

Career Direction Assessment

Purpose

This assessment helps participants identify:

- Activities that energize them
- Natural interests and strengths
- Preferred working environments
- Career categories worth exploring
- Practical next steps based on their current career stage

This is a career-exploration tool, not a scientifically validated psychological assessment.

Instructions

Rate each statement from **1 to 5**:

- **1 — Strongly disagree**
- **2 — Disagree**
- **3 — Unsure or neutral**
- **4 — Agree**
- **5 — Strongly agree**

Answer according to what genuinely interests you—not what others expect of you or what you think pays the most.

Part 1: Career Interests

1. I enjoy building, repairing, assembling, or working with physical objects.
2. I like investigating difficult questions and finding logical explanations.
3. I enjoy expressing ideas through writing, design, music, performance, or other creative work.
4. I feel energized when I help someone solve a personal or practical problem.
5. I enjoy persuading people, presenting ideas, or taking the lead.
6. I like organizing information, schedules, records, or detailed processes.
7. I prefer learning by doing rather than only reading or listening.
8. I enjoy analyzing information to identify patterns or causes.
9. I often imagine new ways to communicate, design, or improve something.
10. I am patient when teaching or explaining something to another person.
11. I am comfortable making decisions when other people are uncertain.
12. I like creating systems that make work more accurate and efficient.
13. I would enjoy working with equipment, tools, technology, animals, or the environment.
14. I like researching a subject until I understand how it works.

15. I prefer assignments that allow originality and personal expression.
16. I want my work to improve people's lives or communities.
17. I enjoy setting ambitious goals and motivating others to reach them.
18. I notice errors and details that other people sometimes miss.
19. I would rather produce a visible result than spend all day discussing possibilities.
20. I enjoy solving problems that require careful thought.
21. Repetitive work becomes difficult for me unless I can introduce variety or creativity.
22. Building positive relationships is an important part of meaningful work for me.
23. I am interested in business opportunities, negotiation, or entrepreneurship.
24. I feel comfortable following established procedures when accuracy matters.
25. I enjoy seeing the direct, practical results of my work.
26. I am curious about science, data, technology, or human behavior.
27. I enjoy generating ideas even when the final answer is not obvious.
28. People often come to me for advice, support, or guidance.
29. I am willing to take calculated risks to achieve an important goal.
30. I enjoy planning ahead and keeping projects on track.

Scoring

Add the scores for the following questions.

Career theme	Questions	Possible score
Practical Builder	1, 7, 13, 19, 25	5–25
Analytical Investigator	2, 8, 14, 20, 26	5–25
Creative Innovator	3, 9, 15, 21, 27	5–25
Supportive Guide	4, 10, 16, 22, 28	5–25
Enterprising Leader	5, 11, 17, 23, 29	5–25
Structured Organizer	6, 12, 18, 24, 30	5–25

Interpreting each score

- **21–25:** Very strong interest
- **17–20:** Strong interest
- **13–16:** Moderate interest
- **9–12:** Limited interest
- **5–8:** Low interest

The participant's two highest scores form their primary career-interest combination. Close scores are normal and may indicate versatility rather than indecision.

Career-Theme Descriptions

Practical Builder

You enjoy hands-on activities, tangible results, tools, equipment, technology, nature, or physical problem-solving.

Possible fields include construction, engineering technology, skilled trades, manufacturing, aviation, agriculture, logistics, emergency services, and technical operations.

Analytical Investigator

You enjoy research, evidence, complex questions, data, systems, and intellectual problem-solving.

Possible fields include science, engineering, healthcare, information technology, cybersecurity, research, data analytics, economics, and psychology.

Creative Innovator

You value imagination, originality, communication, experimentation, and personal expression.

Possible fields include marketing, design, writing, media, architecture, content creation, communications, product design, and entertainment.

Supportive Guide

You are energized by teaching, helping, advising, developing, or caring for other people.

Possible fields include education, counseling, healthcare, human resources, social services, coaching, customer success, and community development.

Enterprising Leader

You enjoy influencing decisions, taking initiative, pursuing opportunities, leading people, and achieving measurable goals.

Possible fields include management, sales, entrepreneurship, law, real estate, consulting, business development, politics, and operations leadership.

Structured Organizer

You prefer accuracy, reliability, clear systems, planning, documentation, and orderly processes.

Possible fields include accounting, finance, administration, compliance, project coordination, quality assurance, supply-chain operations, and records management.

Part 2: Work Priorities

Choose the **five factors** that matter most to you. Then rank them from 1 to 5, with 1 being the most important.

- High income potential
- Job security
- Work-life balance
- Flexible schedule
- Remote-work opportunities
- Meaningful or mission-driven work
- Creativity
- Independence
- Leadership opportunities
- Advancement potential
- Helping others
- Intellectual challenge
- Predictable responsibilities
- Variety and change
- Positive workplace relationships
- Recognition
- Geographic flexibility
- Benefits
- Low-stress environment
- Opportunities to continue learning

Participants should evaluate career options using both their interest scores and these priorities. A career may sound interesting but still be a poor fit if it conflicts with their most important work values.

Part 3: Current-Stage Questions

For high school students

1. Which school subjects hold your attention most easily?
2. Which activities would you continue even if they were not graded?
3. Do you prefer college, technical training, an apprenticeship, military service, direct employment, or exploring several options?
4. What career could you investigate through a class, job shadow, volunteer role, or conversation?
5. What is one low-risk experience you can try within the next three months?

For recent college graduates

1. Which parts of your education did you enjoy most?
2. Which projects provide the strongest evidence of your abilities?
3. Which transferable skills can you demonstrate to an employer?
4. Are you seeking a specific occupation or a strong first professional opportunity?
5. Which entry-level roles would help you build experience toward your longer-term direction?

For career changers

1. Which parts of your current or previous work do you want to keep?
2. Which responsibilities do you no longer want?
3. What transferable skills could carry into another field?
4. What financial, family, geographic, or training constraints must your transition respect?
5. Could you test a new direction through a course, project, volunteer role, freelance assignment, or informational interview?

For employees seeking growth

1. Do you want greater expertise, leadership responsibility, income, flexibility, meaning, or variety?
2. Which responsibilities would you like to perform more often?
3. Which responsibilities drain your energy?
4. Is the best opportunity inside your organization or elsewhere?
5. What skill, credential, relationship, or accomplishment would make you ready for the next step?

For people who feel uncertain

1. Which activities consistently give you energy?
2. What types of problems do people trust you to solve?
3. What would you like to experiment with if failure carried little risk?
4. Which careers are you curious about, even if you are unsure you could pursue them?
5. What is the smallest next step that would provide useful information?

Results Summary

Participants complete the following:

- **My highest career theme:**
- **My second-highest career theme:**
- **My five most important work priorities:**
- **Three career fields I want to explore:**
- **One career field I have ruled out and why:**
- **One person I can interview:**
- **One experience I can try:**
- **My next action and completion date:**

Career Assessment Participant Identifier

Before beginning, select the identifier that best describes your current situation:

- **HS — High School Student:** I am exploring education, training, and career possibilities.
- **CRG — College Recent Graduate:** I recently completed college and am deciding how to begin or develop my career.
- **CC — Career Changer:** I am considering moving into a different occupation or industry.
- **EMP — Employee:** I am currently employed and want advancement, greater satisfaction, or a better-fitting role.
- **NS — Not Sure Where to Go Within My Career:** I feel uncertain, stuck, or unclear about my next career direction.

Participant Information

- Name:
- Date:
- Age range (optional):
- Current school, occupation, or career field:
- Participant identifier: **HS / CRG / CC / EMP / NS**

Identifier-Based Results Section

After completing the main assessment, participants answer the section matching their identifier.

HS — High School Student

- Subjects I enjoy:
- Activities that hold my attention:
- Education or training options I want to explore:
- Careers I want to learn about:
- My next exploration step:

CRG — College Recent Graduate

- Degree or area of study:
- Skills gained through education, employment, or internships:
- Entry-level positions I want to explore:
- Experience or skills I still need:
- My next career step:

CC — Career Changer

- Parts of my previous work I want to keep:
- Responsibilities I want to leave behind:
- Transferable skills:
- Possible new career fields:
- My next transition step:

EMP — Employee

- Parts of my current role I enjoy:
- Responsibilities I want to increase or decrease:
- My desired next role:
- Skills or experience needed:
- My next professional-development step:

NS — Not Sure Where to Go Within My Career

- Activities that energize me:
- Problems I enjoy solving:
- Skills other people recognize in me:
- Career possibilities I am curious about:
- One low-risk career experiment I can try: