

# Crown Financial Ministries

## Career Assessments in the Marketplace

### Career Direct Compared to 20 Assessments

Assessment Instrument	General Description	Scores	Standard Client Reports	Optional and Supplemental Materials	Usefulness in Career Counseling
<p>Career Direct</p> <p><a href="http://www.crown.org">www.crown.org</a></p>	<p>Provide career choice guidance by identifying strengths and pattern through the assessment of personality, skills, interest and values. Applicable to those 16 and older.</p> <p>Norms are available for young adults 16 to 23 and for adults.</p>	<p>6 Personality Factors with 16 Subfactors</p> <p>Dominance/ Compliance Extroversion/ Introversion Compassion/ Detachment Conscientiousness/ Unstructured Adventurousness/ Cautiousness Innovation/ Convention</p> <p>Stress Indebtedness Financial Management</p> <p>21 Occupation Interests 12 Skills 3 Values</p> <p>Administrative indices (online)</p>	<p>Computer scored Client Guidance Report including Personality, Interest, skills, and Values</p> <p>Counselor Report (online) including Summary Charts, Strengths, Detail of interests, Administrative indices</p> <p>Action Plan (interactive in online) Includes up to 8 best matching occupations</p>	<p>Available online</p> <p>Job Sampler – Contains over 1500 job listings in O*Net standardized format, linked to O*Net, organized by occupational groups- includes Christian ministry occupations.</p> <p>Six audio messages on CD (boxed) or download (online) Two career planning guides: <b>Guide to College majors and Career Choices</b> – a 80 page aid to selecting college majors (electronic only) <b>The Pathfinder</b> – 124 page aid to career decision-making for those considering career changes (hard copy with boxed version, electronic online) Game Plan – using the CD process Questionnaires - Career Analysis, Educational, Choosing a College/Tech major Administrator's PP Presentation, HS Career curriculum Administering Career Direct</p>	<p>This comprehensive career guidance package was designed to be interpreted primarily by the client. The client reports are easily understood, with clear graphics and should not require additional interpretation from a counselor. This allows the counselor to spend most of his/her time assisting the client with the Action Plan and further career exploration. Report and ancillary materials present career guidance from a biblical perspective with a Christian world view.</p> <p>Online - \$80.00</p>
<p>IDAK Career Match</p> <p><a href="http://www.idakgroup.com">www.idakgroup.com</a></p> <p>Must enter password to find out more about systems</p>	<p>Designed to aid adults who are seeking clarification of their aptitude strengths and their corresponding career options. Applicable to those 18 and older.</p>	<p>Work Interests - determines preferences for Work Setting clusters, categories, and sub-categories.</p> <p>Discover Natural Resources - evaluation of how satisfying certain activities have been to the client. Record of Past Accomplishment Rating of Work Priorities</p>	<p>Career Match Profile provides a list of the best career matches. Gives the most preferred work setting with lists of positions for that setting by job title, and work/duties definitions.</p> <p>Separate report of exercise results.</p>	<p>An audio cassette for overall orientation and printout interpretation is available when the Career Match system is used without the assistance of a counselor</p> <p>Employer Search Guide to assist the user in finding local organizations and companies which match the recommended career options.</p>	<p>The Career Match system is designed to be self-administered and interpreted or completed as part of a career-counseling process. Although the Career Match profile provides the client with a list of recommend jobs, the autobiographical interview and private counseling session greatly enhance the career assessment. Cost for the basic individual counseling service is approximately \$300. College program ~\$2000 minimum, abased on number of students. \$500 minimum for site visit and proposal for custom program.</p>

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<p>Myers-Briggs Type Indicator</p> <p><a href="http://www.cpp.com">www.cpp.com</a> (Consulting Psychologists Press)</p>	<p>A measure of psychological types described by Carl Yung, who suggested that differences in behavior reflect the way people prefer to use their perceptions and judgments in organizing information and making decisions. Applicable to those in high school to older adults.</p>	<p>4 Bipolar Scales:</p> <p>Extroversion/Introversion</p> <p>Sensing/Intuition</p> <p>Thinking/Feeling</p> <p>Judgment/Perception</p> <p>Scales are combined together into 16 possible types.</p>	<p>Narrative report containing a definition of the client's preference type, including how the type behaves at his/her best as well as problems encountered when not at his/her best.</p> <p>Preference scores and an explanation of how the scores fit to explain the 16 types.</p>	<p>Manual, which contains a description of all 16 types, with an appendix that, contains tables of occupations empirically attractive to the psychological types.</p> <p>A career report is available to show clients the 50 most and 25 least popular occupations for a person with a particular code.</p> <p>Norms are available on students grade 4-12, college freshmen, and adults.</p>	<p>Although the inventory provides a direct reference to occupational considerations based on personality types, the lack of male and female norms and demographic information about the occupational groups requires caution in interpreting the results for career counseling. A further criticism lies in the measurement of preferences, rather than abilities or accomplishments, making it more suited for understanding perceptual and cognitive styles, rather than for determining optimal career matches. Reviewers frequently suggest that counselors who intend to use the MBTI for career counseling read both pro and con articles and reviews and to recognize the complex nature of interpreting the MBTI. Cost starts at \$195 for one-time, online setup fee. Then \$53.95 if buying 1-9; \$47.95 for 10-99; \$41.95 for 100+. \$95.50/pkg of 10 for self-scorable. Career Report Administration: \$13.90 for 1-99; \$12.85 for 100-499; \$11.80 for 500+.</p>
<p>16 PF</p> <p><a href="http://www.ipat.com">www.ipat.com</a></p> <p>Institute for Personality and Ability Testing</p>	<p>Designed to measure personality traits. Useful in predicting specific behavioral criteria such as social skills, but does not adequately assess other factors that may affect or predict future behavior such as motivation. Should not be used as an indicator of psychopathology. Applicable to those 16 and up.</p> <p>Norms available on high school, college and general population adults.</p>	<p><i>16 primary factor scores:</i></p> <p>Warmth Reasoning Emotional Stability Dominance Liveliness Rule-Consciousness Social Boldness Sensitivity Vigilance Abstractedness Privateness Apprehension Openness to Change Self-Reliance Perfectionism Tension</p> <p><i>5 Global Factor Scores:</i></p> <p>Extroversion Anxiety Tough-Mindedness Independence Self-Control</p> <p><i>3 Response Style Indices</i></p>	<p>Basic Interpretative Report</p> <p>Basic Score Report (includes scores only)</p> <p>Includes a breakdown of Holland's themes</p>	<p>Basic Interpretative Report (BIR) includes profile, scores, and descriptive report.</p> <p>Administrative Manual</p> <p>Technical Manual</p>	<p>As stated on the Basic Interpretative Report, "this report is to be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data, and other assessment results." The graphics contained in the BIR are not easily interpreted, although the report also includes descriptive results. There is a section which relates the clients personality profile to the Holland themes and suggests several broad career areas. As such, the best use of the 16PF would be as a supplement to an existing career assessment or interest inventory. If used alone, a counselor should expect to spend a lot of assisting the client with their career exploration. Individual report is \$36.00. Additional reports range from \$36 to \$15.50 based on volume.</p>

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<p>NEO – PI – R <a href="http://www.parinc.com">www.parinc.com</a></p> <p>PAR, Psychological Assessment Resources, Inc.</p>	<p>Comprehensive overview of an individual's emotional, interpersonal, experiential, attitudinal and motivational styles. Applicable to those 17 and older.</p> <p>The norm sample was recently stratified to match 1998 U. S. Census projections for age, gender, and race. There are separate norms for college-aged samples.</p>	<p>5 major domains of normal adult personality (and 30 facet scales)</p> <p>Neuroticism Extroversion Openness Agreeableness Conscientiousness</p>	<p>One page summary provides a brief description of scores on each of the 5 domains</p>	<p>Manual Test materials available in Spanish, French, and German. Requires Master's level Psychologist to administer, not available directly to the public.</p>	<p>This instrument does not provide any information regarding how the personality profile relates to career choices. As such, it may only be used to supplement an existing career assessment or interest inventory. Interpretation requires that a counselor be very familiar with the manual, as well as research on how personality and career choices are related. PRS Answer Sheets (pkg/10) \$130, (pkg/25) \$305; Professional Manual \$44; Reusable Form S Item Booklets (pkg/10) \$39; PRS</p>
<p>Armed Services Vocational Aptitude Battery (ASVAB)</p>	<p>Evaluates high school student's vocational interests and aptitudes; used for counseling and by the military services to identify eligible graduates for possible recruitment. Applicable to students in grades 10 to 12.</p> <p>Norms are available for the high-school population, as well as two-year college and young adult applicants to the Armed Forces.</p>	<p>10 Subtests:</p> <p>General Science Arithmetic Reasoning Word Knowledge Paragraph Comprehension Numerical Operations Coding Speed Auto-Shop Information Math Knowledge Mechanical Comprehension Electronics Operations</p> <p>Composite scores of the following abilities: Verbal Math Academic Mechanical and Crafts Business and Clerical Electronics and Electrical Health, Social, and Technologies</p>	<p>Test scores of the seven composite scores are reported to the examinees and counselors in the form of percentiles.</p>	<p>Counselor Manual – an interpretive guide  Technical or Test Manual  Exploring Careers: The ASVAB Workbook  Military Careers</p>	<p>The usefulness of the ASVAB is primarily limited by the high degree of intercorrelation among the 10 sub-tests. These scores will rarely provide the sort of differential information necessary for choosing among several different careers. Principal components analysis of the sub-tests reveal only two significant factors, a very general factor and a very small speed factor. As such, it is useful much in the same way as an ordinary IQ test. It is also a lengthy test, requiring 3 hours to complete. The test materials, administration, scoring, and reporting of results are all provided by the U.S. Department of Defense free of charge to participating schools.</p>

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<p>Strong Interest Inventory</p> <p><a href="http://www.cpp.com">www.cpp.com</a> (Consulting Psychologists Press)</p>	<p>Measures occupational interests in a wide range of career areas including professional, technical, non-professional, and vocational-technical. Applicable to teens and adults grades 8 and up.</p> <p>Norms are available for men and women in the 6 occupational groups from those who do not have high school diplomas to those with doctorates.</p>	<p>6 General Occupational Themes – based on Holland’s types</p> <p>25 Basic Interest Scales – more specific areas of interest</p> <p>211 Occupational Scales – a general reference of how people in a particular occupation respond</p> <p>4 personal style scales – includes the Work Style, Learning Environment, Leadership, and Risk-Taking/Adventure Scales</p> <p>26 Administrative Indexes – Overall Response tendencies</p> <p>2 Special Scales – measure Academic Comfort and Introversion-Extroversion</p>	<p>Client profile with explanation of scores Profile consists of groups of occupations, listed from most like to least like the client’s reported interests</p> <p>NOTE- Frequently used in tandem with Myers/Briggs Type Indicator above for Career Guidance.</p>	<p>An optional interpretative report is available which elaborates on the individual scores and provides an overall interpretation of the profile. Client profile includes Holland codes.</p> <p>Professional Report – identify professional occupations (require 4-year degree) with customized occupational code and list of professional careers related to that code Interpretative report includes DOT codes and more descriptive occupational information</p> <p>Career Exploration –a client worksheet</p> <p>Applications and Technical Guide</p> <p>An interpretative booklet for clients</p>	<p>Although the authors point out that the profile is largely self-explanatory, they recommend that the score and patterns of scores be interpreted for the client by someone who has thoroughly studied the User’s Guide and Manual, and preferably attended a workshop. Because of its organization around Holland’s themes, a fairly thorough understanding of the model is necessary for the interpretation of the results. The profile summary presents a lot of information, which can be overwhelming to interpret, making the interpretative report the best option for career counseling. Perhaps the major drawback of this instrument is its lack of investigation into the client’s abilities. It is one thing to be interested in a particular career and/or sharing interests similar to those in a career and actually having the capabilities required for the career. As such, the Strong should probably be utilized with additional measures to provide a client with realistic expectations of their potential careers. Cost starts at \$195 for one-time, online setup fee. Strong Profile Adminstration: 1-99 \$8.95; 100-499 \$8.30; 500+ \$7.60. Manual \$69.50; User’s Guide \$29.50</p>
<p>Career Assessment Inventory – The Enhanced Version</p> <p><a href="http://www.pearsonassessments.com">www.pearsonassessments.com</a></p> <p>Pearson Assessments</p>	<p>Assesses students’ and adults’ occupational interests for the purpose of career exploration and decision making. Applicable to grades 9 and up.</p>	<p>6 General Occupational Theme scores based on Holland’s types</p> <p>25 Basic Interest scale scores which divide the 6 general scores into specific areas</p> <p>2 Administrative indices: total responses response patterning</p> <p>4 non-occupational style scales: Fine-arts – Mechanical Occupational Extroversion-Introversion Educational Interest Variability of Interests</p> <p>111 Occupational scales</p>	<p>Profile Report:</p> <p>Lists scores on the administrative indices plus all of the other scales organized by the general occupational themes. A graphic representation of the standard scores indicates where the score falls within a particular norm group. General information about the scales is provided</p>	<p>Narrative Report:</p> <p>Contains a similar graphic representation with scores printed from highest to lowest. An explanation of the scores on each scale is provided. This report also includes references to more information in the Occupational Outlook Handbook and the Dictionary of Occupational Titles.</p> <p>Requires Master’s level Psychologist to administer, not available directly to the public.</p>	<p>This inventory developed by Charles B. Johansson, PhD, was originally designed to measure sub-professionals for a population which did not intend to pursue education at the college level. The enhanced version was expanded to include professional jobs, which widens its applicability to different populations. The instrument bears a resemblance to the Strong-Campbell Interest Inventory, and as such, shares its strengths and weaknesses. Its reliance upon Holland’s model requires some theoretical knowledge for thorough interpretation. The client can be overwhelmed by the large amount of information provided and may need help with narrowing their interests to those which best suit his/her needs. The cost of the manual is approximately \$37.15. Profile reports are \$9.85 or less and Local Interpretive reports are \$13.65 or less.</p>

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<p>Jackson Vocational Interest</p> <p><a href="http://www.jvis.com">www.jvis.com</a></p> <p>Sigma Assessments Systems, Inc.</p>	<p>Designed to help high school/college students and adults identify their work-related preferences. Applicable to grades 9 and up.</p>	<p>34 Basic Interest scales:</p> <p>8 – represent work style preferences – for working in a certain kind of environment or working in a situation with a certain mode of behavior</p> <p>26 – represent work role preferences - for on-the-job activities associated with a certain group of occupations</p> <p>10 General Occupational Themes – refer to broad Patterns rather than to Interests in specific activities</p> <p>6 Administrative indices</p> <p>Academic Orientation Scale – Estimates the degree of Satisfaction with academic Settings</p> <p>2 sets of similarity scores – compares the persons Basic Interest profile with the profiles of specific criterion groups</p>	<p>Reports differ depending upon whether or not the profile is hand-scored or computer scored.</p> <p>Hand-scored profiles yield standard score scales</p> <p>Basic computer scored provides some narrative text and profiles of the Basic Interest Scales, General Occupational Themes, and Educational and Occupational Clusters</p>	<p>Extended Computer-Scored report – includes additional narrative text and summaries of the highest ranked educational and occupational clusters.</p> <p>Online report includes above features.</p>	<p>This instrument represents a departure from other interest inventories in that instead of matching the clients' interests to reference groups in specific occupations, clients make choices between pairs of work-related activities to identify their work preferences. The intention is not to focus on specific occupational groups, but instead to take seriously the client's preferences for working in a certain context, surrounding, or environment. This allows for in broader application of the results. However, the forced-choice nature of the instrument may also be its major drawback. The items are presented in a way to aid hand scoring but creates a strong possibility of causing a positional response set. The number and multiplicity of the comparisons may also be confusing for the client. Interpretation requires extensive explanation and both the client and counselor should expect to spend extra time and effort to fully benefit from the unique information this instrument offers. Cost of the test is \$19.95, taken at the web-site, includes report.</p>

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<p>Harrington – O’Shea Career Decision Making System – Revised</p> <p><a href="http://www.agsnet.com">www.agsnet.com</a></p> <p>AGS Publishing</p>	<p>Career interest inventory that also surveys values, training plans, and abilities. Applicable to grades 7-12 and adults (depending on the level). Level 1 is written at a 4th grade reading level and is most appropriate for grades 7-10 or those with limited reading skills. Level 2 is more useful for high school students, and adults making choices regarding college majors or career training.</p>	<p>6 interest scales:</p> <p>Crafts Scientific The Arts Social Business Office Operations</p> <p>18 career clusters</p>	<p>Results can either be hand scored or machine scored.</p> <p>Clients hand score the interest survey to identify the highest career interests. Raw scores are transferred to the interpretation folder, which includes a 2-page job chart for each of the 6 interest scales.</p> <p>The interpretation folder includes a summary profile, a guide to majors, training programs based on major interests and tips for continuing career exploration.</p>	<p>Career videos: Tour of Your Tomorrow – That provide realistic, up to date views of workers in traditional and nontraditional roles in the 6 career interest areas</p> <p>Machine scored – provides a profile report.</p>	<p>This instrument is best suited for those who are beginning the career exploration process. Although it claims to integrate interests, plans, values, and abilities, it only does so to a limited extent. The instrument uses Holland’s types to define the clients highest interest areas. The client reads through the list of 18 career clusters to identify those which they like best. Questions related to future plans, job values, and abilities are opened ended questions designed to help the client select their job choices. Clients will need help integrating this information to the results of the interest scales.</p> <p>Examination set is \$9.95, one assessment. Cost of the hand-scored edition is approximately \$399.95 for 25 booklets and directions (classroom set). Software scoring, \$199.95 with 50 administrations, additional 25 scorings for \$34.95.</p>
<p>Self Directed Search</p> <p><a href="http://www.self-directed-search.com">www.self-directed-search.com</a></p> <p><a href="http://www.parinc.com">www.parinc.com</a></p> <p>PAR, Psychological Assessment Resources, Inc.</p>	<p>Primarily intended as a self-directed career exploration through identification of personality type and type congruent occupations. There are 4 separate forms @ for high school/college students and adults, (E) for those with limited education or reading skills, (CP) for professional and adults in transition, and the Career Explorer for junior high students.</p>	<p>3 Digit Holland’s Occupational Codes for the 6 personality types</p> <p>3 scales: Activities Competencies Occupations</p> <p>Ability Self-Ratings</p>	<p>Self-scored: The client sums the total occurrences of each letter (R,I,A,S,E,C) from the Activities, Competencies, Occupations, and Self-estimate sections to obtain their 3 digit (most frequent letters) Holland Code. They then use the Occupations Finder to identify potential occupations which have summary codes similar to the user’s summary code.</p> <p>Occupations Finder</p>	<p>Computer scored:</p> <p>Interpretative Report – 8 to 10 pages which provides the client with information about Holland’s theory, a basic interpretation of the results, lists of occupations, fields of study, leisure activities that may aid in career decision making, DOT, and DEO numbers.</p> <p>Professional Report: Summarizes for counselors the client’s results and identifies potential problem areas.</p> <p>Paper, Computer—based and scored, and Online</p>	<p>Although this is promoted as an instrument which can be self-administered, self-scored, and self-interpreted, its usefulness is greatly improved through counselor involvement. While it is intended to simulate the process that a client and counselor may go through during several sessions, unguided, clients may miss some of the important steps in their search for the end product. Self-scoring has been shown to be problematic for many, resulting in frequent errors. The directions do not explain to the self-scorer what disagreements and similarities between the codes mean, which may leave those with non-congruent interests and skills confused. A counselor should monitor the scoring or utilize the computer-scored option. To maximize the information the client gains from the measure, counselors should be prepared to discuss the results with the user. Individual scored reports online at \$9.95 apiece. (2-100 \$8.95; 101-500 \$7.95; 501-1000 \$6.95; 1001 or more \$5.95.</p>

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<p>Strength Finder (Gallup)</p> <p><a href="http://www.strengthsquest.com">www.strengthsquest.com</a></p> <p><a href="http://www.strengthsfinder.com/">www.strengthsfinder.com/</a></p> <p><a href="http://www.cccu.org">www.cccu.org</a></p>	<p>Measures student's strengths to apply to academics, career and life planning, and relationships</p>	<p>5 greatest areas of talent Strengths in 5 Signature Themes</p>	<p>Student report describes 5 Signature Themes, 5 greatest areas of talents, and access to several interactive components.</p>	<p>StrengthQuest book contains the ID code that allows the student to go online and take the assessment. The book provides specific suggestions on how to apply strengths in academic achievement, education planning, studying, relationships, extracurricular activities and career planning. Book also assists in formulating customized action plans for college and career success.</p> <p>Underwritten by the Gallup Organization. Endorsed by the Council for Christian Colleges &amp; Universities.</p>	<p>The inclusion of skill assessment in this instrument enhances the information gained from typical interest inventories. A client's self-perceptions about their skills can be important to determining the jobs for which they would be best suited. The graphic presentation of the clients' interests and skills makes it easy to determine areas in which their interests and skills "mesh". Cost of the preview package is \$48.00 which includes a softcover manual and 3 answer sheets (mail-in). Cost of individual mail-in answer sheets/reports is \$7.90. Software on site scoring and printing \$137.00 (include starter 3 assessments), additional assessments 6.35 plus answer sheets @ \$.28 ea. Online vouchers at \$10.50 each.</p>

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<p>SIGI 3</p> <p><a href="http://www.sigi3.org">www.sigi3.org</a></p>	<p>Educational and career planning software that integrates self-assessment with in-depth career information online.</p>	<p>Provides top 3 work related values, top two interest areas, and top 3 work activities</p>	<p>Self-Assessment of values, interest areas, and work activities.</p> <p>Search module produces list of occupations sorted by features one wants or wants to avoid.</p> <p>Search college majors – list of occupations from a major.</p> <p>New Sigi3 has new look and added a complete management and reporting section for administrators.</p>	<p>Report Manager for schools, organization.</p> <p>On-line questionnaire</p> <p>Links to O*Net and other databases for information on occupations</p> <p>Assessment of choice for Educational Testing Service (ETS) (did not see this on web-site this time, Amber, 2009)</p>	<p>Gives general information from simple screening questionnaire – broad categories of jobs. Best at providing method of exploring occupations and college majors.</p> <p>Purchase a new 90-day use of SIGI-3 for \$17.95. Renew or extend for 60 additional days for \$4.95</p>
<p>Discover</p> <p><a href="https://actapps.ac.t.org/eDISCOVER/">https://actapps.ac.t.org/eDISCOVER/</a></p> <p>Must log-in and enter password to view anything on web-site</p>					
<p>Focus Career</p> <p><a href="http://www.focuscareer.com">www.focuscareer.com</a></p>	<p>An online, interactive career &amp; education planning system that combines self assessment, career exploration and decision making into one comprehensive program.</p>	<p>Designed for high-school and older</p> <p>Five self-assessments:</p> <p>Work Interests</p> <p>Personality</p> <p>Skills</p> <p>Values</p> <p>Leisure Interests</p>	<p>Detailed Counselor Reports and an online Student Portfolio.</p> <p>Detailed reports for every occupation explored.</p>		<p>\$39.00 for individual, online account.</p>



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PinPoint <a href="http://www.appliedinsight.com/features_page.html">www.appliedinsight.com/features_page.html</a>	Guides the user through an exploration of six aspects of their personality that are highly significant to career satisfaction. An optional exercise analyzes the user's daily activities over a period of time to more objectively identify their feelings about various character traits, activities, and work contexts.	Self-assessment determines users': - Personality Type - based on C.G. Jung's theory of psychological types, popularized by the Myers-Briggs Type Indicator® - Occupational Personality Code based on John L. Holland's theory of occupational themes - Interests - Character Traits - Preferred activities - Preferred work contexts, including values		Career Brainstormer – Looks at the user's personality from different angles to offer various careers for consideration.  Occupational Outlook Handbook – see information about a career, access online	Free trial offered, but no price listed on website.
Value's Driven Work Card Sort <a href="http://www.novaworks.org/valuesdrivenwork/product_overview.html">www.novaworks.org/valuesdrivenwork/product_overview.html</a>	Values-Driven Work is a career assessment instrument designed for use by career service practitioners and providers. It helps individuals find clarity in career choice by identifying the values that drive their own work satisfaction and performance.	Card sort - A color-coded, card sort lists 70 values grouped into four work-related categories. Participants rank how important each value is to them on a scale ranging from "always important" to "not important." The four categories are: Intrinsic, Work Environment, Work Content, and Work Relationships Values.  Values – Driven Self-Report is a 3 page self-assessment, an alternative to the card-sort.			Values-Driven Work Card Sort - \$18.00 Values-Driven Work Self-Report Inventory - \$35 Facilitator's Manual - \$30.00
MyPlan.com <a href="http://www.Myplan.com">www.Myplan.com</a>	Offers Career Personality Test, Career Interest Inventory, Career Skills Profiler and Career Values Assessment – sold separately or in a package				Career Personality Test - \$9.95 Career Interest Inventory - \$9.95 Career Skills Profiler - \$7.95 Career Values Assessment – Free Complete package - \$19.95 School Licenses - \$99.95 CareerMatch – must complete career assessment test first, no price given on web-site

# Crown Financial Ministries

## Career Assessments in the Marketplace

### Career Direct Compared to 20 Assessments

Assessment Instrument	General Description	Scores	Standard Client Reports	Optional and Supplemental Materials	Usefulness in Career Counseling
The Call	It is a 'cognitive ability' assessment rather than a self assessment like Career Direct; it has similar features to parts of the SAT. It is more mentally challenging than ours in terms of problem solving and calculations.	7 separate tests: Personality/Spiritual gifts likes and dislikes, Career interests comparison, Numerical reasoning and calculation problems, Synonyms, Series and word math logic problems, Analogies, Spiritual interests and comparisons	The report provides 6 personal profile sections: 1. Motivational/Spiritual Gifts 2. Thinking Styles (learning pace, verbal skill, verbal reasoning, numerical ability, numeric reasoning) 3. Occupational Interests 4. Behavioral Traits (energy, assertiveness, sociability, manageability, attitude, decisiveness, accommodating, independence, and judgment) 5. Job Fit in O*Net Occupations: specific results in 22 industry groups, several top jobs in each group with Job Fit Percentage. 6. Job Fit in Ministry Positions with Job Fit Percentage Addendum: O*Net with suggestions on how to use O*Net	Coaching for The Call results are available with additional purchase	<p>The Call is an excellent assessment, probably more in depth than Career Direct because of its ability, reasoning, and problem solving focus. It also has percentage matches for specific jobs, which are not available for Career Direct without further research. The motivational/spiritual gifts section is an excellent match with the Christian constituency.</p> <p>Career Direct, on the other hand, is much more visually appealing, is more up-to-date and interactive, reports are more concise and easily read, and numerous resources provide more help in interpretation. It also is live on the internet, with immediate access to feedback reports, it connects directly with O*Net through the Job Sampler and Action Plan, and is, in general, much more vital and active.</p>