

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 strengths, 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 Nath Advising 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 here are tools you could use to get more information about yourself.
- Normandale Counselors are available to follow up with you after you have taken assessments. Bring in printed copies of your results. You can call 952-358-8261 or stop by the counseling reception desk in the Nath Advising Center 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

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Name of Instrument	What it Measures	How to Access	Notes
(MCIS) IDEAS	Interests	Access by going to the Advising Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account. Create a login and password. Then you will be able to access the site later from home. 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.
(MCIS) Occupation Sort Exercise	Interests	Access by going to the Advising Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account. Create a login and password. Then you will be able to access the site later from home. 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.
CAREER Wise Interests	Interests	Go to www.careerwise.minnstate.edu Explore Careers/Assess Yourself/Interest Assessment	Free Everyone has things that they like to do and could picture themselves doing at work. This assessment lets you rate yourself on 60 different work-related interests and then see which careers and majors you might want to explore.
MN Careers Interest Assessment	Interests	Go to www.careerwise.minnstate.edu/ . Explore Careers/Assess Yourself/MN Careers Interest Assessment	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.

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Name of Instrument	What it Measures	How to Access	Notes
(MCIS) O*Net Interest Profiler	Interests	Access by going to the Advising Center (C1032) at Normandale Community College and setting up your Minnesota Career Information System (MCIS) account. Create a login and password. Then you will be able to access the site later from home. 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.
Self-Directed Search	Interests	Go to www.self-directed-search.com	\$9.95 Pay with Credit Card 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. 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 understand more about yourself and how your individual skills and interests are related to your career choice.

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Name of Instrument	What it Measures	How to Access	Notes
Strong Interest Inventory	Interests	Pick up the Career Assessment Services form from the Nath Advising Center. Fill out the form and take it to the Billings and Payment office to pay the \$10 fee. Return to the Nath Advising Center to schedule an appointment to take the assessment and another appointment to get your results.	<p>\$10</p> <p>The Strong Interest Inventory is a tool that can help you make decisions about your career and education. It is used to help you understand your interests in a general way and to show some kinds of activities and work in which you might be comfortable. Understanding your Strong profile can help you identify a career focus and begin your career planning and exploration process.</p>
Strengths Quest	Strengths	Go to www.strengthsquest.com . You will register and then click on purchase.	<p>\$9.99</p> <p>This instrument assesses for your top 5 strengths out of 34 themes of talent. The idea is to focus on your strengths and move them up to excellence as opposed to focusing on your weaknesses and bringing them up to mediocrity.</p> <p>The instrument is timed so be sure you have an uninterrupted 30-45 minutes. You will only have 20 seconds to answer each question.</p>
Career One Stop Skills Matcher	Skills	Go to www.careeronestop.org Click on Toolkit Click on Skills Matcher	<p>Free</p> <p>Use the Skills Matcher to rate your levels on 40 key workplace skills. Then see careers that match your ratings.</p>

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My Skills My Future	Skills	Go to https://www.myskillsmyfuture.org/	<p>Free</p> <p>Enter a job you've had and get a list of careers that use similar skills. Then explore the new career ideas.</p>
O*NET Work Importance Locator	Values	<p>Access by going to the Advising 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 later from home.</p> <p>http://mncis.intocareers.org</p> <p>Click on Assessments and Work Importance Locator.</p>	<p>Free—paid by NCC.</p> <p>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.</p>

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Myers-Briggs Type Indicator (MBTI)	Personality	Pick up the Career Assessment Services form from the Nath Advising Center. Fill out the form and take it to the Billings and Payment office to pay the \$15 fee. Return to the Nath Advising Center to schedule an appointment to take the assessment and another appointment to get your results.	\$15 This inventory is used to help you understand your personality and behavioral preferences. It shows you how their type affects your career exploration and discusses the benefits of choosing a career that is a good fit for your type. It also explores preferred work tasks and work environments, as well as most popular and least popular occupations for any type, and offers strategies for improving job satisfaction.
GPS LifePlan	Values Interests Personality Skills Self-Reflection	Go to www.gpslifeplan.org Click on Career. Click on Assessing Yourself.	Free Self-Assessment is one important step in your career decision making process. It encourages you to look inward and discover more about yourself. The GPS LifePlan helps students set goals and design plans that will lead to success. Explore the website to learn more about the 5 plans (Career, Education, Finance, Leadership and Personal) and discover how they might help you.