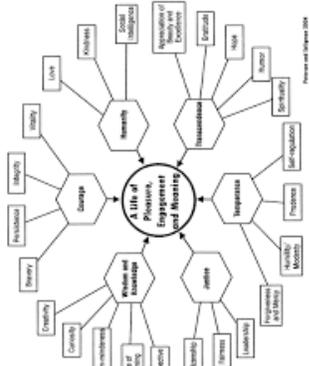
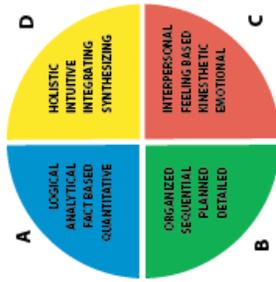


## MARKETPLACES & EXCHANGES FOR SELF-ASSESSMENT & PERFORMANCE-PREDICTOR TOOLS

SKILLS/INTERESTS INVENTORIES	DESCRIPTION <sup>1</sup>
<p><b>VIA Institute on Character</b> <i>viacharacter.org</i></p> 	<p>The VIA Institute on Character is empowering people around the world to discover what connects and is best in us: CHARACTER STRENGTHS. As a non-profit, positive psychology organization and the home of the world's largest database on character strengths, our mission is to unleash the strengths within all of us to build a better world. We are proud to offer the only free, online, scientifically validated survey of character strengths. <b>KNOW YOUR STRENGTHS. LIVE IN CHARACTER. SAVOR YOUR SUCCESS.</b></p> <p>Research shows that knowing and applying our unique character strength profile increases our life satisfaction and well-being. Our goal at the VIA Institute is to provide simple and effective tools for each of us to learn more about ourselves and our personalized pathways to happiness. Developing your character strengths can have a significant impact on quality of life as well as a positive effect on relationships, careers and personal growth. VIA is committed to helping you through every step of your journey because ultimately, we believe that people who know their highest and best selves will contribute to a better society and humanity.</p>
<p><b>Herrmann Brain Dominance Instrument® (HBDI®)</b> <i>hbdicom</i></p> 	<p>The world's leading thinking styles assessment tool, the Herrmann Brain Dominance Instrument® (HBDI®) is the assessment at the core of Herrmann International's Whole Brain® Thinking approach. Developed in the 1970s by Ned Herrmann, then a manager at General Electric, more than thirty years of research and innovation stand behind the validity of the HBDI®. The 120-question HBDI® assessment, which is administered by an HBDI® Certified Practitioner, evaluates and describes the degree of preference individuals have for thinking in each of the four brain quadrants, as depicted by the Herrmann Whole Brain® Model.</p> <p>The basis of Whole Brain® Thinking and all Herrmann International learning modules, the HBDI® teaches you how to communicate with those who think the same as you and those who think differently than you. Once an individual understands his or her thinking style preferences, the door is open to improved teamwork, leadership, customer relationships, creativity, problem solving, and other aspects of personal and interpersonal development.</p>

<p><b>LawFit</b> LawFit.com</p> 	<p>The Lawfit Career Assessment™ is an online assessment (or test) designed to help lawyers and law students make better career decisions. It measures interests, values, and preferences and then identifies which career fields, both inside and outside of the practice of law, are the best fits for that individual. It works by using sophisticated and proprietary algorithms to calculate responses to a unique set of questions. The questions measure a person's interests, preferences and values, and our algorithms match those measurements with the most compatible career areas within the practice of law, and with general career fields outside of the traditional practice of law.</p> <p>The assessment should take approximately 35-40 minutes to complete. The individual price for the LawFit Career Assessment™ is \$64. We also offer subscriptions to law schools and other entities. For more details, please see our pricing information. Upon completion of the assessment, you will receive your personal results within a few minutes. Your results will be provided in a comprehensive, 26 page Report. For more details, please see our information on The Process and Results.</p> <p>What happens after I take it? The first step will be to thoroughly review the results in your Report. There is a lot of information in your Report, some of which may surprise you. We also recommend that you discuss your results with your advisors, whether formal or informal advisors. Finally, check our website, <a href="http://www.lawfit.com">www.lawfit.com</a> on a regular basis. We are constantly adding information and other resources designed to help you find your calling.</p>
<p><b>Highlands Ability Battery</b> <a href="http://highlandslifeandcareercenter.com">highlandslifeandcareercenter.com</a></p> 	<p>The Highlands Company is the Publisher of the Highlands Ability Battery, the gold standard among ability assessment tests, and home to more than 200 Consultant-Affiliates trained and experienced in career assessment, career coaching, career counseling, career exploration, and career planning. The Affiliates interpret the test and help their clients to achieve a Personal Vision leading to success and contentment in career and life.</p> <p>To build the best personal path, you need to know your natural abilities and your personality, and you may need to complete a career interest assessment. These steps will help you in job assessment and job selection.</p> <p>Eight principal factors combine in a strong Personal Vision. These factors are reflected in the Highlands Career Wheel. They are: Abilities; Skills; Interests; Personal Style; Family Background; Values; Goals; and Career Development Stage</p> <p>The Program is built on four steps: Complete the Highlands Ability Battery; Receive a 33-page report on your natural talents and abilities; Experience a two-hour consultation with a Certified Highlands Affiliate; The Affiliate will help you build your personal career vision and put your talents to work for you.</p>

<p><b>The Assessment of Critical Reasoning for Lawyers (ACRL)</b>  <a href="http://lsac.org/acrl">lsac.org/acrl</a></p> 	<p>ACRL consists of 43 five-option, multiple-choice questions, divided into two sections. Section 1 consists of 17 Analytical Reasoning Questions Analytical Reasoning questions assess the candidates' ability to determine what could or must be true, based on a group of facts and rules. The Analytical Reasoning questions are divided into three sets. Each set is based on a short passage outlining a scenario and a set of rules or constraints. Section 2 consists of 26 Logical Reasoning Questions Logical Reasoning questions assess the candidates' ability to analyze, evaluate, construct, and refute arguments Each Logical Reasoning question is based on a short passage (less than 100 words) 65 minutes of testing time 30 minutes for the Analytical Reasoning section 35 minutes for the Logical Reasoning section</p>		
<p><b>StrengthsFinder 2.0</b>  <a href="http://gallupstrengthscenter.com">gallupstrengthscenter.com</a></p> <p><b>My Top 5 Strengths</b></p> <table border="0"> <tr> <td> <ul style="list-style-type: none"> <li>• Learner</li> <li>• Strategic</li> <li>• Maximizer</li> <li>• Arranger</li> <li>• Achiever</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>• Individualization</li> <li>• Learner</li> <li>• Achiever</li> <li>• Maximizer</li> <li>• Arranger</li> </ul> </td> </tr> </table>	<ul style="list-style-type: none"> <li>• Learner</li> <li>• Strategic</li> <li>• Maximizer</li> <li>• Arranger</li> <li>• Achiever</li> </ul>	<ul style="list-style-type: none"> <li>• Individualization</li> <li>• Learner</li> <li>• Achiever</li> <li>• Maximizer</li> <li>• Arranger</li> </ul>	<p>Do you have the opportunity to do what you do best every day? Chances are, you don't. All too often, our natural talents go untapped. From the cradle to the cubicle, we devote more time to fixing our shortcomings than to developing our strengths.</p> <p>To help people uncover their talents, Gallup introduced the first version of its online assessment, StrengthsFinder, in the 2001 management book <i>Now, Discover Your Strengths</i>. The book spent more than five years on the bestseller lists and ignited a global conversation, while StrengthsFinder helped millions to discover their top five talents.</p>
<ul style="list-style-type: none"> <li>• Learner</li> <li>• Strategic</li> <li>• Maximizer</li> <li>• Arranger</li> <li>• Achiever</li> </ul>	<ul style="list-style-type: none"> <li>• Individualization</li> <li>• Learner</li> <li>• Achiever</li> <li>• Maximizer</li> <li>• Arranger</li> </ul>		
<p><b>Entrepreneurial Profile 10™</b>  <a href="http://gallupstrengthscenter.com">gallupstrengthscenter.com</a></p>	<p>Entrepreneurial Profile 10. Formerly known as Entrepreneurial StrengthsFinder.</p> <p>This assessment helps people identify their entrepreneurial talents. The world's best entrepreneurs share something in common. They are born with 10 talents that help them build and grow great companies. Entrepreneurial Profile 10 (EP10) -- formerly known as Entrepreneurial StrengthsFinder -- can identify the intensity of each of these 10 talents in <i>you!</i></p>		

	<p>The Bright Side of Personality: The Hogan Personality Inventory (HPI) describes normal, or bright-side personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.</p>
<p><b>The Hogan Personality Inventory</b>  <a href="http://Hogassessments.com">Hogassessments.com</a></p> 	<p>The HPI measures normal personality along seven scales: <b>Adjustment</b>: confidence, self-esteem, and composure under pressure; <b>Ambition</b>: initiative, competitiveness, and desire for leadership roles; <b>Sociability</b>: extraversion, gregarious, and need for social interaction; <b>Interpersonal Sensitivity</b>: tact, perceptiveness, and ability to maintain relationships; <b>Prudence</b>: self-discipline, responsibility, and thoroughness; <b>Inquisitive</b>: imagination, curiosity, and creative potential; <b>Learning Approach</b>: achievement orientation, valuing education. The HPI was developed specifically for business applications, and identifies the personality characteristics that distinguish individuals and predict career success, making it a powerful tool that can be used throughout the employee lifecycle. The HPI measures six occupational scales that predict performance in a specific role: <b>Service Orientation</b>: attentiveness and courteousness toward customers; <b>Stress Tolerance</b>: composure, calm under pressure; <b>Reliability</b>: honesty, positive organizational citizenship; <b>Clerical Potential</b>: self-discipline, meticulousness, and the ability to communicate clearly; <b>Sales Potential</b>: energy, social skills, and the ability to solve problems for customers; <b>Managerial Potential</b>: leadership ability, planning, and decision-making skills.</p>
<p><b>DISC</b>  <a href="http://Discprofile.com">Discprofile.com</a></p>	<p>DISC is a personal assessment tool used to improve work productivity, teamwork and communication. DISC is non-judgmental and helps people discuss their behavioral differences. If you participate in a DISC program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior. The DISC model provides a common language that people can use to better understand themselves and to adapt their behaviors with others. This can be within a work team, a sales relationship, a leadership position, or other relationships. DISC profiles help you and your team: Increase your self-knowledge: how you</p>

**D**ominance: D's are strong willed, strong minded people who like accepting challenges, taking action, and getting things done.

**I**nfluence: I's are "people people" who like participating on teams, sharing ideas, and energizing and entertaining others.

**S**headiness: S's are helpful people who like working behind the scenes, performing in consistent and predictable ways, and being good listeners.

**C**onscientiousness: C's are sticklers for quality and like planning ahead, employing systematic approaches, and checking and re-checking for accuracy.

respond to conflict, what motivates you, what causes you stress and how you solve problems; Facilitate better teamwork and minimize team conflict; Develop stronger sales skills by identifying and responding to customer styles; Manage more effectively by understanding the dispositions and priorities of employees and team members; Become more self-knowledgeable, well-rounded and effective leaders. What does DiSC stand for? What do the letters mean? **Dominance:** Person places emphasis on accomplishing results, the bottom line, confidence. **Influence** Person places emphasis on *influencing or persuading others, openness, relationships*. **Steadiness** Person places emphasis on *cooperation, sincerity, dependability*. **Conscientiousness** Person places emphasis on *quality and accuracy, expertise, competency*

**Strong Interest inventory**  
cpp.com

The diagram shows a hexagon with six points, each representing a personality type: realistic (R), conventional (C), enterprising (E), social (S), artistic (A), and investigative (I). The word 'strong' is in the center.

For providing a theoretical structure to the Strong, in 1974 John Holland's psychology-based codes were incorporated into the assessment. Holland's theory is based on four main assumptions: In our culture, most people can be categorized into six Themes and each person may be characterized by one Theme or some combination. Job environments can be divided into these same six Themes and each environment is dominated by a particular type of person. Thus, the personality types of co-workers, as much as job requirements, establish the working tenor of a given occupation. People search for environments that let them exercise their skills and abilities, express their attitudes and values, take on problems and roles they find stimulating and satisfying, and avoid chores or responsibilities they find distasteful or formidable. Behavior is determined by an interaction between a person's personality and the characteristics of his or her working environment. Factors such as job performance, satisfaction, and stability are influenced by this interaction. As shown below, Holland's theory organizes the six Themes by placing them at the six points of a hexagon with those presumed to be the most closely related located adjacent to each other and those most dissimilar located across the hexagon from each other. The order in which they fall around the hexagon is frequently called the R-I-A-S-E-C order. The Strong is the only empirically derived RIASEC assessment.

**MBTI**  
MBTI.COM

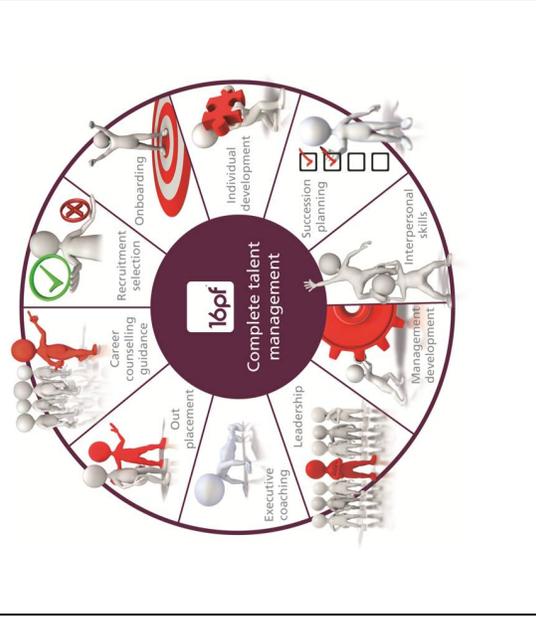
The Myers-Briggs® assessment traces the patterns in your behavior to one of 16 distinct personality types. It gives you a framework for understanding yourself and appreciating the differences in others. Strengths, tendencies, perspective, decision-making style, communication style... These are all components of your nature: who you are. And when you really know yourself, possibilities open—in your job, your relationships, your life. With MBTI insights you don't just understand and appreciate yourself better; you understand and appreciate others better as well. When you take the assessment and go through the detailed description of your personality type preferences, you'll probably feel energized and challenged at the same time. You'll certainly see yourself—your strengths and difficulties, how you think and feel and communicate, how you

<b>NF</b> <i>Valuing</i> Administering universal values and making judgments		<b>NT</b> <i>Visioning</i> Placing people with values to an optimum future	
Possible		Logical	
<b>ENFJ</b> Teacher	<b>INFJ</b> Counselor	<b>ENTJ</b> Field Marshall	<b>ENTP</b> Inventor
<b>ENFP</b> Champion	<b>INFP</b> Healer	<b>INTP</b> Architect	<b>ESTP</b> Promoter
<b>ESFP</b> Performer	<b>ISFP</b> Composer	<b>ISTP</b> Operator	<b>ESTJ</b> Supervisor
<b>ESFJ</b> Provider	<b>ISFJ</b> Protector	<b>ISTJ</b> Inspector	
<b>SF</b> <i>Relating</i> Including and building trustworthiness	<b>Present</b>	<b>ST</b> <i>Directing</i> Acting from a strategic perspective	

relate to others and they relate to you, how to move ahead with your life—in a new light. The Myers-Briggs system uses letters representing four personality preferences, one from each of the four preference pairs—Extraversion (E) or Introversion (I), Sensing (S) or Intuition (N), Thinking (T) or Feeling (F), and Judging (J) or perceiving (P)—as a simple, easy-to-remember shorthand for summarizing each of the 16 personality types based on those preferences. Types include INFP, ESTJ, ISTP, and 13 others. These preferences help indicate how you focus your attention, what energizes you, how you take in information, and how you process and use that information to make decisions and deal with the world around you.

## Sixteen Personality Factor Questionnaire (16PF) ipat.com

The 16PF Fifth Edition Questionnaire is a valuable assessment tool for professionals in a wide range of settings. In business and industry, for example, it facilitates personnel selection and development by identifying personal qualities that influence behaviors in work settings, such as problem-solving style and interpersonal style.



The self-report assessment instrument measures the 16 normal adult personality dimensions discovered by Dr. Cattell in his landmark research. Using client responses to the questionnaire, standardized scores (stems) are derived for each of the sixteen Primary Factors of personality. In addition, scores for five Global Factors (the original Five-Factor Model) are computed. These scores enable clients to formulate personality models useful in business applications, clinical settings, counseling, and research for predicting human behavior.

What does the 16PF Questionnaire measure? Warmth; Reasoning; Emotional Stability; Dominance; Liveliness; Rule-Consciousness; Social Boldness; Sensitivity; Vigilance; Abstractedness; Privateness; Apprehensiveness; Openness to Change; Self-Reliance; Perfectionism; Tension.

The model is hierarchical. When the 16 primary traits were factor-analyzed, they revealed five Global Factors, which describe personality at a broader level. These Global Factors, which help to show the degree of relationships among the 16 primary scales, are: Extraversion; Tough-Mindedness; Self-Control; Anxiety; Independence.

**SkillsScan**  
*skillscan.com*



All SkillsScan tools provide a fast, interactive and intuitive-based process for identifying transferable skills – knowledge essential to targeting appropriate career options, college majors and training programs. SkillsScan also features a system for integrating skill results with other traditional interests, values and personality inventories to provide a holistic picture of client career patterns. SkillsScan is instrumental in career counseling to help clients develop skill-based resumes and cover letters and prepare for interviews. SkillsScan users gain a competitive edge in a tight job market. Various Products include: **SkillsScan Express (2014)** is an interactive online career assessment that can be completed on mobile devices, and offers a new, streamlined assessment and report format. **Career Driver Online (2009)** is an interactive online career assessment that offers the Advance Pack skill lexicon and a comprehensive report for: Career Launchers, Transitioners and Advancers; Job Seekers – developing skill-based self-marketing documents such as resumes and cover letters. **Advance Pack (2005)** a skills assessment tool designed to meet the needs of the well-educated client. **Professional Pack (1987)** Flagship assessment tool that has become the primary skills assessment tool used by thousands of colleges, universities, organizations and career counseling practices throughout the United States and Canada.

<sup>1</sup> These descriptions were drafted based on public information and the companies' own websites (hence the marketing spin in some descriptions) and were not provided or reviewed by the companies. This is not an exhaustive list. Also, it is important to note that many of these tools require certified administrators and/or skilled facilitators to effectively interpret results and provide meaningful feedback.