

DEFINING YOUR WORK VALUES

When reviewing your Work Values Cluster on the "Values Assessment," what are your top three work values? By grouping statistically similar work needs, the model provides a way for us to more easily conceptualize what motivates us at work.

Achievement Independence Recognition Relationships Support Working Conditions

Value: Score: ____/5	Value: Score: ____/5	Value: Score: ____/5
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IDENTIFYING YOUR SKILLS

Complete the following table using your "Skills Profiler" report. Identify your top 5 Career Categories (found at the top of the test report), the top 5 skills you rated the highest, and the bottom 5 you rated the low est.

Top 5 Career Categories	Top 5 Rated - Basic Skills	Bottom 5 Rated – Basic Skills
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.

EXPLORING YOUR INTERESTS

Write down your score for each interest area. Then use the boxes below to identify your top two interest areas.

Realistic__ Investigative__ Artistic__ Social__ Enterprising__ Conventional__

As you read the description of these interest areas, what words resonate most with you?

Primary Interest Area: _____

Secondary Interest Area: _____

UNDERSTANDING YOUR PERSONALITY

Personality types are usually referred to by their dominant traits, and these categories simply reflect a personal preference or predisposition, not a categorical absolute. Our personalities are, in real life, infinitely variable.

____%	Emotional Focus:	____%	Personality Results			
	Extroverted (E) ↔ Introverted (I)					
____%	Information Gathering:	____%				
	Sensor (S) ↔ Intuitive (N)					
____%	Decision Making:	____%	ISTJ	ISFJ	INFJ	INTJ
	Thinker (T) ↔ Feeler (F)		ISTP	ISFP	INFP	INTP
____%	Structural Orientation:	____%	ESTP	ESFP	ENFP	ENTP
	Judgers (J) ↔ Perceivers (P)		ESTJ	ESFJ	ENFJ	ENTJ

YOUR NEXT STEPS

We encourage you to meet with a career counselor. There are many instances when it would be a better use of your time to utilize other Career Development Office resources, and a counselor will help you assess this. These instances include learning about a particular occupation, gaining experience, preparing for your job search (resume, contacting employers, interviewing), or graduate school. Schedule an appointment with a CDO counselor by calling (716) 673-3327 or submitting an appointment request online at www.fredonia.edu/cdo.