



Tips for Choosing the Right Career Assessment

Brad Whitehorn, BA CCDP
Associate Director, CLSR Inc.

- 1. Understand the Importance of Evidence-Based Assessments:**
 - Choosing career assessments requires careful consideration and research.
 - Focus on evidence-based assessments for reliable and valid results.
- 2. Gauge Reliability and Validity:**
 - Reliability: Assess how well the assessment produces stable and consistent results over time.
 - Validity: Evaluate how well the test measures what it's supposed to measure.
 - Look for published information on reliability and validity provided by reputable test publishers.
- 3. Avoid Relying on Price Alone:**
 - Expensive assessments with lengthy reports may not necessarily be evidence-based.
 - The cost and length of a report does not guarantee the assessment's effectiveness.
- 4. Steer Clear of Anecdotal Evidence:**
 - Base decisions on evidence rather than anecdotal evidence alone.
 - Evidence-based assessments remove unintentional bias and provide consistent, accurate results.
- 5. Look for Guidelines and Ethics:**
 - Reputable assessments come with guidelines/ethics for use and interpretation.
 - Adherence to ethical standards preserves the assessment's integrity, client rights, and the practitioner's credibility.
- 6. Read the Evidence:**
 - It's essential to read and understand the evidence provided for each assessment.
 - Ensure that the evidence supports the assessment's reliability, validity, and cultural relevance.
- 7. Challenge Popular Assumptions:**
 - Popular assessments may not always be accurate on all measures.
 - Investigate beyond the assessment's popularity and explore its effectiveness in specific areas.
- 8. Consider Client Needs and Goals:**
 - Tailor assessment choices to the unique needs and goals of each client.
 - Assessments should be culturally appropriate to ensure relevance and accuracy.
- 9. Practice Ongoing Learning:**
 - Stay informed about new developments and research in career assessments.
 - Continuously update your knowledge to make informed choices for your clients.

Remember, the goal is to empower clients with valuable insights for their career development journey. Choosing evidence-based assessments enhances the credibility and effectiveness of career development professionals.