Lesson Plan: Personality Assessment

Objective: Students will complete the Personality assessment and analyze their results in order to reflect on how their personality aligns with their careers of interest.

ASCA Standards	
B-LS 5.	Media and technology skills to enhance learning
B-LS 7.	Long- and short-term academic, career, and social/emotional goals
B-LS 9.	Decision-making informed by gathering evidence, getting others' perspectives, and recognizing personal bias
B-SMS 5.	Perseverance to achieve long- and short-term goals
College and Career Readiness Anchor Standards	
W.CCR.4	Produce clear and coherent writing in which the development, organization, and style are appropriate to task, purpose, and audience.
AVID Standards	
9.OK.BCK.1	Identify personal interests and skills related to future career aspirations
10.OK.BCK.2	Explore career fields and career pathways, including what resources and opportunities are available locally
11.OK.BCK.3	Identify best-fit career fields based on academic, social, and financial fit to develop short- and long-term career pathways
12.OK.BCK.1	Develop an awareness of personal abilities, skills, and interests related to careers and career selection

Lesson Duration

This lesson can be completed in one 45-60 minute class period or broken into several 20- or 30-minute smaller lessons.

Student Materials

- Chromebook/laptop
- Internet access
- Personality Career Assessment Student Worksheet
    - Instructional tip: The student worksheet is designed to complement the lesson; it is a fillable PDF that can be used electronically or printed.
- How to Use the Personality Career Assessment tutorial

Educator Materials

- Read all about the Personality Career Assessment here: AchieveWorks Personality

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Educator Script/Introduction:

"Today you will complete a Career Assessment on CaliforniaColleges.edu. The Personality Career Assessment will guide you as you explore your personality and help you better understand yourself. The results of this assessment can contribute to your understanding of careers that may be a fit for you and your strengths."

Warm-Up (10 minutes)

— Instruct students to sign in to **CaliforniaColleges.edu**, navigate to **My Plan** at the top of the page, and click on **My Career Plan**.

— Direct students to review their career list and filter/edit based on their current interests; encourage students to identify their top three favorite careers.

- Instructional tip: Consider asking students to share, with a partner or in small groups, the career or careers in which they are most interested. You might also ask volunteers to share out with the class. Here are some prompts: "What are your top three favorite careers right now? What is the highest education level listed? What is the California median salary range for each of these careers?"

Personality Assessment (30 minutes)

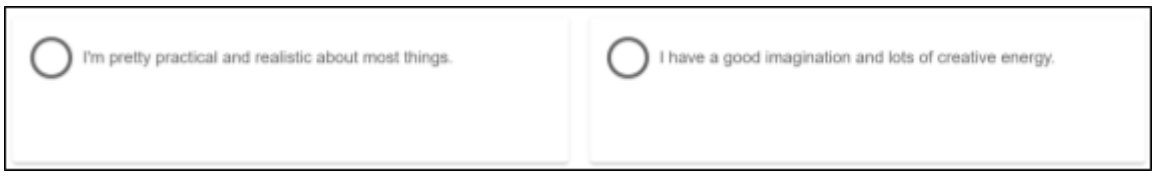
— Play the following tutorial or provide the link to students so they can watch it independently: How to Use the Personality Career Assessment.

- Instructional tip: Watching this tutorial as a class enables you to pause as needed in order to ensure every student is on the same step before moving forward with the lesson.

— Direct students to navigate to **Career** at the top of the page on **CaliforniaColleges.edu** and click on **Personality**.

— Before students begin the assessment, please note:

There are 37 this-or-that options; instruct students to read each option and select the answer that better describes them. This is the response format for the this-or-that options:



There are 16 career clusters/groupings which students will rate on a scale of one to five stars (1 = not interested, 5 = very interested); instruct students to read each option and rate their interest:



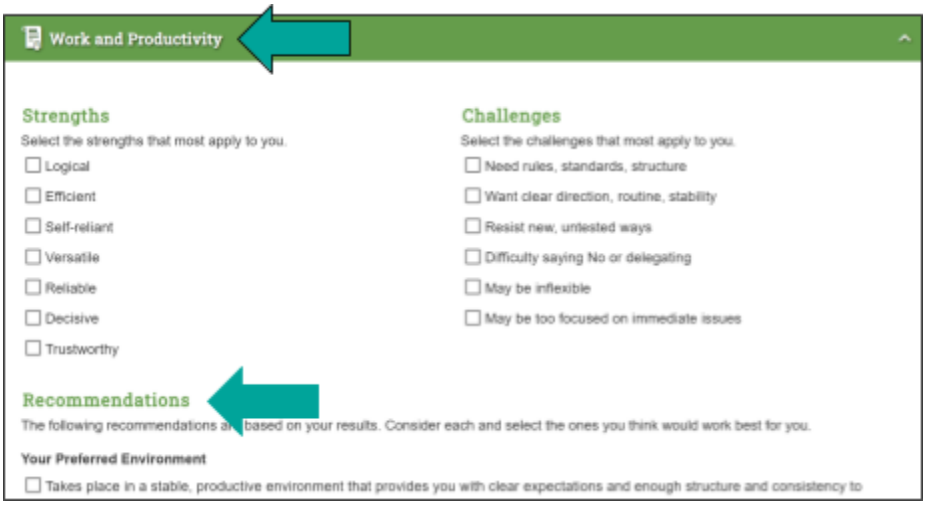
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- Direct students to begin the assessment. The approximate completion time for this assessment is 20 minutes.
  - Instructional tip: Students are limited to completing this assessment three times.
- Instruct students to review their results once they complete the assessment.
  - Instructional tip: Consider asking students to share, with a partner or in small groups, their thoughts about their results and their top careers as determined by the assessment. You might also ask volunteers to share out with the class. Here are some prompts:
    - "Did this assessment bring to your attention any aspects of your personality that surprised you? Explain."
    - "Which aspects of your personality did this assessment confirm? Explain."
- Instruct students to review **Career and Pathways** in order to favorite (❤) any careers of interest that do not already have a heart. Remind students that every career they favorite can be found in **My Career Plan**.



- Direct students to review the **Work and Productivity** section of the Personality assessment results; encourage students to pay particular attention to **Strengths** and **Recommendations**.





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- Instruct students to respond to the questions/prompts in the chart in the Personality Career Assessment Student Worksheet:

Question/Prompt	Response
Did this assessment confirm any of your top three careers of interest that you identified in the **Warm-Up**? Elaborate.	
How does your personality align with your career preferences? Provide an example from **Strengths** or **Recommendations**. What doesn't seem to align? Provide an example.	

  - Instructional tip: Consider asking students to share, with a partner or in small groups, their responses to the questions in the chart. You might also ask volunteers to share out with the class.

- Encourage students to continue to refine their **Career List** in **My Career Plan** to reflect their top careers of interest.

Reflection/Exit Ticket (5 minutes)

- Collect students' completed worksheets.

Extension of Learning

- Encourage students to review the **Career Summary** for each of their top three careers. Under **Programs and Majors** students can read about their options by hovering over the title of each program or major.

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