

Principles of Career Assessment

- Using a variety of approaches and methods is essential to provide fair and accurate career assessment.
- Career assessment information (findings) must be verified or triangulated.
- Behavioral observation and personal interaction are essential in the career assessment process.
- Career assessment is ongoing and developmental.
- Career assessment is required to make decisions and develop plans.
- Career assessment never stands alone, it represents an integral part of larger service processes or systems.
- To have value, assessment must be used and useful.
- Career assessment requires collaboration and several sources of input.
- Career assessment information must be current, valid and relevant.
- Career assessment is grounded in vocational and work contexts.
- Career assessment is a process not a product.
- Career assessment processes are systematic and organized, but flexible.