

# Career Counseling: A Holistic Approach

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CHAPTER 6: USING STANDARDIZED TESTS AND  
SELF-ASSESSMENT PROCEDURES IN CAREER  
COUNSELING

# Using Standardized Tests and Self-Assessment in Career Counseling

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The development of standardized tests and assessment inventories has been closely associated with the career counseling movement

Multiple aptitude test batteries developed during the mid-1940s have been widely used in educational and vocational counseling

During the last three decades more emphasis has been placed on skills identification through informal techniques

# Psychometric Concepts for Selecting Assessment Instruments

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Assessment has an important role in information gathering, accurate client self-assessment, problem identification, interventions and outcome evaluations

Counselors are to be knowledgeable about psychometric concepts that are necessary in selecting and using assessment instruments

# Reliability

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The degree to which a test score is dependable and consistent; repeated trials will yield approximately the same result

The stability of a test is determined by coefficients of correlation that remain high over long intervals

Factors that affect stability:

- Daily moods of the person
- Group differences such as gender or ethnicity
- Individual differences within groups
- The nature of performance
- The internal consistency of the test itself

# Validity

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Validity refers to the meaningfulness and usefulness of certain inferences based on a test score derived from a test in question

Content validity involves opinions of experts

Criterion validity is determined by the degree to which test scores predict success for outcome criteria

# Issues in Achieving Equity in Assessment

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The population of the U.S. is changing and becoming more diverse

- Thus, career counselors have to be ready for new clients

Standardized tests must be used with caution or not used at all when assessment techniques, content and norms are not applicable “because of an individual’s gender, age, race, ethnicity, national origin, religion, sexual orientation, disability, language or socio-economic status”

# Evaluating Adaptations, Translations of Assessment Instruments

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Read the test manual carefully to determine if the client is a member of a group that has been included in the normative sample used for validity and reliability analysis

Counselors should obtain information about their clients such as preferred language, socioeconomic status, ethnicity, gender, and other variables

# Assessment Goals in Career Counseling

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Goal 1. Identifying Career Beliefs

Goal 2. Identifying Skills, Proficiencies, and Abilities

Goal 3. Identifying Academic Achievement

Goal 4. Identifying and Confirming Interest Levels

Goal 5. Discovering Personality Variables

Goal 6. Determining Values

Goal 7. Exploring Career Maturity Variables

Goal 8. Using Computer-Assisted Career Guidance (CACG) Assessment

# Self Assessment Procedures

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Autobiography

Focus Questions to Uncover Specific Variables

Interest Identification

Lifeline-A Career Life Planning Exercise

Guided Fantasy-An Exercise to Increase Self Awareness