



AchieveWorks[®]
from human resources

 **Career Tools**

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Your potential. Our passion.

SPEAKER



Sandra Soucie

Director of Customer Success
Human eSources

A LITTLE ABOUT HUMAN ESOURCES

1.5m

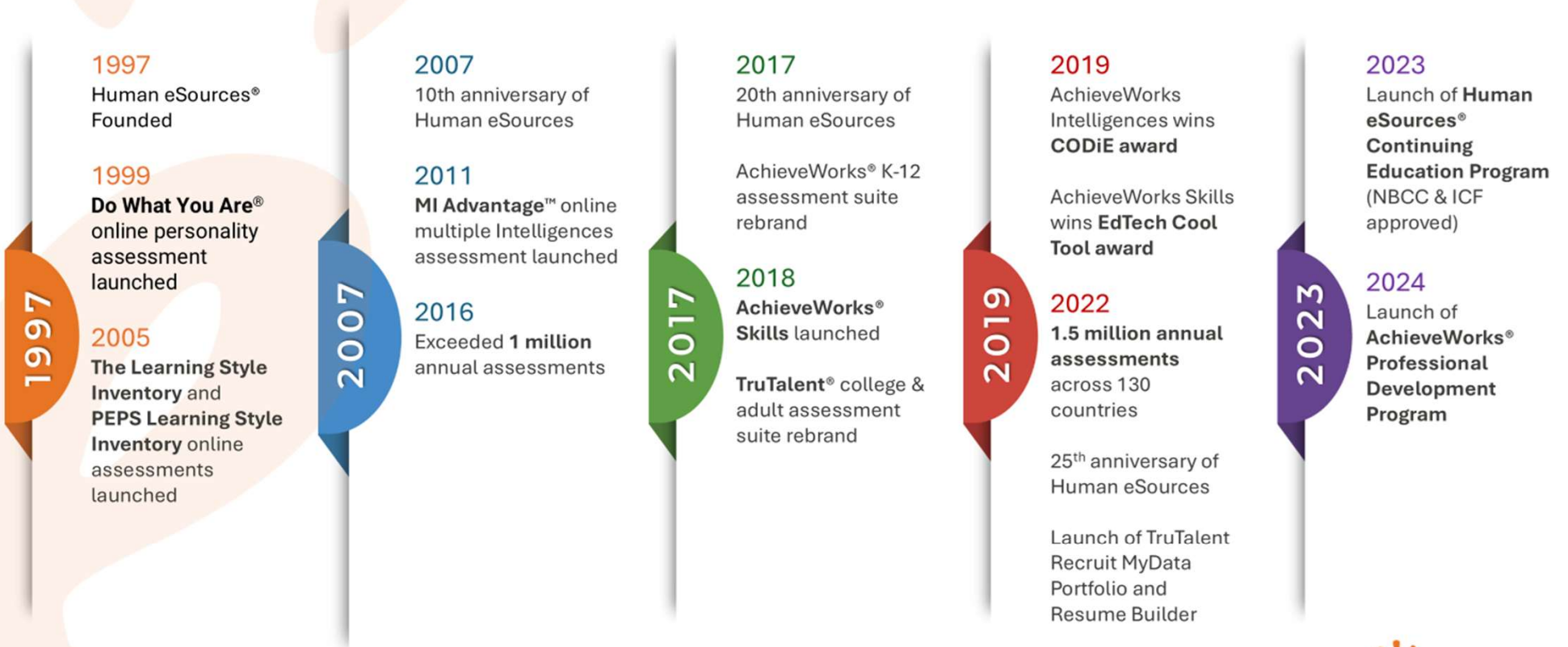
1.5 million individuals in more than **130 countries** use Human eSources assessments annually to identify their career goals and chart their educational path

27
Year

Leading provider of career and education planning tools for **27 years**

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Assessment History



PRODUCT



10-15 mins



10-15 mins



10-15 mins



10-15 mins

MEASURE

15 sensory,
environmental, and
mindset preferences

9 intelligences

16 personality types

5 employability/
soft skill areas

AUDIENCE

6th – 12th grade

8th – 12th grade

9th – 12th grade

10th – 12th grade

SUPPORTED OUTCOMES

- Create personalised learning plans
- Improve focus and information retention
- Meta-learning; optimise mindset for academics
- Apply intelligence strengths at school and work
- Gain awareness of challenges and methods to address them
- Define emotional intelligence and how to develop it
- Relate one's own intelligence profile to career opportunities
- Use personalised learning strategies
- Gain self-awareness and a respect for differences in others
- Communicate and work effectively with others
- Relate one's own personality type to career opportunities
- Understand skill *areas* for academic and career success
- Connect specific skills with different learning and work habits
- Identify skill development techniques that are a personal fit
- Relate one's own skill profile to career opportunities

KEY DIFFERENTIATORS



- Student-friendly and actionable reports
- Developmental approach for all measures
- Career matching is deep & multi-faceted



//CODiE//
2020 SIIA CODIE FINALIST

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RESEARCH-BASED ASSESSMENT



All assessments meet or exceed reliability and validity standards

Statistical Reports:

- [Learning & Productivity](#)
- [Intelligences](#)
- [Personality](#)
- [Skills](#)

Detailed alignment with established models and standards:

- [Employability Factors](#)

SAMPLES

Independence of Scales

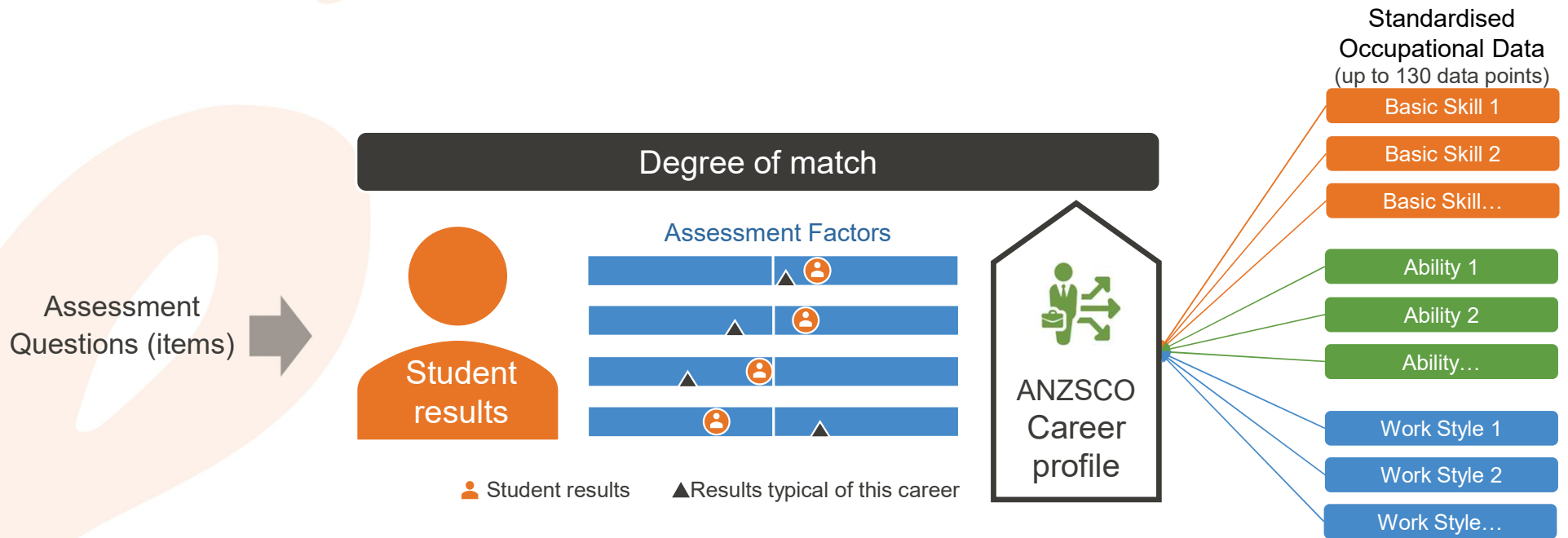
	E/I	S/N	T/F	J/P
E/I	1.00	0.03	-0.03	-0.09
S/N	0.03	1.00	0.15	-0.19
T/F	-0.03	0.15	1.00	-0.08
J/P	-0.09	-0.19	-0.08	1.00

Internal Consistency

Dimension	Coefficient Alpha
E/I	0.85
S/N	0.78
T/F	0.84
J/P	0.87
Average	0.84



HUMAN ESOURCES CAREER MATCHING®



Note: ANZSCO profile data is mapped to international career data when creating career profiles

LEARNING & PRODUCTIVITY

- Creation of personalised learning plans
- Improved focus and information retention
- Optimise mindset for academics

AchieveWorks
Learning & Productivity

Nick Rabinovitch From: 10/25/2022

This report displays your learning and productivity preferences. The preferences are grouped into categories. Each category requires a slightly different approach to improve your learning and productivity. Read the introductions carefully so that you understand these different approaches before you choose and apply the recommendations in the report.

Environmental Preferences

Stillness ————— Mobility

Mobility

People with a preference for mobility need to move around to learn most effectively. It's difficult for them to sit in one place for a long time. People who prefer stillness find it easy to concentrate while sitting still for a long time.

You moderately prefer to remain still while learning. You can concentrate quite well when sitting in one place for a long time.

Recommendations

Based on your results, you may want to remain sitting still when you need to concentrate. Read the following recommendations and select the ones you think would work best for you.

During Instruction or Activities

Try to sit in a place where you're less likely to be disrupted — away from aisles and entrances, for instance. Avoid sitting near people who tend to be active or fidgety.

Working on Assignments or Independent Tasks

Do your most challenging work when you can remain seated, undisturbed, for longer periods of time. If you're interrupted or required to move, switch

Quiet in Background ————— Sound in Background

Casual Setting ————— Traditional Setting

Late in the Day ————— Early in the Day

Rate your profile:
How well does it match you?
☆☆☆☆

Mindset Preferences

INTELLIGENCES

- Apply intelligence strengths at school and work
- Gain awareness of challenges and methods to address them
- Define emotional intelligence and how to develop it
- Relate one's own intelligence profile to career opportunities

The screenshot shows a user interface for 'AchieveWorks Intelligences'. At the top, it identifies the user as 'Nick Rabinovitch' and the report date as 'From: 11/22/2022'. The main heading is 'Intelligences and You'. Below this, a green banner reads 'Developing Your Intelligences'. A paragraph explains that intelligence strengths come from natural ability and practice, and that challenges may exist due to lack of opportunities. A key message states: 'These are your superpowers -- use your strengths to improve in other areas.' The report lists several intelligences: Musical, Linguistic, Logical, Interpersonal, Spatial, and Intrapersonal. The 'Linguistic' section is expanded to show 'Recommendations' based on the user's results. These recommendations include: practicing linguistic skills at every opportunity, reading high-quality written works, expanding vocabulary, and exploring humor. At the bottom, it notes that 'Your moderate strengths can often be developed more easily than weaker areas.' and lists 'Emotional Intelligence (EI)' and 'Career and Pathways' as additional areas.

AchieveWorks
Intelligences

Nick Rabinovitch From: 11/22/2022

Intelligences and You

Developing Your Intelligences

Intelligence strengths usually come from a combination of natural ability and a lot of practice and support in that area. Challenges may exist because the right opportunities to develop those intelligences have not yet been made available. Knowing more about your intelligences will help you to take advantage of your strengths and develop your challenges.

These are your superpowers -- use your strengths to improve in other areas.

Musical

Linguistic

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

- Practice using your linguistic skills at every opportunity — whether reading a book, writing an essay, sending an email, doing an interview or speaking to an audience
- Read a variety of high quality written works. This can improve your ability to understand and interpret different types of writing and the creative use of language. Ask your English teacher or a librarian to help you choose appropriate materials
- Expand your vocabulary when writing and speaking. Use a dictionary and thesaurus to help you identify new words to express what you want to say. Make sure you understand each word's definition and how to use it correctly in a sentence. If using it in a speech, learn the proper pronunciation
- Explore the subtleties of humor. For example, examine the use of irony, sarcasm and satire. Learn to enjoy different types of humor and practice being funny yourself

Logical

Interpersonal

Spatial

Your moderate strengths can often be developed more easily than weaker areas.

Intrapersonal

Emotional Intelligence (EI)

Career and Pathways

PERSONALITY

- Use personalized learning strategies
- Gain self-awareness and a respect for differences in others
- Communicate and work effectively with others
- Relate one's own personality type to career opportunities

AchieveWorks
Personality

Nick Rabinovitch From: 1/11/2022

Summary Report

Your Personality

Learning

Strengths
Select the strengths that most apply to you.

- Creative
- Curious, open to new ideas
- Cooperative
- Enjoy reading and writing
- Self-directed, independent learner
- Easily connect seemingly unrelated ideas
- Interest in theoretical concepts, complex material

Challenges
Select the challenges that most apply to you.

- Dislike competition
- Need quiet, space and time to reflect
- Need flexibility, variety
- May procrastinate
- Self-critical
- Need outlet to express creativity, feelings
- Want to please, need positive feedback

Recommendations
The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

For Learning Activities

- Open-minded, imaginative and questioning, you strive to understand motivations and possibilities, especially those with a human perspective. You likely enjoy reading and researching topics on your own, making connections and analyzing feelings. You learn best by starting out with a broad view of an issue or idea, exploring it from different angles to find meaning and connections, and gradually honing in on the details.
- You need time alone to study your learning material and figure out how it fits with your feelings and deeply held convictions. Take advantage of opportunities

Work and Productivity

Communication

Working with Others

Career and Pathways

SKILLS

- Identify skill areas important to academic and career success
- Connect specific skill areas with different learning and work habits
- Identify skill development techniques that are a personal fit
- Relate one's own skill profile to career opportunities
- Relate to Human Skills

AchieveWorks Skills Summary Report
Nick Rabinovitch From: 12/13/2022

Introduction

- Leadership
- Critical Thinking
- Social-Emotional
- Conscientiousness
- Creativity
- Career and Pathways

Develop Your Skills

This is a list of all the skill facets measured in the assessment. These facets combine in different ways to form the skills you see in the other sections of this report. Some skill facets are part of more than one skill.

You are likely to find that you have some stronger skills and some less strong. Open a skill facet to see basic and advanced recommendations for developing it -- select the ones you want to focus on. You will also see examples of recommendations in action. Bear in mind that the skill graphs are simply a guide to help you determine which ones you want to work on and which are important for your career goals. They should not be used to compare yourself to other people.

Practicality

Curiosity

Confidence

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

Basic

Practice replacing negativity with positivity. When you find yourself worrying or feeling cynical, give yourself a pep talk. Instead of allowing your inner voice to say, "I could never do that," tell yourself, "I'm going to give that a try." Picture yourself as a competent, positive person and focus on that image whenever you feel uncertainty creeping in.

EXAMPLE

Work:

Imagine you've lined up a job interview and it's the perfect gig. But you're your own worst critic, constantly talking yourself down. Think of some positive self-talk you could use to build confidence and blow off those nagging doubts. Write three to five sentences, or key words or phrases, that describe the strengths and accomplishments you would use in the job. Then ask a trusted friend to play the interviewer and ask you questions. In your answers, concentrate on your talents and how you would use them.

To build and maintain a confident attitude, surround yourself with positive influences. Identify people and situations that drag you down and reduce the amount of time you're exposed to them. Look for ways to spend more time in supportive environments that help you feel good about yourself.

EXAMPLE

Personal:

To control the level of negativity around you, don't feed the conversation. If your friends are being cynical, stop participating and tune them



Q & A Session

How can counselors best prepare students to take the assessments?



**Should students complete all assessments
in one session, or is it better to spread them
out?**



How does a student use the Career and Pathways to identify potential careers?

SKILLS RESULTS COMBINED CAREERS ALL CAREERS					
CAREER TITLE	CAREER CLUSTER	EDUCATION	OUTLOOK	RATING	JOBS
Software and Applications Programmers	Science, Technology, Engineering and Mathematics			★ ★ ★	
Multimedia Specialists and Web Developers	Science, Technology, Engineering and Mathematics			★ ★ ★	
Web Administrator	Science, Technology, Engineering and Mathematics			★ ★ ★	
Electronics Engineers	Science, Technology, Engineering and Mathematics			★ ★ ★	
Chemists, and Food and Wine Scientists	Science, Technology, Engineering and Mathematics			★ ★ ★	

COMPARED TO YOU

Compare your Skills to this Career

The graphs below show your results compared to the Skill levels required for Advertising, Public Relations and Sales Managers.

Leadership



Social-Emotional



Critical Thinking





Conscientiousness

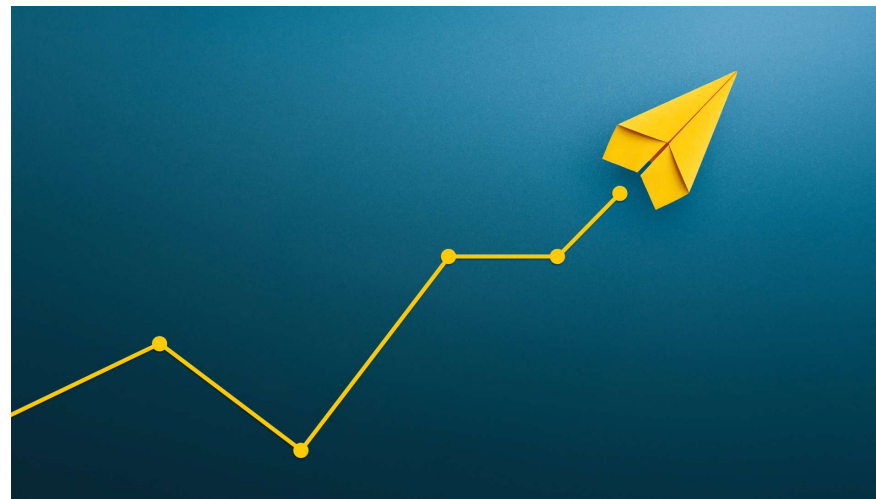


Creativity



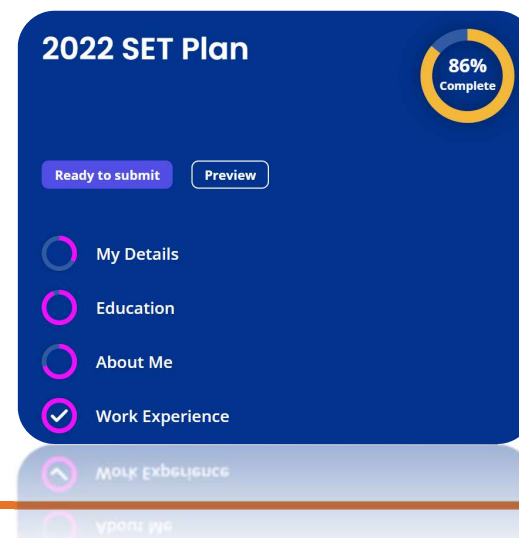
 Your Levels  Levels typically expected for this career

When should students retake the assessments?



How can the assessment results be used to complete Career Plans (SET plan, Student Pathways Plan,

Career Action Plan, IPP etc.) ?



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MATERIALS AND SUPPORT

Document Name	Description	
AchieveWorks Personality Counsellor Handbook	In preparation for using AchieveWorks Personality with students, we suggest you begin by first reading this handbook in its entirety and then taking the assessment yourself. This will help you to understand the theory behind the program and provide you with experience and practical advice, ensuring the best possible results when administering AchieveWorks Personality to your students.	⋮
AchieveWorks Skills Counsellor Handbook	In preparation for using AchieveWorks Skills with students, we suggest you begin by first reading this handbook in its entirety and then taking the assessment yourself. This will help you to understand the theory behind the program and provide you with experience and practical advice, ensuring the best possible results when administering AchieveWorks Skills to your students.	⋮
AchieveWorks Intelligences Counsellor Handbook	In preparation for using AchieveWorks Intelligences with students, we suggest you begin by first reading this handbook in its entirety and then taking the assessment yourself. This will help you to understand the theory behind the program and provide you with experience and practical advice, ensuring the best possible results when administering AchieveWorks Intelligences to your students.	⋮
AchieveWorks Learning & Productivity Counsellor Handbook	In preparation for using AchieveWorks Learning & Productivity with students, we suggest you begin by first reading this handbook in its entirety and then taking the assessment yourself. This will help you to understand the theory behind the program and provide you with experience and practical advice, ensuring the best possible results when administering AchieveWorks Learning & Productivity to your students.	⋮
AchieveWorks Intelligences Criteria Checklist	The Intelligences Criteria Checklist assists the individual and the professional in determining which 3 or 4 strongest intelligences offer potential career appeal versus the others.	⋮
AchieveWorks Lesson Plan: Post Intelligences Assessment 1	Discovering My Superpowers: Students identify and explain their multiple intelligences and explain how stronger intelligences can be used to their advantage.	⋮
AchieveWorks Lesson Plan: Post Intelligences Assessment 2	Realising Full Potential Of My Superpowers: Students identify and explain how intelligence strengths can be used to improve lower-scoring intelligences and create an action plan.	⋮
AchieveWorks Lesson Plan: Post Learning & Productivity Assessment	Building Better Homework Habits: students identify personal learning preferences when completing schoolwork and create a personal plan that includes multiple options for learning/work environments.	⋮
AchieveWorks Lesson Plan: Post Learning & Productivity Assessment	Finding Focus and Fighting Distraction: Students identify top academic priorities and distractions and create a plan to prevent being distracted from important tasks.	⋮

Resources include Counsellor Handbooks, Lesson plans, Employability Skills Matrix

Found in your **Teacher Resources** section.



Additional Questions?

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PROFESSIONAL DEVELOPMENT



Special Pricing

Purchase a single module for **\$50**

Purchase all four for **\$200**

- Using Assessments
- Personality
- Learning & Productivity
- Skills
- Intelligences

What to expect

- Reading, video, assessment and activities to reinforce learning.
- Complete at your own pace.
- Approximately 2 hours of effort / module.

[Handout](#)

Registration link:

<https://www.humanesources.com/careertools-awprod/>