

Career Assessments

Identify and understand your...

- **Interests:** Things you enjoy doing. *Focus 2; Strong Interest Inventory*
 - **Skills:** Your abilities, talents, and strengths. *Focus 2*
 - **Values:** What is most important to you in a job (income, job security, flexibility, leadership, contribution, etc.)? *Focus 2; or CA Career Zone (Work Importance Profiler)*
 - **Personality:** Different personality types tend to have distinct preferences in their choice of careers. *Focus 2 or Keirsey Temperament (available in our office)*
 - **Leisure Interests:** What you enjoy doing and how it can relate to the world of careers. *Focus 2*
 - **Lifestyle:** How much income do you require and what careers are compatible with your personal lifestyle goals? *CA Career Zone (Reality Check)*
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Focus 2 – <http://bit.ly/focus2fresnostate>

- Complete the personal details and create a user name and password. Access code: **bulldogs**
- Focus 2 offers five comprehensive, self-paced assessments designed to be used in different ways throughout your education and career planning. Use Focus 2 online on any phone, tablet, PC or MAC computer or iPad anywhere, anytime.

California Career Zone – www.cacareerzone.org

- Select a version (Text, Graphic or Flash); create an account for yourself (use the "create an account" link at the top of the screen that appears); then Assess Yourself
- Discover your interests and how they relate to the world of work. The Interest Profiler helps you decide what kinds of occupations and jobs you might want to explore based on your interests. Other assessments include Quick Assessment and Work Importance Profiler.

Strong Interest Inventory – Please make appointment with the Career Development Center

- The results will give you a great deal of information to help you make informed decisions about future careers that reflect your interests, possible education, training programs, and satisfying work environments.
- *Please see a Career Counselor/Advisor for more information*

Learn More About

Fresno State Majors: www.fresnostate.edu/catalog

What Can I Do With This Major: www.fresnostate.edu/careers

Job Options and Outlook Sheets by Major: www.fresnostate.edu/careers

Careers (job duties, outlook, earnings, qualifications, skills, etc.):

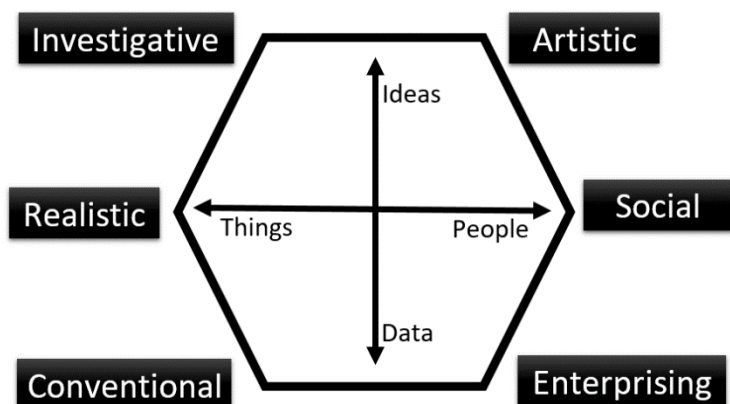
- Occupational Outlook Handbook: www.bls.gov/ooh
- O*Net: www.onetonline.org
- LinkedIn: www.linkedin.com

A Word of Caution:

Our website includes links to several useful online assessments. However, we suggest extra caution when using online assessments. Many sites have not been validated as effective career decision tools. Also, assessment results can sometimes be very difficult to evaluate. If you see an undesirable occupation suggested as a good match for you, it does not necessarily mean it is the best match. It is more useful to understand why that occupation appeared. Our counselors are available by appointment to help you through the assessment process.

The Holland Hexagon:

Most career interest assessments are based on the Holland Hexagon. If you discover your “Holland Code,” this might help your understanding. The hexagonal model shows the relationship between the personality types and environments. Notice that the personality types closest to each other are more alike than those farther away. You can see this most clearly, when you compare the personalities opposite each other on the hexagon.



- R** (Realistic) – Doers [hands-on, product orientated]
- I** (Investigative) – Thinkers [analytical, research orientated]
- A** (Artistic) – Creators [self-expressive, idea orientated]
- S** (Social) – Helpers [helpful, service orientated]
- E** (Enterprising) – Persuaders [persuasive, results orientated]
- C** (Conventional) – Organizers [orderly, data orientated]

FRESNO STATE

Career Development Center

Thomas Building, Room 103 • 559.278.2381
www.fresnostate.edu/careers



GETTING STARTED WITH FOCUS 2

When should you use FOCUS 2?



Use FOCUS 2 throughout your college years and as an alumnus. FOCUS 2 can be used in different ways throughout all stages of your education and career planning according to your personal needs.

1st or 2nd year student:

- Understand the career planning process
- Self awareness - learn about yourself through the assessments
- Explore majors at your college that match your interests and support your career goals
- Explore career fields and occupations that appeal to you
- Develop an Action Plan
- Make informed decisions about your major and career

Upper Classman and Alumnus:

- Ongoing career exploration and awareness
- Gain experience; Make career plans
- Plan for advanced education and training
- Explore future options for transitioning into specialized occupations

How much time does it take to use FOCUS 2?

Typically, the total time spent by students the first time they use FOCUS 2 ranges from 1 to 2 hours. Of course, you can spend as much time as you wish.

The Career Readiness & Self Assessment modules of FOCUS 2 can usually be completed in approximately 45 minutes. You can log in at any time to spend additional time researching over 1,000 occupations.

A good strategy after using FOCUS 2 is to think about your results and discuss your ideas with your career counselor, advisor or professor. Be sure to continue to use FOCUS 2 as an ongoing resource.

How to set up your account and log in to FOCUS 2

New Users:


Create your account by registering for FOCUS 2. You can link to the registration and log in pages for FOCUS 2 from: <http://bit.ly/focus2fresnostate> or click on Focus 2 icon on the main page at www.fresnostate.edu/careers

- FOCUS 2 Access Code: **bulldogs**
- ***Returning Users:*** Access your account anytime by entering your username and password on the log in page for FOCUS 2. The log in is cAse seNsitive.

Things to Keep in Mind

- Use FOCUS 2 online on any phone, tablet, PC or MAC computer or IPAD anywhere, anytime.
- FOCUS 2 always saves your results.
- You can change your mind about earlier choices, repeat a section and explore new options.
- Your results are stored online and are always available to you and your career counselor/adviser.
- Remember to save the majors and occupations that appeal to you as you review them.

FOCUSTM 2 CAREER

Student Dashboard	Description
<p style="text-align: center;">Career Planning Foundations</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>My Career Planning Involvement</p> <p>START</p> </div> <div style="text-align: center;">  <p>My Academic Strengths</p> <p>START</p> </div> <div style="text-align: center;">  <p>Am I Career Ready?</p> <p>START</p> </div> </div>	<p style="text-align: center;">A Great Starting Point</p> <p style="text-align: center;">Orientation to the career planning process and how to Be Career Ready</p>
<p style="text-align: center;">Self Assessment</p> <p style="text-align: center; font-size: small;">Discover majors and occupations that match your personal attributes</p> <div style="display: grid; grid-template-columns: repeat(3, 1fr); gap: 10px;"> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Work Interest Assessment</p> <p>100%</p> <p>RESULTS</p> <p>Results Start Over</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Values Assessment</p> <p>0%</p> <p>START</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Personality Assessment</p> <p>0%</p> <p>START</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Skills Assessment</p> <p>100%</p> <p>RESULTS</p> <p>Results Start Over</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Leisure Assessment</p> <p>0%</p> <p>START</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p>Combine Assessments</p> <p>2/5 Completed</p> </div> </div>	<p style="text-align: center;">Valid & Reliable Self Assessments</p> <p style="text-align: center;">Assessment results identify occupations and majors at your college matching users' personal attributes</p>
<p style="text-align: center;">Explore the Possibilities</p> <p style="text-align: center; font-size: small;">Use these tools for ongoing career and education exploration</p> <div style="text-align: center; margin-top: 20px;"> <p>What can I do with a major in ... at University of Vermont? ▾</p> <p>Explore Any Area of Study ▾</p> <p>Explore any Occupation ▾</p> <p>Explore Occupations by Job Family ▾</p> <p>Compare 2 Occupations Side by Side ▾</p> </div>	<p style="text-align: center;">Major & Career Exploration</p> <p style="text-align: center;">Students explore suggested majors and navigate career options to make informed decisions</p>
<p style="text-align: center;">Take Action</p> <p style="text-align: center; font-size: small;">Create a road map of your academic and career development activities</p> <div style="text-align: center; margin-top: 20px;"> <p>My Education → My Professional Development →</p> </div>	<p style="text-align: center;">Academic & Career Plan</p> <p style="text-align: center;">Students develop a road map to plan for their future</p>
<p style="text-align: center;">Diane McCrudden's Career and Education Planning Results</p> <p style="text-align: center; font-size: x-small;">A summary of your assessment results and saved preferences</p> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 20px;"> <div style="text-align: center;">  <p>My Saved Occupations</p> </div> <div style="text-align: center;">  <p>My Saved Majors</p> </div> <div style="text-align: center;">  <p>Review and Print My Portfolio</p> </div> </div>	<p style="text-align: center;">FOCUS 2 Career Portfolio</p> <p style="text-align: center;">Summary of users' results with their individual comments & top choices</p>
<p style="text-align: center;">Recommended Tools & Websites</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="border: 1px solid #ccc; padding: 5px; text-align: center;"> <p>Upcoming Events at University of Vermont</p> </div> <div style="border: 1px solid #ccc; padding: 5px; text-align: center;"> <p>Job Boards and Internship Opportunities</p> </div> <div style="border: 1px solid #ccc; padding: 5px; text-align: center;"> <p>Links to Resources</p> </div> </div> <p style="text-align: center; font-size: x-small; margin-top: 10px;">FocusTM 2 Copyright 2016 Career Dimensions®, Inc. All Rights Reserved</p>	<p style="text-align: center;">Resources & Links</p> <p style="text-align: center;">Customize with website links of your choice</p>