



**Find and use student strengths to
identify career and educational paths**



About AchieveWorks

- Support individualized learning and focused education and career planning by identifying individual strengths and challenges with *AchieveWorks*®.
- Discover every students' learning style, productivity preferences, emotional and multiple intelligences, skills and personality with assessments normed for elementary, secondary and postsecondary students.
- Each assessment typically takes less than 20 minutes to complete and is written and normed for the recommended ages.
- Leverage students' natural talents and develop specific areas to maximize confidence, satisfaction and success in school and beyond.
- See students' results cross-referenced with careers using Human eSources Career Matching Technology™ for the most fulfilling careers.
- Professionals receive access to student portfolios and reports, as well as guidance on interpreting results in support of students. Easily see the resulting composition of all, or a subset of students with aggregate reporting and filters.
- Best of all, it's affordable, easy to use, requires no specialized credentials and includes excellent customer support!

Assess strengths

- See how students' 4-letter personality impacts learning, work relationships, and more
- Measure the skills needed in school and at work, find the careers that match today and work toward future plans
- Discover learning styles, along with sensory, environmental and mindset preferences and how to best use them
- Reveal and develop multiple intelligences, including emotional intelligence
- Find the right career fit with Human eSources Career Matching Technology using personality, intelligence, skills and career cluster survey results



See the results

- Interactive, easy to read reports detail student strengths, challenges and recommendations for improvement
- Badges and pins are earned as students read and interact with their report
- Hundreds of careers to explore, research and make plans within the *AchieveWorks Career Center* - including educational programs and Indeed for job search
- Self-knowledge and understanding of personal preferences allows for greater appreciation of differences between individuals



Ensure success

- Valuable resources, training and support on the theories and research behind *AchieveWorks* assessments
- Receive detailed guidance on how to help students better understand themselves and use that insight to create actionable plans
- Track student progress, view aggregate reports, create groups and communicate with students using *AchieveWorks Pro Tools*
- Receive support through the self-help portal or by text message, email or phone



**Access online at any time,
from anywhere, using any device**

Personality

9th to 12th grade

Use the enduring power of personality to improve students' education and career planning. See how students' personality impacts learning, work and problem solving, communication, collaboration, relationships, and best career options. Students receive their four-letter personality code (eg, ISFJ) and its related strengths, challenges, recommendations, along with a select list of careers that they're most likely to enjoy.

John Smith From 2020-03-31

Your Personality

Your personality type is **INFP**.

Open each section below to learn more about it.

Introversion vs Extroversion
Sensing vs Intuition
Thinking vs Feeling
Judging vs Perceiving

Your Personality Profile

Sensitive and idealistic, you strive for inner harmony. You are a loyal and empathetic friend, devoted to the people and issues you care about. While you may appear cool or detached at times, you have very strong and passionate feelings. You trust your personal reactions and perceptions and use your values to guide your life.

Curious about possibilities, you enjoy many creative endeavors. You can be very persuasive about your dreams and ideas — but only after imposing your ideas on others. You are very protective of your privacy.

When working on a cause you believe in, you can lose yourself in the project at all costs. You have trouble letting go of past hurts and may feel disappointed.

You need creative ways of expressing yourself. You are not especially high standards and may be unwilling to share your ideas until they are fully feedback, you may fail to make necessary adjustments and end up with a objectively.

Learning

Strengths

- Creative
- Curious, open to new ideas
- Cooperative
- Enjoys reading and writing
- Self-directed, independent learner
- Easily correct seemingly unrelated ideas
- Interests in theoretical concepts, complex material

Challenges

- Dislike competition
- Need quiet, space and time to reflect
- Need flexibility, variety
- May procrastinate
- Self-critical
- Need outlet to express creativity, feelings
- Want to please, need positive feedback

Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

For Learning Activities

- Open-minded, imaginative and questioning, you like to understand motivations and possibilities, especially those with a human perspective. You likely enjoy reading and researching topics on your own, making connections and analyzing feelings. You learn best by starting out with a broad view of an issue or idea, exploring it from different angles to find meaning and connections, and gradually honing in on the details.
- You need time alone to study your learning material and figure out how it fits with your feelings and deeper level objectives. Take advantage of opportunities to present your ideas and exchange thoughts with others through brainstorming sessions and small discussion groups. You may also want to find a mentor — a teacher, advisor or friend — with whom you can share and discuss things.
- You set extremely high standards for yourself, do very thorough research, and like to remain open to continual improvements. You may become so absorbed in an assignment that you lose track of other things that need to be done. All of this can result in delays and stress. Try breaking assignments into manageable pieces and set yourself a deadline to complete each step. Review the requirements and ensure your plans are realistic and feasible. If you're stuck, ask your instructor for advice — and be willing to follow it.
- If you find the learning material uninteresting, there is a way to make the subject more personally meaningful. For example, how could it be used to help people or solve a societal problem? This can make it more relevant and appealing and easier to absorb and retain. Ask your instructor if you can use different methods to complete an assignment. Be prepared to support some alternatives.
- You like to receive regular encouragement. Let your instructor know that you appreciate feedback and like to know what you're doing well. Be

Learning & Productivity

3rd to 5th grade & 6th to 12th grade

Decades of research shows that students learn best in different ways and by engaging all their senses. Discover each student's traditional sensory learning style, along with environmental and mindset productivity preferences. Build academic performance and personal satisfaction with individualized strategies to adapt students' preferences for success in multi-modal environments - all found in the engaging and interactive report.

John Smith From 2020-04-28

Sensory Preferences

You learn with four senses. You may like to learn with only one or two, but research has shown that you benefit most when learning through multiple sensory modes. So it will help to use more than just your preferred senses.

To get started, by learning new and difficult topics by using the modes for which you have a higher preference. As you become more comfortable with a topic, begin to use your less-preferred preferences as well. Over time, you will adjust to using all of the sensory modes and your learning will become easier and more effective.

For example, if you prefer visual learning, you can start learning a topic through reading, pictures and diagrams. As you become more familiar with the topic, discuss it (auditory) and get involved in activities related to it (tactile and kinesthetic).

Click each preference to figure out how you learn best.

Low Auditory vs High Auditory
Low Kinesthetic vs High Kinesthetic
Low Tactile vs High Tactile
Low Visual vs High Visual

Environmental Preferences

Mindset Preferences

Skills

10th to 12th grade

Some skills go by many names - soft, generalized, even employability. The 5 critical skills and 15 skill facets measured in this assessment align with HEXACO theory and provide a progress report over time when retaken. Students can see recommendations to build their skillset and a list of careers that they would do well at, based on their current skillset.

John Smith From 2020-04-23

Introduction

Welcome to your skills report. It is divided into sections that can open and close. There is a section for each of the skills plus a section for exploring careers and pathways. Bear in mind that the skill graphs are simply a guide to help you determine which ones you want to work on and which are important for your career goals. They should not be used to compare yourself to other people.

Skills and Skill Facets

A skill is a complex ability that is made up of several skill facets. You will see the skill facets when you open any skill section. Note that some skill facets are part of more than one skill.

Developing Skills

You are likely to find that you have some stronger skills and some less strong. The report can help you develop all of your skills. Within any skill section you can open a skill facet to see basic and advanced recommendations for development.

Careers and Pathways

The Careers and Pathways section contains a list of career suggestions. Use the additional filters (such as Career Clusters) to narrow down the list. It is a good idea to retake the assessment after you have worked on some of your skills.

Social-Emotional

This skill is founded on the ability to work with others in a positive and productive manner. This includes connecting with people in a genuine and sincere way, being considerate of their needs and feelings of differences. It also requires self-awareness, to understand how one's actions affect other people.

Sincerity
Genuine and truthful, those with sincerity present themselves as is — without exaggeration or trying to impress others. They willingly admit to their faults and when they have been wrong.

Sociability
Friendly, outgoing and easy to get along with, those with sociability enjoy meeting others and seek out opportunities to interact with lots of different people.

Consideration
Supportive and caring, those with consideration are mindful of others' feelings and attentive to their needs.

Self-Awareness
Reflective and conscious of their thoughts and behavior, those who are self-aware are mindful of how they affect others and think before acting.

Resilience
Optimistic, tough and determined, those with resilience adapt to difficulties and bounce back from stressful situations.

Please rate the overall accuracy of your results. Don't worry too much about each individual rating. Instead, focus on how your skill facets are grouped into high, moderate and low.

Intelligences

8th to 12th grade

Intelligence comes in many forms and can always be developed further. Students who know their multiple intelligences and emotional intelligence (EI) strengths can leverage that knowledge to perform better in school and select a satisfying career path. Personalized reports include 9 multiple intelligences with advice for each, including strengths, strategies for growth, careers that would be a natural fit, and each student's rating of their EI traits.

//CODiE//
2019 SIIA CODIE WINNER

John Smith From 2019-01-26

Intelligences and You

Open each intelligence bar to learn more about it and earn badges related to it.

Naturalist
Kinesthetic
Musical
Linguistic
Spatial
Logical
Intrapersonal
Interpersonal
Existential

Emotional Intelligence (EI)

Emotional Intelligence and You

Emotional intelligence (EI) is your ability to recognize and manage your feelings and behavior, and those of other people, in a way that helps you.

Most Recent Results

Your EI score is a blend of your interpersonal and intrapersonal intelligences scores. EI relates closely to these two intelligences.

Your emotional intelligence is currently at a moderate level. This affects your ability to judge what others are thinking or feeling. You sometimes realize how your mood is affecting your thoughts, but at other times you may not. You can usually describe how you are feeling and occasionally convince others to go along with your ideas. These are all abilities that you can improve with effort. The information in this section will help you grow your emotional intelligence.

Emotional Intelligence Traits

Select the list of traits related to EI and indicate the degree to which each is a strength or challenge for you. Be sure to update this list as you develop challenges into strengths.

Adaptive: able to deal with new and changing conditions

Assertive: honest, direct and willing to stand up for yourself

Composed: think carefully before reacting and resist being impulsive

Content: happy and satisfied with your life

Empathic: intensely aware of needs and feelings — your own, and other people's



Sophisticated, yet simple

- Available online, any time, from anywhere – no app download or installation necessary
- Interactive, easy to read reports contain specific, actionable tips for school and home
- Students earn badges and pins by reading sections, selecting items that are most applicable, and trying recommendations

Easily manageable

- Dashboard shows the number of students in progress and completed for each program
- Badges and pins track read sections and report student activity
- View aggregate reports for all, or a group of, students
- Set up groups for easy communication and reporting
- Supporting resources deepen understanding and use of student results and background theory
- Quick search by first name, last name, email, *AchieveWorks* program or completion status

Personalized accounts

- Secure delivery through individual accounts and portfolios
- To Do List helps stay on track and focused
- Join groups to easily share results
- Students receive messages from professionals within their account
- Individuals can share important files in their portfolio

Friendly for everyone

- Culturally relevant and multilingual – easily switch between languages
- Option to stop and resume at a later time
- Retake assessments over time to measure progress or changes
- Designed for every size screen, from smartphones to tablets and computers
- WCAG and ADA 508 compliant

Career and education exploration

- See top career matches based on Human eSources Career Matching Technology, which maps hundreds of data points to assessment results for skills, personality and multiple intelligences, separately and combined
- Show students how their results compare to the skills and/or intelligences required for a particular career with the Compare to Me tab
- Assist planning past graduation with Educational Programs related to a chosen career
- Look for open positions with Indeed job search
- 900+ O*NET career profiles include job outlook, related occupations, education level and programs, wages, interests with Holland Codes, and more
- Search by keyword or filter and sort careers easily using career clusters, education, outlook, salary and/or rating
- Rate and save careers to personal portfolio

Over 20 years helping students discover their unique strengths, talents and preferences to chart meaningful and satisfying educational and career paths.

human  sources®
Your potential. Our passion.



Learn more at www.humanesources.com/schools