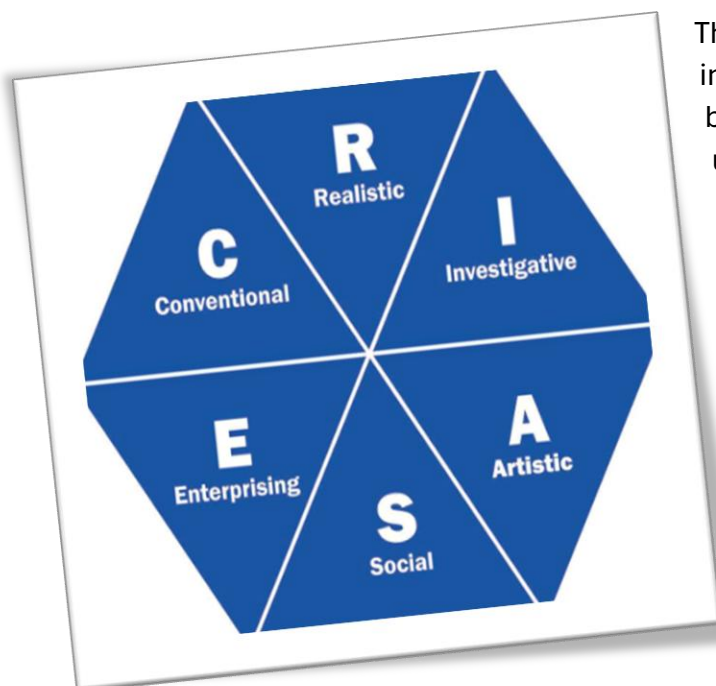


A VERY EFFECTIVE ASSESSMENT TEST

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As practitioners, school counsellors and career counsellors usually apply testing tools, relevant questionnaires, worksheets, didactic scenarios or other tools/tests that help clients identify their personality profile, interests and skills and traits, in order to build a clearer picture of who they are and what they can do in the world of occupations.



There are a lot of assessment instruments, and each one is useful because it sheds light on the vast universe of the human being.

The Holland test is a classic instrument, based on the theory of John L. Holland, which identifies the prevalence of the 6 interests in the personality: Realistic, Investigative, Artistic, Social, Enterprising, Conventional.

Holland believed that if people know their personality type, they can find a career

that utilizes their personal strengths and matches their working style, being happier and more productive in their work. (Photo source: www.kuder.com)

Starting from the RIASEC Model, various other forms of measuring the motivational dimension of personality have been built, some extensive, others simpler.

The CAREERS 4.0 Project offers an unexpected, simple, effective and useful skills assessment test, inspired from the Holland test, suitable for young people, but also for adolescents or adults.

Specifically, Careers 4.0 Skill Assessment Battery, consisting of adequate psychometric skill assessment questionnaires for adolescents and youth (aged 16-29).

The Careers 4.0 Skill Assessment Battery represents a scientifically grounded and comprehensive evaluation framework designed to measure key career-related competences among adolescents and young adults aged 16–29. The battery consists of a set of psychometrically robust skill assessment questionnaires, developed in

accordance with established principles of educational measurement, psychological assessment, and career development theory.

From a conceptual perspective, the assessment battery is aligned with contemporary Career Guidance 4.0 paradigms, which emphasize adaptability, lifelong learning, digital competence, and proactive career management in rapidly evolving labour market contexts. The selected constructs reflect both transversal and future-oriented skills, ensuring relevance to the developmental needs of adolescents and youth as they transition from education to employment or further training.

Methodologically, the questionnaires included in the battery are designed to meet core psychometric quality criteria, including reliability, validity, and sensitivity to developmental differences within the target age group. Item formulation follows best practices in scale development, ensuring clarity, age-appropriate language, and cultural adaptability across diverse educational and national contexts. Where applicable, multi-dimensional scales are employed to capture the complexity of career-related skills, such as self-awareness, decision-making, career adaptability, digital literacy, and employability-related competences.

The battery supports both formative and diagnostic assessment purposes. It enables practitioners to identify individual skill profiles, strengths, and areas for development, while also facilitating evidence-based guidance interventions tailored to the specific needs of young people. At the group level, the assessment results can inform programme design, curriculum development, and policy-oriented analyses related to youth employability and career readiness.

Importantly, the Careers 4.0 Skill Assessment Battery is designed for practical applicability in educational and counselling settings. Its modular structure allows flexible administration, interpretation, and integration into guidance programmes, whether in schools, vocational education and training (VET), higher education, or youth support services. The digital implementation of the questionnaires further enhances accessibility, scalability, and data-driven feedback for both practitioners and beneficiaries.

The Careers 4.0 Skill Assessment Battery constitutes a rigorous, developmentally appropriate, and future-oriented assessment instrument.

By combining psychometric quality with practical usability, it provides a solid empirical foundation for supporting informed career decision-making and the development of essential skills among adolescents and young adults in the context of a rapidly changing world of work.

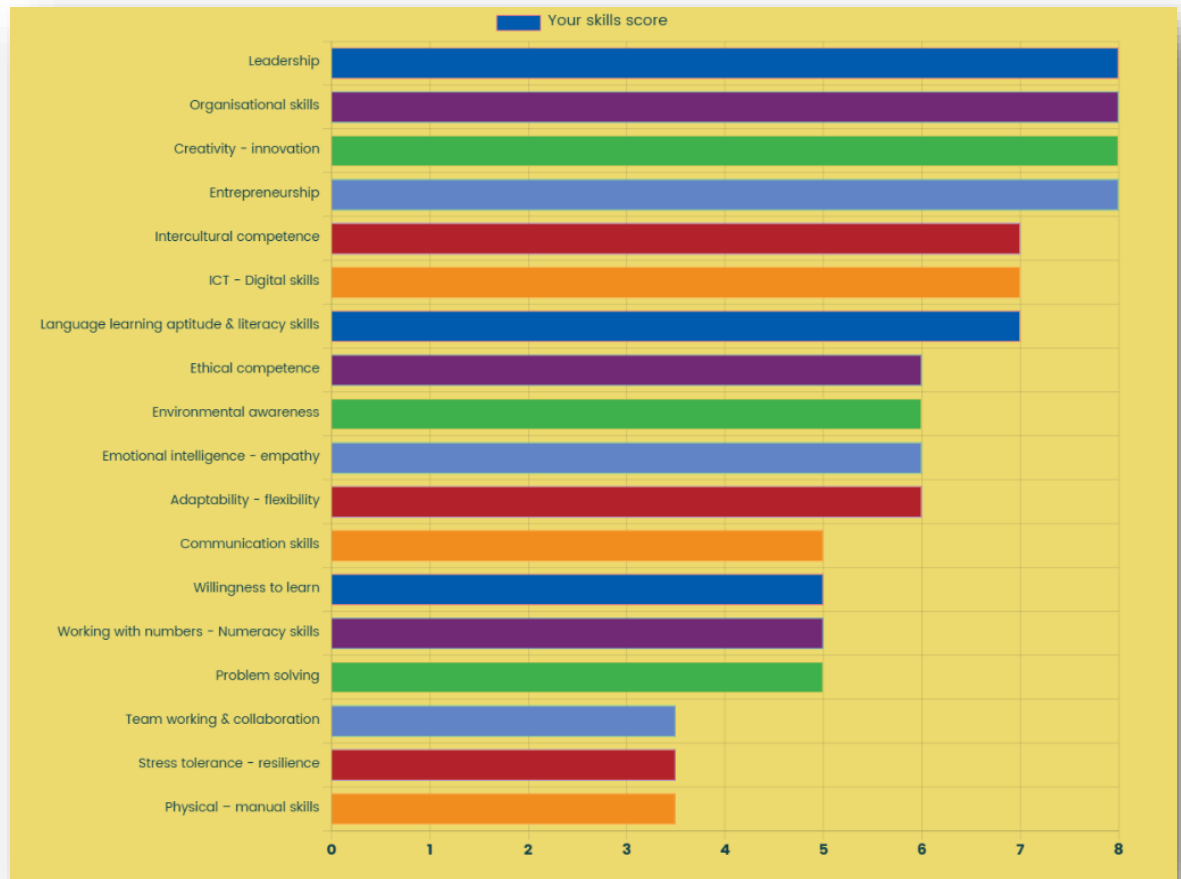
Here is a brief presentation of this tool created within the CAREERS 4.0 PROJECT, which aims to promote and disseminate a very good evaluation tool for youngsters (16-29 years old) but not only.

TEST SHEET

- **The purpose of the instrument:** helping the identification of skills, values, competences, aptitudes and interests
- **Personal dimensions evaluated** (example): *Leadership, Emotional Intelligence-Empathy, Language learning aptitude; Communication skills, Team working & Collaboration, Stress Tolerance-Resilience, ICT-Digital Skills, Adaptability-flexibility, Problem solving.* For each dimension, the test scores your personal values, creating a unique representative structure.



- **To whom is it addressed the test/age range:** young people 16-26 years old (but also other age categories).
- **Location:** this assessment test is accessible at <https://www.careers4-0.eu/>. You need to create an account and to log in.
- **No. of items:** 72.
- **Application time:** on average, 20-30 minutes.
- **Result/visual representation:** a representative matrix, colourful, easy to read, easy to understand.



- **Why does this test worth to be filled?**

- Because it offers you a complete picture of the personal matrix of skills and aptitudes, values and personal traits, which can be easily correlated with professional fields and occupations, adapted to the world of the future.
- Because it contributes to self-building, as a counselling tool.