



DEPARTMENT OF HUMAN SERVICES  
OFFICE OF REHABILITATION SERVICES

*“Helping individuals with disabilities to choose, find and keep employment”*

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## Assessment

### *Gathering Information To Make Informed Choices in Employment Planning*

#### Purpose of Assessment

- 1) To Learn About Yourself
  - ◆ To Identify Your Unique Strengths, Resources, Priorities, Concerns, Skills, Abilities, Preferences, Capabilities, Interests and Values
  - ◆ To Identify Your Barriers To Employment
  - ◆ To Develop Strategies To Overcome Barriers To Employment
- 2) To Learn About Job Opportunities, Job Requirements, And Wages
- 3) To Make Informed Choices About Your Employment Goal And Match Your Strengths To Available Jobs
- 4) To Identify The Necessary Services And Supports To Help You To Become Successfully Employed

#### Steps Involved in Assessment

- 1) Learn About Informed Choice (see Informed Choice Fact Sheet)
- 2) Choose Who Can Help You With Planning For Successful Employment
  - ◆ Examples: Vocational Rehabilitation Counselor, Community Resources, Employers, Family
- 3) Identify Potential Barriers To Employment: what prevents you from working
  - ◆ Examples: Transportation, Child Care, Physical Limitations, Concentration/Memory, Communication, Getting Along With People, Finances/Benefits, Assistive Technology Needs, Lack Of Skills Required, Difficulty in Choosing the Right Career, Lack Of Knowledge About Jobs, Medical Issues, Decision-Making Skills, Organizational Skills, Lack Of Work Experience, Poor Work History, Housing, Other Barriers
- 4) Choose The Ways You Will:
  - ◆ Identify and Address Potential Barriers To Employment
  - ◆ Identify Your Strengths, Skills, Abilities, Values, and Interests
  - ◆ Match Your Skills Interests, Values, Skills, Strengths, And Abilities To Available Careers  
Examples: Self-Assessment, Job Shadowing, Informational Interviews, Job Clubs, Vocational Evaluations, Trial Work Experience, Assistive Technology Assessments, Aptitude Tests, Interests Tests, Values Assessments, or Personality Inventories
- 5) Use The Information You Have Gathered To Begin To Develop Your **Individualized Plan For Employment** : (See Guide To Developing Your Individualized Plan For Employment)