

SELF AWARENESS ASSESSMENT (SAA)

You can get started with your self assessment process by asking yourself some basic questions about who you are. „Who am I?” means a self-reported description of the patterns that are evident in your life. If we did not behave in somewhat predictable patterns, we would have no identifiable characteristics or personality. Many people think little about who they are yet those around them are quite able to describe the patterns evident in their behavior. The things we say, the things we do, the way we think, our preferences, all of these are part of our individual set of habits, patterns, or themes. And, „it’s all data.” That is, even the lack of interest in self reflection might be a behavioral pattern. For the purposes of career decision making however, it’s important to know your patterned habits well so that you might better match or fit your personal interests, skills, preferences, and most importantly central tendencies or „life themes” to the varying demands offered by various jobs and careers.

To begin this process of accelerated, more rigorous self awareness, complete the exercise below. This exercise solicits your self description on some dimensions that are important in making career decisions. We want to know, rather *you* need to know, who you are so you can make better career decisions. So, our task for the moment is to find out what you know about yourself.

This exercise should take you about 60 minutes to complete.

On the following pages, for each of various "categories" of life, we ask you to complete the sentence fragment: "**I am a person who ...**". We encourage you to give as many answers as you can for each category/dimension. Each answer should be relatively concise, probably less than ten words or so and contain a single concept.

Here are a few **EXAMPLES**:

Category	I am a person who ...
How I think:	Likes to solve math problems.
	Likes to work alone.
	Enjoys puzzles.
	Prefers to read the instructions first.
	Hates details, likes the big picture.
How I deal with other people:	Enjoys persuading others
	Enjoys sharing knowledge with others
	Enjoys presenting in front of groups
	Distrusts others until trust is proven
	Dislikes talking about emotions and feelings

How I organize my life:	Dislikes dealing with routine details (e.g., paying bills)
	Likes spontaneity, rather than planning events
	Shows financial paranoia (i.e., highly conservative with money)
	Needs to be always busy to be happy
Things I like to do:	Likes to play poker with friends
	Needs an organized sport during all seasons
	Likes keeping up to speed on current events (reading newspapers, economist, etc.)
	Likes playing golf on Sundays
	Needs to run (at least twice per week)
	Enjoys competitive sports (playing or watching) of any kind
	Enjoys researching and buying stocks

Now that you've had a chance to see some examples of what we mean, please complete the Self Awareness Assessment below.

Self Awareness Assessment Data Generation

Take as much time as you need to fill this out comprehensively; however, typically people are able to complete this in 30 minutes or less. Remember to complete each section as if you were beginning with, "I am a person who....."

How I Think
How I Deal With Other People
How I Organize My Life

The Things I Like To Do

Where I Prefer to Live

Level of Activity (pace) I Prefer

How Other People Describe Me

Other Insights

That ends Part I of the SAA. **Part II** is to rate yourself on the dimensions below.

JOB DEMAND DIMENSIONS

These dimensions have been identified by career experts as common variable demands that jobs place on people. Rate yourself on each dimension by circling how much you **like** each one. The scale is

- 1 = Strongly Dislike
- 2 = Dislike
- 3 = Neutral
- 4 = Like
- 5 = Strongly Like

JOB DIMENSIONS	LIKING
Responsibility: Being held directly accountable for results.	1 2 3 4 5
Fast Pace: Fast paced highly intense work setting.	1 2 3 4 5
Location: I can work anywhere in the world.	1 2 3 4 5
Hours. Working long hours including evenings and weekends.	1 2 3 4 5
Social Interaction: Having constant social interactions.	1 2 3 4 5
Autonomy: Being free to do what I want without constraint.	1 2 3 4 5
Travel: Constant travel.	1 2 3 4 5
Functional expertise: Being required to have specific functional expertise.	1 2 3 4 5
Ambiguity: Working with no structure or guidance.	1 2 3 4 5
Numbers Orientation: Being highly skilled with math	1 2 3 4 5
Creativity: Being highly creative and imaginative	1 2 3 4 5
Compensation: Being paid more than 99% of people.	1 2 3 4 5
Customer Interaction: Having constant customer interactions	1 2 3 4 5
Status/Reputation: Having a job that society respects highly.	1 2 3 4 5
Impact: Having the ability to change things now.	1 2 3 4 5

Intrinsic work value: Being able to better society.	1	2	3	4	5
Passion/Flow/Resonance: Loving what I do.	1	2	3	4	5
Product or Service: Being able to serve customers directly.	1	2	3	4	5
Growth: Working in a high growth business.	1	2	3	4	5
Team oriented: Working alone.	1	2	3	4	5

Theory of the Self Awareness Assessment

This assessment tool is a „deductive” instrument in that it attempts to capture what you „know” about yourself without requiring you to generate any objective data on which to base your conclusions. While this might be a good way to begin, the problem is that to the extent that we all have "blind spots" we may not see ourselves clearly. We caution you here about the issue of „**benign self-deception.**” Do you see yourself clearly?

We encourage you to build from this „pre-test” by choosing to take a more rigorous approach involving objective data from multiple sources. That would be an „inductive” approach that would allow you to look for patterns that recur across data sets. Our experience is that the more corroborating evidence you can find in different assessment tools, the more you can trust your conclusions.

You may find that the data from these other instruments either confirm or disconfirm your initial reflections in this exercise. We believe it is important to never give too much credence to any single instrument, because none, including this one, are comprehensive enough or accurate enough to tell the whole story.

Nevertheless, it is useful to have this baseline document to provide at least a draft form of your personal profile as you begin the self assessment process. As you add more data from different sources, you will likely find that your self awareness changes, develops and becomes more refined.

Developing Your Life Themes List, Your Personality Profile

The answers you made to the SAA could be viewed as a „rough draft” of your personality profile, that is, a description of the characteristic patterns that define who you are. As you add data from other instruments, some of these tentative „life themes” or patterns may no longer seem so strong. Others might emerge. Still others might be reconfirmed.

For now, though, you can use the answers to your SAA as the ***first draft*** of your self description—and *who you are* will determine significantly what kinds of jobs and careers in which you might be successful, happy, and productive.