three. Must pay with a U.S. Credit Card.</p> <p>Or e-mail Normandale Counselor, Lavonne Evenson at lavonne.evenson@normandale.edu for the opportunity to receive all three assessments free.</p> <p><i>The Kuder Career Planning System is an Internet-based system combining research-based interest, skills, and work values assessments with portfolio development, comprehensive educational and occupational exploration resources, and administrative database management. On average, each assessment may be completed in 20 minutes or less. Individuals also have the ability to begin an assessment and complete it at a later time. All assessments feature immediate online scoring and reporting.</i></p>

Free or Low Cost Online Career Assessments

Name of Instrument	What it Measures	How to Access	Notes
Strong Interest Inventory	Interests	<p>Make arrangements to take this assessment by calling the NCC Career Center at 952-487-7050 or by going to the Career Center (C1032) at Normandale Community College. When you set up a time to take the instrument you will be given more detailed instructions on when to come back for the interpretation.</p>	<p>\$35.00</p> <p>You need to attend a group interpretation session to receive your results.</p> <p>The Strong Interest Inventory is designed to measure your interests and is based on the theory of John Holland.</p> <p>People can be described as a combination of two or more of six occupational themes: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.</p> <p>Work Environments (that is-- jobs, work-sites, schools) can also be described in terms of a combination of the same six occupational themes. People tend to seek work environments that match their 2 or 3 letter occupational code. If a person can find such a compatible environment, he or she is likely to be satisfied and productive. The Strong Interest Inventory can assist you in seeing the "fit" between your interests and careers.</p>
DISCOVER	<p>1. Interests (UNIACT Interest Inventory)</p> <p>2. Abilities</p> <p>3. Work Values DISCOVER Values Inventory</p>	<p>Access by going to the Career Center (C1032) at Normandale Community College and obtaining a sheet of paper with a token (password). Ask at the desk for the DISCOVER sheet. Then you will be able to access it from home later at this address: http://www.act.org/discover/</p> <p>Click on log on (for licensed users only)</p> <ul style="list-style-type: none"> • If this is your first use of DISCOVER, enter your token in the User ID box, leave the Password box blank, and click Submit. • If you have used DISCOVER before, enter your user ID and password, and click Submit. 	<p>Free. Paid by NCC</p> <p>The interest, abilities and work-values inventories can help you learn more about yourself. Results from the interest inventory will suggest which career areas (groups of similar occupations) best fit your interests. Results from the abilities inventory will suggest career areas that best fit what you estimate your abilities to be. Results from the values inventory will suggest career areas that are more likely to contribute to your work satisfaction.</p> <p>The results of each inventory will be presented as career areas on the World-of-Work Map.</p> <p>You can take any or all 3 of the inventories. As you complete each inventory, you will see your results.</p>