

<u>TEST</u>	<u>Ability to Understand Questions</u>	<u>Ability to Understand Results</u>	<u>Perceived Accuracy of Results</u>	<u>Usefulness of Results</u>	<u>OVERALL</u>	<u>Comments</u>
Highlands Abilities Battery	9	9	9	10	9.3	Best of the ability testing I've seen. Great CD administration. Very useful for understanding why you may be frustrated in a career. GREAT information to help pick right type(s) of work. Effective use of this testing requires some coaching.
Rockport Institute Ability Testing	9	7	8	7	7.8	Like all ability testing, yields very important information. More limited interpretation of results requires even more professional interpretation and coaching.
Campbell Interest and Skill Survey	8	8	7	6	7.3	Best of the Interest inventories I've taken. Good workbook that comes along with it. Very easy to understand the results.
Improve Your JobFit	7	7	8	6	7	Although the career suggestions were not of much help, this tool was very effective at explaining why a person may be stressed in a particular career. It gave effective suggestions on what to look for in a career.
Myers-Briggs Type Indicator	6	6	7	7	6.5	I took this test in various formats: from Humanmetrics.com, Keirse.com, and through the book, "The Pathfinder" and "Do What You Are". The multiple-choice test questions that the websites had were often difficult to answer accurately because you didn't really understand the question or know how to apply it to your life. The most accurate way, I found, to find my true type was through "Do What You Are". This book is the

						best for using your type to identify your work needs.
Strong/MBTI Combined	7	7	6	6	6.5	Because the MBTI type I got from this test was inaccurate, the overall interpretation was incorrect to some degree. I would love to see the results if the MBTI type was correct.
Birkman Method	8	7	6	5	6.5	Uses a color-coding system to show job strengths, management style, career orientation. Recommendations are somewhat general and don't seem to be accurate and useful.
Strong Interest Inventory	7	7	6	6	6.5	Combination assessments of interests, skill confidence, and personal style. Although this test provides concrete suggestions on careers to pursue, the fact that some of the top suggestions may be something that I have no interest in the subject matter or no talent in makes this subject to cynicism. It would also be beneficial if the report stated why these careers are good matches. I think the greatest use is in the process of answering the questions. They help a person realize what types of work they find appealing and which ones they don't. Could be useful in the hands of a professional who can explain their "general occupation themes" as fundamental "needs" and not just interests. I do, however, find the underlying premise of the test faulty.
MAPP	7	6	7	6	6.5	Similar to interest tests in questions. Test is good at identifying if you prefer to work with people, things, or ideas. This is very important information. Much of the interpretation is relatively abstract and "flattering". Too much text, not enough concrete suggestions.

CareerHub Tests	7	7	7	4	6.3	Group of 3 tests measuring career decision-making readiness, work values, and interests/skills. Recommendations were not of much use.
Self-Directed Search	7	6	6	6	6.3	Primary test based on Holland's RIASEC types. Results were not wholly accurate and recommended careers were of no use because it didn't evaluate skill confidences or aptitudes.
Enneagram	5	6	8	6	6.3	The online interpretations are not enough but having a book helps.

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