

**A COUNSELOR'S GUIDE
TO
CAREER ASSESSMENT
INSTRUMENTS

FIFTH EDITION**

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National Career Development Association
In Cooperation with the Association for Assessment
in Counseling and Education

TABLE OF CONTENTS

ABOUT THE EDITORS.....	x
FOREWORD.....	xi
ACKNOWLEDGEMENTS.....	xii
CHAPTER 1: A COUNSELOR’S GUIDE: INTRODUCTION TO THE FIFTH EDITION	1
<i>Edwin A. Whitfield, Rich W. Feller, and Chris Wood</i>	
CHAPTER 2: CAREER ASSESSMENT: PERSPECTIVES ON TRENDS AND ISSUES	13
<i>Edwin L. Herr</i>	
CHAPTER 3: SELECTING A CAREER ASSESSMENT INSTRUMENT	27
<i>Valerie L. Schwiebert</i>	
CHAPTER 4: USING ASSESSMENT FOR PERSONAL, PROGRAM, AND POLICY ADVOCACY	35
<i>Norman C. Gysbers and Richard T. Lapan</i>	
CHAPTER 5: COMPUTER-ASSISTED CAREER ASSESSMENT: STATE OF THE ART	43
<i>James P. Sampson, Jr., Darrin L. Carr, Jill A. Lumsden, Cassandra Smisson, and Casey Dozier</i>	
CHAPTER 6: ASSESSMENT AND COUNSELING COMPETENCIES AND RESPONSIBILITIES: A CHECKLIST FOR COUNSELORS	61
<i>Thomas S. Krieshok and Michael D. Black</i>	
CHAPTER 7: ASSESSING YOUTH AND ADULTS WITH EDUCATION AND CAREER DEVELOPMENT CHALLENGES	69
<i>Mary Podmostko, Joe Timmons, and Christine D. Bremer</i>	
CHAPTER 8: APTITUDE/ACHIEVEMENT AND COMPREHENSIVE OR COMBINED MEASURES	81
Ability Explorer (Second Edition) (AE)	82
<i>Wei-Cheng J. Mau, Reviewer</i>	
Adult Basic Learning Examination (Second Edition) (ABLE).....	89
<i>Kurt F. Geisinger, Reviewer</i>	
Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration Program (CEP).....	94
<i>John Patrick, Christopher W. Bloesel, and Christi L. Gross, Reviewers</i>	
Career Planning Survey (CPS).....	105
<i>Margaret M. Nauta, Reviewer</i>	
CareerScope: Career Assessment and Reporting System (Version 8.0).....	112
<i>Mary Boylan, Reviewer</i>	
COPSystem Career Guidance Program (COPS) (CAPS) (COPES)	119
<i>Emily E. Bullock and Michael B. Madson, Reviewers</i>	

A COUNSELOR'S GUIDE TO CAREER ASSESSMENT INSTRUMENTS

Differential Aptitude Tests (Fifth Edition) (DAT) and Career Interest Inventory (CII).....	127
<i>Karl N. Kelley, Reviewer</i>	
Employability Competency System Appraisal Test (ECS Appraisal)	137
<i>William D. Schafer, Reviewer</i>	
EXPLORE and PLAN	144
<i>Brian J. Taber and Howard H. Splete, Reviewers</i>	
Highlands Ability Battery (tHAB).....	155
<i>Manivong Ratts, Reviewer</i>	
Kuder Career Planning System (KSA) (KCS) (SWVI-r).....	163
<i>Paulette M. Schenck, Reviewer</i>	
Motivational Appraisal of Personal Potential (MAPP).....	174
<i>Kevin R. Kelly, Reviewer</i>	
O*NET Ability Profiler (AP)	180
<i>Richard T. Kinnier and Joanna Gorin, Reviewers</i>	
Occupational Aptitude Survey and Interest Schedule (Third Edition) (OASIS-3).....	188
<i>Patrick Akos and Rebecca Spangler, Reviewers</i>	
System for Assessment and Group Evaluation (SAGE 2001).....	195
<i>Bruce Thompson, Reviewer</i>	
Tests of Adult Basic Education (TABE 9 & 10).....	202
<i>Esther Prins, Reviewer</i>	
Wonderlic Basic Skills Test (WBST)	209
<i>Sally J. Power, Reviewer</i>	
WorkKeys Assessments.....	214
<i>Debra S. Osborn, Reviewer</i>	
World of Work Inventory (WOWI)	223
<i>Eugene P. Sheehan, Reviewer</i>	
CHAPTER 9: INTEREST AND VALUES INSTRUMENTS	229
Business Career Interest Inventory (BCII) (CareerLeader)	230
<i>William F. Shuster and Jackie Peila-Shuster, Reviewers</i>	
Campbell Interest and Skill Survey (CISS)	235
<i>Lisa E. Severy, Reviewer</i>	
Career Directions Inventory (CDI) (Second Edition).....	243
<i>Kenneth F. Hughey and Aaron H. Carlstrom, Reviewers</i>	
Career Exploration Inventory (CEI)	250
<i>Jeff Powell, Reviewer</i>	
Hall Occupational Orientation Inventory (Fourth Edition)	257
<i>Bryan J. Dik and Brandy M. Eldridge, Reviewers</i>	

A COUNSELOR'S GUIDE TO CAREER ASSESSMENT INSTRUMENTS

Harrington-O'Shea Career Decision-Making System-Revised (CDM-R).....	262
<i>Vicki L. Campbell and Gretchen W. Raiff, Reviewers</i>	
Jackson Vocational Interest Survey (JVIS) (Second Edition)	268
<i>Eleanor E. Sanford-Moore, Reviewer</i>	
O*NET Interest Profiler (OIP) and Computerized O*NET Interest Profiler (CIP).....	274
<i>Mark Pope, Reviewer</i>	
O*NET Work Importance Locator (WIL) and Work Importance Profiler (WIP).....	286
<i>Joseph C. Ciechalski, Reviewer</i>	
Self-Directed Search (SDS) (R) (E) (CP) (CE)	296
<i>Joseph C. Ciechalski, Reviewer</i>	
Strong Interest Inventory Assessment Tool (SII) and Skills Confidence Inventory (SCI) ..	309
<i>Jeffrey A. Jenkins, Reviewer</i>	
Wide Range Interest and Occupation Test (Second Edition) (WRIOT-2)	320
<i>Albert M. Bugaj, Reviewer</i>	
CHAPTER 10: CAREER DEVELOPMENT/CAREER MATURITY MEASURES.....	327
Barriers to Employment Success Inventory (Second Edition) (BESI).....	328
<i>Kathy E. Green, Reviewer</i>	
Career Attitudes and Strategies Inventory (CASI).....	333
<i>Michael B. Brown, Reviewer</i>	
Career Decision Self-Efficacy Scale (CDSE) and CDSE Short Form	339
<i>James K. Benish, Reviewer</i>	
Career Factors Inventory (CFI)	345
<i>Ayres D'Costa, Reviewer</i>	
Career Thoughts Inventory (CTI).....	350
<i>Rich W. Feller and Joe Daly, Reviewers</i>	
Career Transitions Inventory (CTI)	356
<i>Jean Powell Kirnan, Reviewer</i>	
Childhood Career Development Scale (CCDS)	361
<i>Cass Dykeman, Reviewer</i>	
Job Search Attitude Inventory (JSAI) (Third Edition)	366
<i>John W. Fleenor, Reviewer</i>	
Job Survival and Success Scale (JSSS).....	371
<i>William I. Sauser Jr., Reviewer</i>	
Quality of Life Inventory (QOLI).....	376
<i>Laurie A. Carlson, Reviewer</i>	
CHAPTER 11: PERSONALITY ASSESSMENTS	381
California Psychological Inventory (CPI 434)	382
<i>Robert C. Chope, Reviewer</i>	

A COUNSELOR'S GUIDE TO CAREER ASSESSMENT INSTRUMENTS

Clifton StrengthsFinder or StrengthsFinder 2.0.....	388
<i>Shane J. Lopez and Heather A. Tree, Reviewers</i>	
Jackson Personality Inventory–Revised (JPI-R)	395
<i>Peter Zachar, Reviewer</i>	
Myers-Briggs Type Indicator (MBTI) Form M	400
<i>Paul M. Mastrangelo, Reviewer</i>	
NEO Personality Inventory-Revised (NEO PI-R)	407
<i>Michael Stebleton, Reviewer</i>	
Student Styles Questionnaire (SSQ)	413
<i>Michelle L. Bruno, Reviewer</i>	
CHAPTER 12: INSTRUMENTS FOR SPECIAL POPULATIONS	421
Ashland Interest Assessment (AIA)	422
<i>Ann Herrmann and Cori Shaff, Reviewers</i>	
Becker Work Adjustment Profile: Second Edition (BWAP: 2).....	428
<i>Patricia L. Sitlington and Heather L. Trilk, Reviewers</i>	
BRIGANCE Diagnostic Life Skills Inventory (LSI) and BRIGANCE Diagnostic Employability Skills Inventory (ESI)	433
<i>JoEllen V. Carlson, Reviewer</i>	
Geist Picture Interest Inventory (GPII) (Revised Eighth Printing).....	440
<i>Tammi Vacha-Haase and Serena Enke, Reviewers</i>	
Life Centered Career Education Competency Assessment: Knowledge and Performance Batteries (LCCE)	446
<i>Steven R. Sligar and Rebecca Burke, Reviewers</i>	
Reading-Free Vocational Interest Inventory Second Edition (R-FVII:2)	452
<i>Zandra S. Gratz, Reviewer</i>	
Transition Planning Inventory-Updated Version (TPI-UV).....	458
<i>John S. Wadsworth, Reviewer</i>	
Valpar Test of Essential Skills in English and Math (VTES)	465
<i>Michelle A. Butler and Shawn Powell, Reviewers</i>	
CHAPTER 13: ADDITIONAL CAREER ASSESSMENT INSTRUMENTS	471
<i>Chris Wood, Edwin A. Whitfield, Brenda Gerhardt, and Sibyl Cato</i>	
A. Multiple Aptitude, Achievement, and Comprehensive Measures	475
B. Specific Aptitude and Achievement Measures	478
C. Interest Instruments	481
D. Measures of Work Values, Satisfaction, and Environments	483
E. Card Sorts	485
F. Career Development/Maturity Measures.....	486
G. Personality Measures	487
H. Instruments for Special Populations.....	489

A COUNSELOR'S GUIDE TO CAREER ASSESSMENT INSTRUMENTS

APPENDIX A: SOURCES OF INFORMATION ABOUT TESTING AND CAREER ASSESSMENT	493
<i>Rich W. Feller and Jackie Peila-Shuster</i>	
APPENDIX B: PUBLISHER ADDRESSES, PHONE NUMBERS, AND WEB PAGES	507
<i>Sibyl Cato, Rich W. Feller, Brenda Gerhardt, Edwin A. Whitfield, and Chris Wood</i>	
APPENDIX C: TEST STANDARDS AND CODES	519
Responsibilities of Users of Standardized Tests (RUST) (3rd Edition)	521
Code of Fair Testing Practices in Education.....	528
Rights and Responsibilities of Test Takers: Guidelines and Expectations.....	535
Standards for Multicultural Assessment	545
APPENDIX D: A COUNSELOR'S GUIDE USER'S MATRIX	557
<i>Edwin A. Whitfield and Sibyl Cato</i>	
INDEX	575

ABOUT THE EDITORS

Edwin A. Whitfield recently retired from the Ohio Department of Education where he served as an Associate Director. His responsibilities included providing leadership and coordination for school guidance and counseling programs, Safe and Drug Free Schools, GED testing and career and academic assessment initiatives in the state of Ohio. Prior to that he served as a coordinator of guidance and counseling in California, and as a teacher and counselor in Iowa and Ohio. He received his B.A. from Loras College, his M.Ed. from Ohio University, and the Ph.D. from the University of Iowa. Dr. Whitfield has served as NCDA president and as president of NCDA state divisions in California and Ohio. He served as editor of the *Career Development Quarterly* for six years, as coordinator of NCDA publications, and as chairperson of the American Counseling Association's Council of Journal Editors. He has received the NCDA Merit Award twice. Dr. Whitfield has published works addressing career development, assessment, evaluation, and guidance program planning and implementation.

Rich W. Feller is Professor of Counseling and Career Development and University Distinguished Teaching Scholar at Colorado State University where he teaches courses in career development, counseling and performance and change. A Nationally Certified Counselor (NCC), Nationally Certified Career Counselor (NCCC), and NCDA Fellow he has served on the NCDA, CACREP and ACTE Guidance Board of Directors, and editorial boards for the *Career Development Quarterly*, the *Journal of Career Development* and the *Career Planning and Adult Development Journal*. Author of over 75 publications including *Career Transitions in Turbulent Times* (with Garry Walz), *Knowledge Nomads and the Nervously Employed* (with Judy Whichard), the CDM's *Tour of Your Tomorrow* video series and the Ability Explorer's *Making the Most of Your Abilities* video program (both with Joe Vasos). He has served as Visiting Scholar at the University of Canberra in Australia, the University of North Carolina at Greensboro, and as Fellow at the Japan Institute for Social and Economic Affairs.

Chris Wood is a counselor educator at Seattle University. He has been a faculty member at The Ohio State University and the University of Arizona. A Nationally Certified Counselor (NCC) and Nationally Certified School Counselor (NCSC). Dr. Wood is on the editorial board for the *Professional School Counseling* journal and has published articles in *Professional School Counseling*, *Journal of College Counseling*, *Counselor Education & Supervision*, *The Elementary School Journal* as well as numerous book chapters. He has previous experience as a high school counselor, a guidance department chair, a counselor/group leader at a residential youth facility for troubled teens, and a career counselor at an alternative school serving grades 7-12. He was a career assessment coordinator and research assistant on a \$1.3 million dollar Community Employment Education Center grant from the Office of Adult and Vocational Education and a Faculty Research Associate on a grant from the National Research Center for Career and Technical Education.

FOREWORD

The four previous editions of this outstanding resource have been widely used by counselors, career development professionals, assessment specialists, and counselor educators for decades. Work on the four previous editions of the *Guide*, dating back to 1979, represent multiple years of professional dedication and commitment by previous co-editors Jerome T. Kapes, Marjorie M. Mastie, and Edwin A. Whitfield. The legacy provided by these editors continues with the publication of this fifth edition, under the excellent leadership of Edwin A. Whitfield, Rich W. Feller, and Chris Wood.

None of the work on this and previous editions of the *Counselor's Guide to Career Assessment Instruments* would have been possible over the past 30 years without the collegial and professional commitment of time and expertise by assessment and career development professionals who have served as advisory committee members, chapter authors, and reviewers of hundreds of assessment instruments. In addition, test publishers have supported our efforts through providing materials and resources for the reviewers and information to accompany each review in the *Guide*. We are truly indebted to all of these professionals for their outstanding contributions to the improvement and growth of the career assessment field.

The editors have made several changes in this edition to enhance the *Guide's* overall value and contribution to the field, including new material in Chapters 2 and 7, as well as revisions to each of the other chapters. The Additional Instruments chapter has been revised by eliminating out-of-date instruments and adding new instruments. In addition, the editors have made a concerted effort to include reviews of a significantly increased number of assessments that are useful in adult career decision making.

This fifth edition of *A Counselor's Guide to Career Assessment Instruments* is an example of a very productive and collaborative effort between the National Career Development Association (NCDA) and the Association for Assessment in Counseling and Education (AACE), both of which are divisions of the American Counseling Association (ACA).

We hope that you will use this resource to enhance your work with clients of all ages!

Donna Gibson
President, 2007-2008
Association for Assessment
in Counseling and Education

Darrell Luzzo
President, 2007-2008
National Career Development Association

ACKNOWLEDGEMENTS

This is the fifth edition of *A Counselor's Guide to Career Assessment Instruments*, and the first without the editorship, dedication, leadership and commitment of Dr. Jerome T. Kapes. Jerry Kapes, who passed away since the last edition of the *Guide* was published, was the primary reason that *Counselor's Guide* came into existence and still exists today, 30 years after an initial meeting of NCDA and AACE members who met in the late 1970s to discuss the need for such a resource. He, along with Marjorie Mastie chaired that meeting and coordinated the first edition of the *Guide*. Because of his belief in its value and his continuing commitment, it has remained over the intervening quarter century as a quality resource for career development and assessment professionals. We owe him a debt of gratitude.

Since its inception, the *Guide* has benefited from an array of talent and professional commitments that have produced over 300 career assessment reviews. Hundreds of career development and assessment professionals have volunteered their time and expertise to develop and produce these reviews and content chapters making it a resource produced by and for the profession. Also, the five editions of the *Guide* have been enhanced and improved through the work of various committee members and individuals who advised the editors on test selections, available resources and research related to career assessment.

In addition, over the years, hundreds of test publishers have provided complementary copies of instruments and manuals to the reviewers of their instruments featured in each edition of the *Guide*. The formatted information preceding each review also is provided by the publishers. When the opportunity arises we encourage you to thank them for their support of our profession.

Each edition of the *Guide* has benefited from the support of the Buros Institute at the University of Nebraska-Lincoln, producer and publisher of the Mental Measurement Yearbooks (MMY), a revered and respected standard in the field of assessment, and multiple other publications and guides addressing assessment quality and use. Buros has graciously allowed the editors of the *Guide* to approach MMY reviewers and to allow them to adapt their work previously published in recent editions of the MMY to fit the format for the *Guide*.

The fifth edition of the *Guide* is the first edition that Deneen Pennington, Executive Director of NCDA, and her staff have been involved in the development and publishing of the *Guide*. Their efforts in turning our work into a finished product are appreciated; especially Mary Ann Powell, who coordinated our efforts with NCDA headquarters and book design and printing contractors, and provided a polished final product.

The timeline for completion of each edition of the *Guide*, once work is started, usually requires about three years from initial contact to finished product. Such a span of time can require adjustments that affect family commitments and priorities. Recognizing this, we extend our thanks to our families. In addition, appreciation from:

- Ed Whitfield...to his wife Marjorie for her support for this work, times five.
- Rich Feller...to his parents Martha and Edward Feller for support over a lifetime.
- Chris Wood...to his wife Angie for her patience and understanding.

Rich Feller and Chris Wood offer tremendous gratitude to senior editor Ed Whitfield for his vision, leadership, and perseverance in the publication of this work. His incredible respect for the history and importance of *A Counselor's Guide to Career Assessment Instruments* is a testimony to his commitment to this 30 year project, career development, and NCDA. Few in our profession have added as deep a contribution to the assessment literature as has Ed Whitfield.