

A Test to Evaluate Your Career

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The career assessment test is a tool used to provide an individual with an overview of his or her marketability in the job market. Based on research and data collected over the years, these questions and answers have helped job-seekers determine both their level of marketability and satisfaction with their present employment.

This career assessment test was developed from employment information and insights gathered from many fields during the last 37 years. By and large, it has been gleaned from people who did not know where their career was going, and then wondered why they were not getting there.

There are several key issues in employment: having a marketable skill, establishing a successful track record with that skill set, and then representing yourself and those skills well. We all develop skills and some of us may even be the best at what we do. The question is, how long will that skill set and/or technology remain marketable?

Most of us were trained to stay the course, and to think that if we work hard and have a good work attitude, the company will provide for our career. For a chosen few, that will still actually happen, but most will be disappointed at some point in their careers.

We were also led to believe that the skills we learn today would last our entire employment life. If not, we would be trained in the new technology. For some, this will be true. But for most, it will not. And oftentimes, the changes occur in the last half of one's career.

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When candidates are asked how marketable they think they are, almost everyone says they are very marketable. This would be okay if people could hire themselves; unfortunately, it's not what *they* think is important—it's what the market thinks.

By taking our assessment test, you can learn about potential employment concerns and your marketability. Answer the following questions by choosing how you rate yourself on a scale of 0 to 3.

After taking the test, add up your point total. This will allow you to assess your current career situation and whether any action is required.

1. Describe your attitude toward your job/employer.
 - (0) Positive
 - (1) Mostly Positive
 - (2) Occasionally Positive
 - (3) Rarely Positive

2. How long has it been since you've added any new skills/ modalities/equipment?
 - (0) In the past year
 - (1) Last two years
 - (2) Last 3-5 years
 - (3) Over 5 years

3. How long has it been since you've been involved in any formal equipment schools?
 - (0) In the past year
 - (1) last two years
 - (2) Last 3-5 years
 - (3) Over 5 years

4. Which statement best describes your confidence in your opportunity/company?
 - (0) Still very confident
 - (1) Confident
 - (2) Fairly confident
 - (3) No confidence

5. Which statement best describes your perception of your current compensation?

- (0) Paid exactly what your worth
- (1) Paid well for what you do
- (2) Reasonable pay for what I do
- (3) Underpaid

6. Which best describes your annual reviews and salary increases?

- (0) Excellent
- (1) Good
- (2) Below-average
- (3) Poor

7. Which statement best describes how the company has kept its promises to you?

- (0) Always
- (1) Usually keeps promises
- (2) Sometimes yes and sometimes no
- (3) Seldom

8. How long has it been since you received more than a cost-of-living increase?

- (0) 1 year or less
- (1) 1 to 2 years
- (2) Two to three years
- (3) Over 3 years

9. Which statement best describes your planned savings for future retirement?

- (0) On track
- (1) Good shape
- (2) Not very good
- (3) World of hurt

10. Do you have 2-5 years with your present skill set?

- (0) Yes
- (1) 5 to 8 years
- (2) Less than 2 years
- (3) More than 8

11. Do you have a college (4-year) degree?

- (0) Yes
- (1) Associate's degree
- (2) Some college
- (3) High School

12. Describe your performance level on the job?

- (0) I'm the best I can be
- (1) Better than most I work with
- (2) Very good
- (3) Above average

13. Describe your position in terms of available advancement and/or cross-training?

- (0) Excellent
- (1) Somewhat available
- (2) Occasionally available
- (3) None available

14. What best describes how you feel about your present employment status?

- (0) Happy
- (1) Mostly happy
- (2) Not pleased
- (3) Very unhappy

Scoring

- If you scored between 0-7 points, you are in excellent career shape and are very marketable, no change is recommended.
- If you scored 8-15 points, your career outlook is very good and you are marketable; we recommend you re-evaluate in a year.
- If you scored 16-24 points, you are starting to see some concerns, don't quit your job yet. It's time to start actively seeking a career change. Any further experience and time spent with your present employer adds very little to your marketability.
- If you scored 25-33 points, you have major problems and are only compounding them by remaining with your present employer. We strongly recommend making a solid career move now. Your marketability may be in trouble and that could affect your future career.
- If you scored 34 points or more, stop the bleeding and make a career move now!