



## **Module 1: CareerLeader, DiSC, and CliftonStrengths Assessments**

Due August 1, 2019

This assignment provides you with the opportunity to learn more about yourself, your career interests, and your patterns of behavior through the process of completing three assessments of self. Your assessment results will be used during your Early Access Appointment with Career Management in August. These assessments are helpful to discern what job functions may interest you and allow us to better serve your career needs.

This module has two components:

- 1) CareerLeader assessment
- 2) DiSC assessment
- 3) CliftonStrengths assessment

Below are detailed instructions for completing each of these three parts.

### **Part 1: CareerLeader Assessment**

CareerLeader is an interest inventory specifically tailored for MBA students and business professionals. Interests are the dominant factor in career success and satisfaction. We strongly believe that your interests should be the foundation of your career. All too often, we see people make poor career choices for many reasons, such as yielding to outside pressures or being seduced by money and status. One of the most common, though, is someone making career choices because they're good at something, regardless of how interested they are in the work. Of course, your skill has to exceed a certain baseline level to be competent at anything, however, it is your interest in and passion for what you are doing that is your true competitive advantage. We have been using CareerLeader for many years. The feedback we consistently receive from students is that taking the assessment both validated their preexisting interest in certain careers and aided them in identifying desirable career options they had not previously considered. **Carefully reviewing your CareerLeader results is necessary in order to complete your "Statement of Interest" at the conclusion of Compass Quest.**

### **Instructions**

For this assignment, you will need to complete the CareerLeader assessment. Completing CareerLeader will take about 30 minutes. There are no right or wrong answers. Just read the questions and answer honestly and "with your gut." When you have finished all three sections of

CareerLeader, you will be able to see your results immediately. More details about the assessment and what it measures can be found below. You will have the opportunity to go through your CareerLeader results in more detail with a Willamette University MBA Career Management team member at your Early Access Appointment in August.

By now, you should have received login directions and a link to access CareerLeader. If you need help, email [mbacareer@willamette.edu](mailto:mbacareer@willamette.edu)

### **Interpreting Your Final CareerLeader Report**

Your final CareerLeader report will include six sections: Interests, Motivators, Skills, Career Match, CultureMatch, and Things to Be Alert For. Carefully read the explanations included in each section of the report, then read the additional commentary provided by Career Management, below.

#### **Your Interests**

The “My Interests” section of your CareerLeader report provides you with a percentile score and denotes your personal highs within the eight core interest areas that make up most business jobs. During your Early Access Appointment, your career coach will walk you through these results and help you identify the types of careers that may use your personal highs and avoid careers that involve too many of your lower interests.

#### **Your Motivators and Skills**

The “My Motivators” section indicates where your priorities lie in your current life. The “My Skills” section displays your personal confidence level in 41 different skill areas. We highly encourage you to click the “360° Feedback Tool” button in the top right corner of the “Skills” page to request feedback from others on how they rate you in these skill areas. Often, your friends and family see strengths that you may not know you have. Other times, they can help you identify stretch goals and areas for professional development. Their feedback is invaluable. Completing this step will give you a more well-rounded understanding of where your strongest skills may lie.

Your motivators and your skills are very important as modifying influences to your interests. It is your unique profile of all three factors that should drive how you approach your career.

#### **Career Match**

CareerLeader suggests career matches that may fit well with your motivators, skills, and interests. You can use this section to both reaffirm any current interests you may have as well as expand your thinking to other career possibilities you may not have previously considered. These results may also mean you are suited for a position that works closely with professionals in the areas listed.

At this point in the CareerLeader assessment, we encourage you to compare these results with the available Willamette University MBA concentration areas

([willamette.edu/mba/programs/eccc/areas](http://willamette.edu/mba/programs/eccc/areas)) and begin exploring the idea of pursuing one or more on these academic tracks in alignment with your career goals.

As you progress further along into Compass Quest, refer back to the “Career Match” section when brainstorming your list of business professionals to contact for informational conversations. Which “Career Match” suggestions would you like to learn more about from a professional currently working in that field?

## **Part 2: DiSC Assessment**

The DiSC assessment measures your tendencies and preferences—your patterns of behavior. It does not measure intelligence, aptitude, mental health, or values. DiSC measures your patterns of behavior in four areas: dominance, influence, steadiness, and conscientiousness. Knowing your style will help you become both a better leader and teammate. The school will automatically receive your final DiSC report and deliver it to you and your cohort, along with a debriefing and interpretation session, during your Practical Application for Careers and Enterprises (PACE) class in the fall. Your DiSC results will be used in combination with your CareerLeader profile during your Early Access Appointment with Career Management. Together, both of these tools are helpful to discern what career paths may interest you.

### **Instructions**

For this assignment, you will need to complete the DiSC assessment. The assessment takes approximately 15-20 minutes to complete. Answers should be given based on how you see yourself in a work environment. There are no right or wrong answers; just read the questions and answer honestly. The results of the assessment will be used to select team project groups and other activities throughout your first year in the program.

By now, you should have received login directions and a link to access DiSC. If you need help, email [mbacareer@willamette.edu](mailto:mbacareer@willamette.edu)

## **Part 3: CliftonStrengths Assessment**

The CliftonStrengths assessment is designed to help you discover what you naturally do best. This assessment measures where your top talents lie among the 34 CliftonStrengths themes. These themes include areas of strength such as adaptability, communication, connectedness, focus, positivity, and winning others over. Once you complete the assessment, you will receive a report of your top five CliftonStrengths themes, along with a detailed Strengths Insight Report. These reports provide a basic understanding of who you are and how you can succeed. The Gallup organization, which researches and consults using this assessment, has found that “people who know and use their CliftonStrengths are six times more likely to be engaged at work, 7.8% more productive in their role, three times as likely to have an excellent quality of life and six times as likely to do what they do best every day.” Your CliftonStrengths results will be used in career coaching sessions and for team development in your fall PACE class.

## Instructions

This assessment will take about an hour to complete and will ask you to choose the options that best describe you among a series of paired statements. It measures your natural pattern of thinking, feeling, and behaving. Students find the results are positive, insightful, and help shape their career choices and enhance their ability to build teams that work well together.

Please follow the instructions below to take the Builder Profile 10 assessment.

1. Visit <https://www.gallupstrengthscenter.com/register/en-us/index>
2. Copy and paste the access code ESF-R64N4-KM5NR into the available field, and click Continue.
3. Follow the onscreen instructions to create a Gallup Strengths Center account.
4. Once registered, you will be able to take the BP10 assessment. Please give yourself 30 minutes of uninterrupted time to complete it.

After you complete the assessment, please save your report as a PDF to access later in your Early Access Appointment and PACE class.

If you encounter issues with your access code, please contact [mbacareer@willamette.edu](mailto:mbacareer@willamette.edu). For all other issues, please view the Gallup Strengths Center Help page at <https://www.gallupstrengthscenter.com/help/en-us/index>

We look forward to meeting you at your Early Access Appointment and discussing CareerLeader, DiSC, and CliftonStrengths results with you!