

**A COUNSELOR'S GUIDE
TO
CAREER ASSESSMENT
INSTRUMENTS

FIFTH EDITION**

**EDITED BY:
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National Career Development Association
In Cooperation with the Association for Assessment
in Counseling and Education

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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.