



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.



Do you need help selecting assessment tools,
structuring your assessment process,
or integrating assessment results?
Register for our webinar series.
See page 2 of this newsletter for details

Coming Fall 2013

Click on the course names below for more information. Make sure you read our [course catalogue](#); it's recently updated and full of important information for students on program changes.

Starting soon . . .

- [LearnOnline Orientation \(FREE, optional\) - Sept. 2](#)
- [Group Facilitation Strategies for Career Programs - Sept. 11](#)
- [Job Developer - Sept. 11](#)
- [Dyslexia Awareness and Accommodation \(Last Class\) - Sept. 18](#)
- [Work Search Essentials 1: Resumes, Cover Letters, and Career Portfolios - Sept. 18](#)
- [Career Coaching Skills - Sept. 25](#)
- [Foundations for Practice in Educational and Vocational Psychology \(Last Class\) - Sept. 25](#)

CMPP Courses:

- [Career Development Foundations, Emerging Theories, and Models](#)
- [Work Search Essentials 2: Interview and Negotiation Strategies](#)
- [Researching Workplace Trends, Career Information, and Employment Possibilities](#)
- [Helping Skills to Facilitate Career Development](#)
- [Ethics for Career Practitioners](#)

Certificate Courses:

- [Job Club Coach](#)
- [CPE 510: Fundamentals of Psychometric Assessments](#)
- [MajorsPTI](#)
- [Case Manager](#)
- [Personality Dimensions \(Level 1 & Bridging\)](#)

[Click here](#) for our full course schedule - Winter/Spring 2014 dates now available

Keep in mind that we can arrange special sections of any course for intact groups, as well as facilitate workshops on a wide variety of topics. [Contact us](#) to discuss your options.

DID YOU KNOW?



Life Strategies Ltd. is Investigating Career Engagement. Are you a Career Development Practitioner? Help us by participating in a short survey. [Click here](#) to learn more and respond.

The Summer Skills Academy Runs August 20-21. Learn from leading career development experts as they discuss top employment tools, stress reduction and self-care, strategic change and innovation, and social media for career development. [Click here](#) to learn more and to register.

The Second Round of the “Why Career Development Matters” Campaign Has Started. [Click here](#) to check out the Open ContactPoint Group and get involved in the discussion. Read how CDPs are making a difference and share your thoughts.

NEW RESOURCES

Digital Career Literacy. CCPA blog post. Available at <http://www.ccpa-accp.ca/blog/?p=2949>

Webinar Recording: Skill Requirements for BC’s Career Development Practitioners, hosted by CfEE; facilitated by Roberta Neault and Deirdre Pickerell. Available at <http://www.cfeebc.org/skill-requirements-for-bcs-career-development-practitioners/>



The ROI of Happiness, interview with Jim and Jennifer Moss from the Smile Epidemic. Available at <http://healthworkandwellness.com/newsletter/the-roi-of-happiness-an-interview-with-jim-and-jennifer-moss-from-the-smile-epidemic>

LIFE STRATEGIES’ WEBINARS

Understanding Assessment Tools, Models, and Processes

Assessment processes and tools are used by a diverse set of professionals, for a wide variety of circumstances (e.g., needs assessment, employee screening, teambuilding, to support career conversations). However, many users have a limited understanding of assessment as a “process” and select specific “tools” simply because they’ve been used before.

This 5-part webinar series will walk you through the assessment process starting with conceptualizing an assessment approach to fully integrating results into career conversations. Each 1-hour webinar is **\$25.00**, plus tax; Register for the entire series (in one order) and get the 5th webinar for free! Register via our [Online Store](#) or [click here](#) to learn more.

[Essential Questions to Structure Your Assessment Approach](#)
August 7th 12:00noon - 1:00pm PT

[Selecting Assessment Tools](#)
August 14th 12:00noon - 1:00pm PT

[Identifying Themes and Patterns Across Assessment Results](#)
August 21st 12:00noon- 1:00pm PT

[Integrating Assessments into Career Conversations](#)
August 28th 12:00noon - 1:00pm PT

[So You Want to Be A Career Assessment Specialist?](#)
September 4th 12:00noon - 1:00pm PT

CONGRATULATIONS



The following students have recently completed their **Job Developer** certificate:

- Debbie Wood
- Dylan Zorn
- Elethia Edwards
- Lisa Schafer
- Maureen Taylor
- Natalie Maxey
- Neil Thompson
- Stacey Huber

The following students have recently completed the Global Career Development Facilitator specialization of their **CMPP** certificate:

- Brendon Malice
- Kristen Evenden
- Barb Kruger



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