**Career Readiness - introduction to online self-awareness tools**

Psychometric tests, self-assessment activities or personality quizzes - whatever name you know them by, there is no doubt that in the digital age these tools are used more regularly for a variety of purposes, from recruiting staff to identifying training needs! From a career readiness perspective, psychometric assessment tools can be a useful starting point for helping students develop a greater level of self-awareness and appreciation of their skills, qualities, interests and motivations, particularly in terms of how these relate to different career pathways - however, the following caveats are worth considering:

* Psychometric tests should by no means be interpreted as gospel - they are just one tool of many, including speaking with a careers adviser, that can help develop self-awareness.
* Completing these sort of assessments should help to promote critical thinking with students - getting students to identify their own skills, strengths and interests with peers first can be a good starting point, after which students should be able to analyse theories of personal development a little more critically once they are presented to them.
* Tools such as the examples provided here can be a great starting point for conversations about career readiness and professional development, particularly for students who have no idea where to begin - however, it is important to encourage individuals to reflect on the results and ideally take these assessments more than once, as the results may well change over time!

The world of psychometric self-assessments can often seem like a saturated market, so to make life easier we have evaluated some of the most popular assessment tools currently available, taking into account the purpose of the assessment, how long they take to complete, what additional resources are needed (if any) and whether they provide a formal report or set of results at the end.

If you would like to find out more about psychometric self-assessment tools and how these can be used to enhance students' self-awareness, please contact the Employability Adviser within your department or email: [careers@shu.ac.uk](mailto:careers@shu.ac.uk).