YOUR ASSESSMENT APPROACH

3 BIG IDEAS

Assessment in career development has evolved from trait-factor and developmental apporaches into person-centred, culturally responsive, and trauma-informed practices

Assessment is an ongoing process of gathering, making sense of, and using information throughout the career development process

An effective "assessment" process is tied to purpose (e.g., what is the desired outcome?)

2 WAYS TO PUT THIS INTO PRACTICE

Build your toolkit of assessment resources by familiarizing yourself with free, informal options and formal tests available through test publishers/distributors

Stay critical of tests, tools, and techniques; be wart of sleek marketing campaigns

1 NEXT STEP

What is working well?
e.g., I avoid using a standard battery of tools for all clients

What is not working well?
e.g., I don't have effective tools for understanding my client's mental health

What is one change you'd like to make?
e.g., I'll revise the intake assessment form

ADDITIONAL RESOURCES

Arthur, N., Borgen, R., & McMahon, M. (2025). Career development practices: What theories and models have to offer. *Canadian Journal of Career Development, 24*(1), 85-105.

Canadian Career Development Foundation (2021a). *Code of ethics for career development professionals*.
- Section 5. Assessment and Evaluation

Canadian Career Development Foundation (2021b). *The pan-Canadian competency framework for career development professionals*.
- Section 19: Assessment and Evaluation Instruments and Procedures

Career Development Professional Centre (n.d.). *Career development: A journey through time*.

Ordre des conseillers et conseillères d'orientation du Québec (2011). *Assessment guide for career and guidance counselling*. CERIC.

10 Essential Questions to Structure Your Assessment Approach

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