

10 Uses For Assessment Tools



- 1. Assessing Needs.** Whether you're a counsellor, career development practitioner (CDP), HR professional, employer, and/or teacher, you may need help efficiently determining needs. [Effective needs assessment](#) requires beginning with the end in mind, making complex decisions, and determining a course of action quickly. A needs assessment process/tools can help focus goals, action plans, and interventions.
- 2. Supporting Career Development.** There are countless career-focused tools that assess characteristics such as personal style, aptitudes, skills, interests, and values. Career assessments can help an individual see his/her fit with various career options. Within the workplace, employers can use career assessments to facilitate career development within the organization, enhance employee engagement, and strengthen project teams.
- 3. Supporting Individual Development.** Identifying strengths and weakness through assessment can help highlight blindspots and inform a development plan.
- 4. Managing Stress.** Clarify stressors and target interventions by using stress-focused assessment tools. The Occupational Stress Inventory (OSI-R), for example, pinpoints work-related stressors and identifies relevant coping strategies.
- 5. Screening for Learning Disabilities.** Screening assessments help support the early identification of a wide variety of learning disabilities and challenges. Identifying specific issues facilitates customized interventions and supports success in school, work, and life for children and adults who have learning disabilities.
- 6. Screening for Mental Health Issues.** Like learning disabilities, screening can facilitate early identification of potential mental health issues, inform appropriate referrals, mitigate negative impacts, and maximize work-life success.
- 7. Screening Candidates.** Employee screening assessments are intended to be just one component in a comprehensive selection process, complementing interviews, reference checks, and, in some case, experiential activities. Poor hiring decisions are costly; effective screening can help identify potential problems early on.
- 8. Measuring Employee Engagement.** Engagement has been linked to retention and productivity. Measuring it can identify specific areas of concern, inform interventions, and track changes over time.
- 9. Building Better Teams.** Assessments tools can help team members better understand their own personal style, that of their colleagues, and how conflict and misunderstandings, but also powerful synergies, can arise from diversity.
- 10. Developing Leaders and Managers.** Employers can support succession planning efforts by productivity developing leaders/managers from within. Leadership-focused assessments (e.g., [LSP](#)) not only identify how well suited an individual is to a leadership position but can help outline an action plan for skill development.

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