



CAREER SERVICES



Together we are Better!

Career Inventories

John W. Deans Collaborative Learning Center

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www.sunyjefferson.edu/careerplanning

www.sunyjefferson.edu/undecided



WHAT IS A CAREER OR PERSONALITY INVENTORY?

A career inventory is a written or computerized instrument used in career counseling to help you discover how your *interests, personality, and values* relate to the career path you are seeking. A career inventory can help you and your Career Counselor address who you are and what occupational goals you have, thereby helping you to make more informed decisions. Results from a career inventory can help you confirm your current occupational options, or present new options to consider. **The inventory is not a “test” and it does not measure aptitude. It also is not intended to “replace” career “counseling,” but rather, supplement the counseling process.**

HOW ARE THEY USED?

Simply make an appointment with the Career Counselor. During your initial visit, you and the Counselor will discuss what career goals/questions you have. If a career inventory is recommended, the Counselor will advise you as to which one is most appropriate. Anyone can benefit from career counseling. These inventories can be especially helpful to you if you are unsure about your academic program of study/Major, unclear about career goals and options, or interested in retraining for a new career. To schedule an appointment, call 315-786-2288.

TYPES OF CAREER/PERSONALITY INVENTORIES USED WITH JCC’S CAREER COUNSELING SERVICES

Career Coach

Students need a career vision – a strong grasp of what they’re aiming for, and how to get there, and why. This is the solution for giving our students a strategy for the future. Right from the JCC website and program pages, students can browse local careers, see the education and training that we offer, and establish a solid connection between our academic programs of study and real-world outcomes. Career Coach includes comprehensive labor market data, analytics to identify academic program options, a built-in Holland personality-to-career assessment, and a resume builder. *Access is 24/7 for students, and free from home or any computer at www.sunyjefferson.edu/careercoach.*

SIGI 3 – The System of Interactive Guidance and Information

This is one of the most advanced career guidance systems available. It combines the unique capabilities of the computer with thoroughly researched information about occupations, values, interests, skills, educational programs, and more. SIGI can help you evaluate your present values, interests, and skills systematically. Once you enter your preferences, the program searches its built-in library and finds those careers that most closely match those preferences. If each of the eight sections within SIGI is used in its entirety, SIGI takes approximately two hours. Each section addresses different issues designed to meet specific needs.

Personality Preference Assessment

This is a self-awareness exercise and an abbreviated version of the *Myers-Briggs Type Indicator (MBTI)*. The MBTI is based on the Jung Psychological Theory of Psychological Personality Types and its application to understanding self, with relationship to others. The MBTI is the most widely used instrument for understanding normal personality differences and has proven very useful and reliable in career development and exploration. The full version of the MBTI is available through Career Services.

The Holland Self-Directed Search

This written inventory is *self-administered, self-scored, and self-interpreted*. It takes approximately 30 to 40 minutes to complete. The scores are organized by occupational codes and an accompanying booklet interprets these codes into specific career titles. With this inventory, your personality traits, vocational interests, relationships with people, and preferences of activities, are all important factors in distinguishing which occupations may be good choices for you. Because this instrument is self-scored, a follow-up visit with a counselor is not necessary but is helpful if you wish to discuss the results.

The Strong Interest Inventory

This is one of the most long-standing, valid, and widely used inventories in career counseling. This inventory measures your interests within a broad range of occupations, leisure activities, hobbies, school subjects, and types of people. Your pattern of preferences is then compared to those of people successfully employed in many occupations. Your results will show you how to translate your preferences into specific career areas and actual job titles. The Strong has a written or computerized version, and takes about 30 to 40 minutes to complete. During a follow-up appointment, a Counselor will discuss your results with you and help you to plan your next step.

