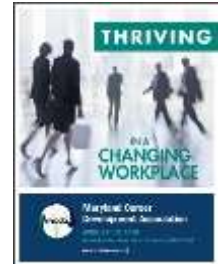




## **“Thriving in a Changing Workplace”**

**Professional Development Institute**



### **CARD SORT ASSESSMENTS: What Career Counselors/Coaches Need to Know About These Informal Assessments**

Description: Formal assessments such as the Strong and MBTI can be resisted by test shy clients or seen as “magic” that comes out of the computer. Informal assessments, on the other hand, are seen as learning tools that pose questions for the client to answer. The card sort assessments are non-threatening and frequently seen as a game. Card sorts are “culture free” and have high face validity.

In this fact-paced and hands-on PDI, the author will demonstrate four card sorts: Career Values, Motivated Skills, Occupational Interests, and Leisure/Retirement. The session will cover the administration and interpretation of the instruments individually and in group settings. Attendees will be administered two of the assessments and walked through a group assessment process. The use of the assessment results in both career planning and job search will be discussed.

Each participant will receive four card sort assessment tools to use back home with his or her clients.

Presenter: Richard “Dick” Knowdell, MS, NCC, NCCC, CDFI, CMF, NCDA Fellow, Developer of the Knowdell 4-Step Career Transition Model and the Career Development and Job Search Profile