

**Carnegie
Mellon
University**
Career &
Professional
Development
Center

PathwayU Self Assessment Debrief and Interviewing

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We Will Discuss:

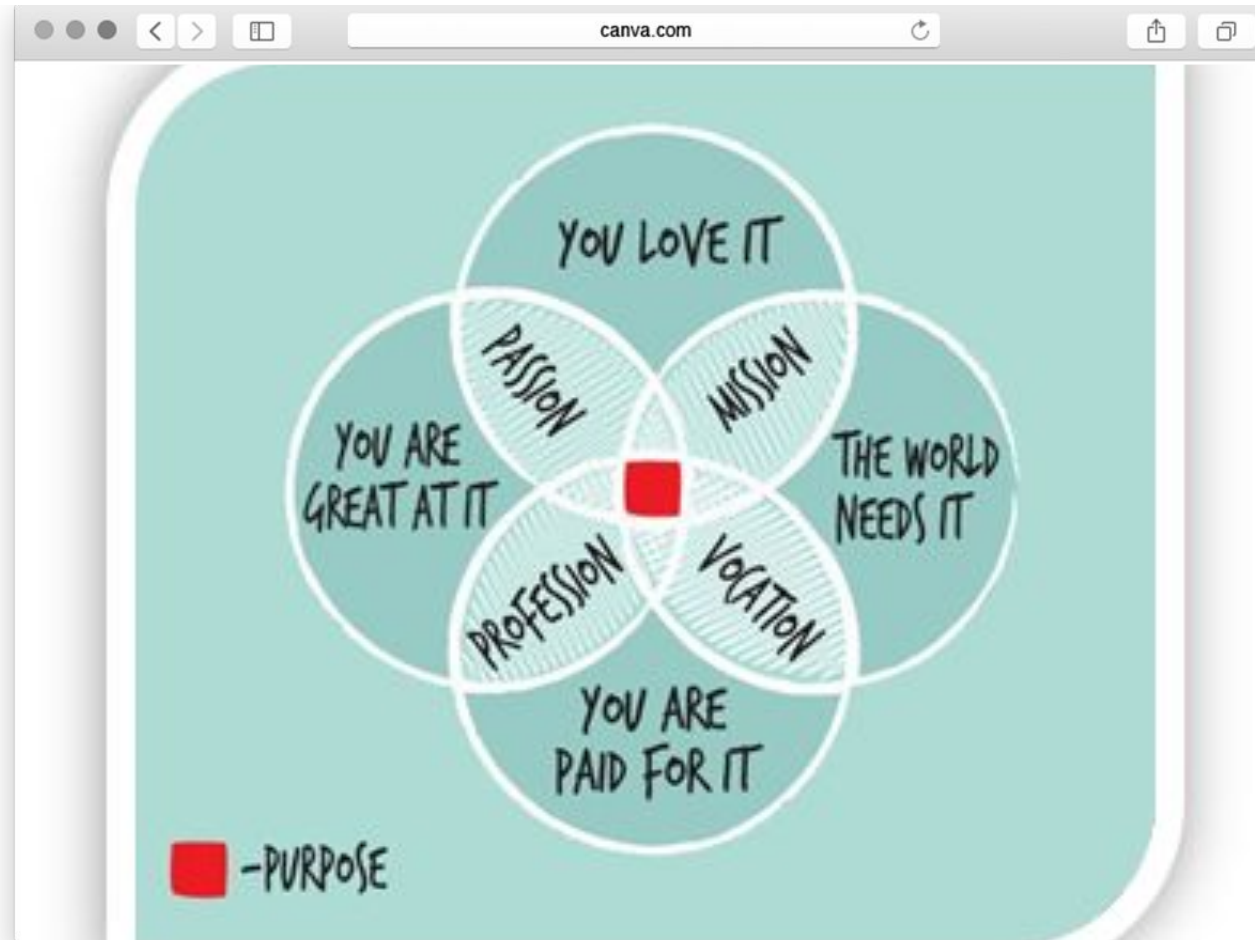
- What is PathwayU?
- What do the assessments mean for me?
- How does this relate to the job search and interviews?



Alumni Career Resources

- Appointments with career consultants
- Resources on our external resource page and Handshake
- Select career fairs/events

What is PathwayU?



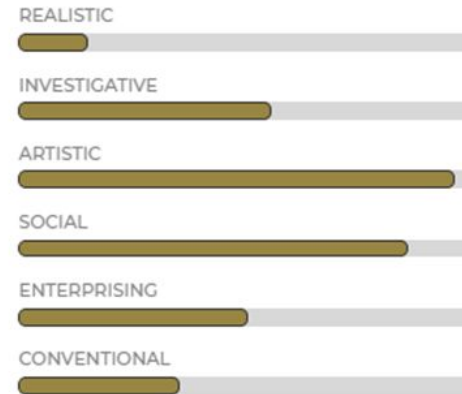


What do your results mean?

 **ASSESSMENT**
Interests

RETAKE

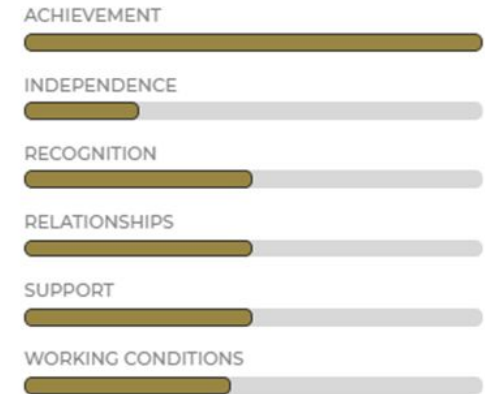
Your primary Interests are **Artistic** and **Social**.



 **ASSESSMENT**
Values

RETAKE

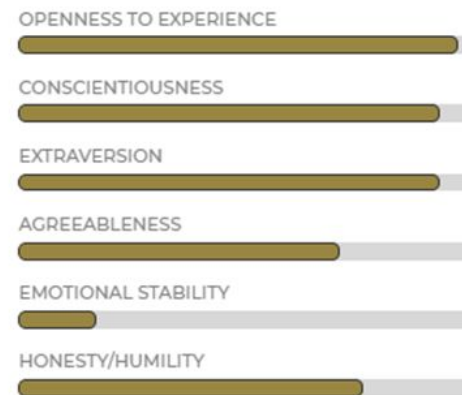
Your primary Values are **Achievement** and **Recognition**.



 **ASSESSMENT**
Personality

RETAKE

Your Personality Assessment results can be viewed below.



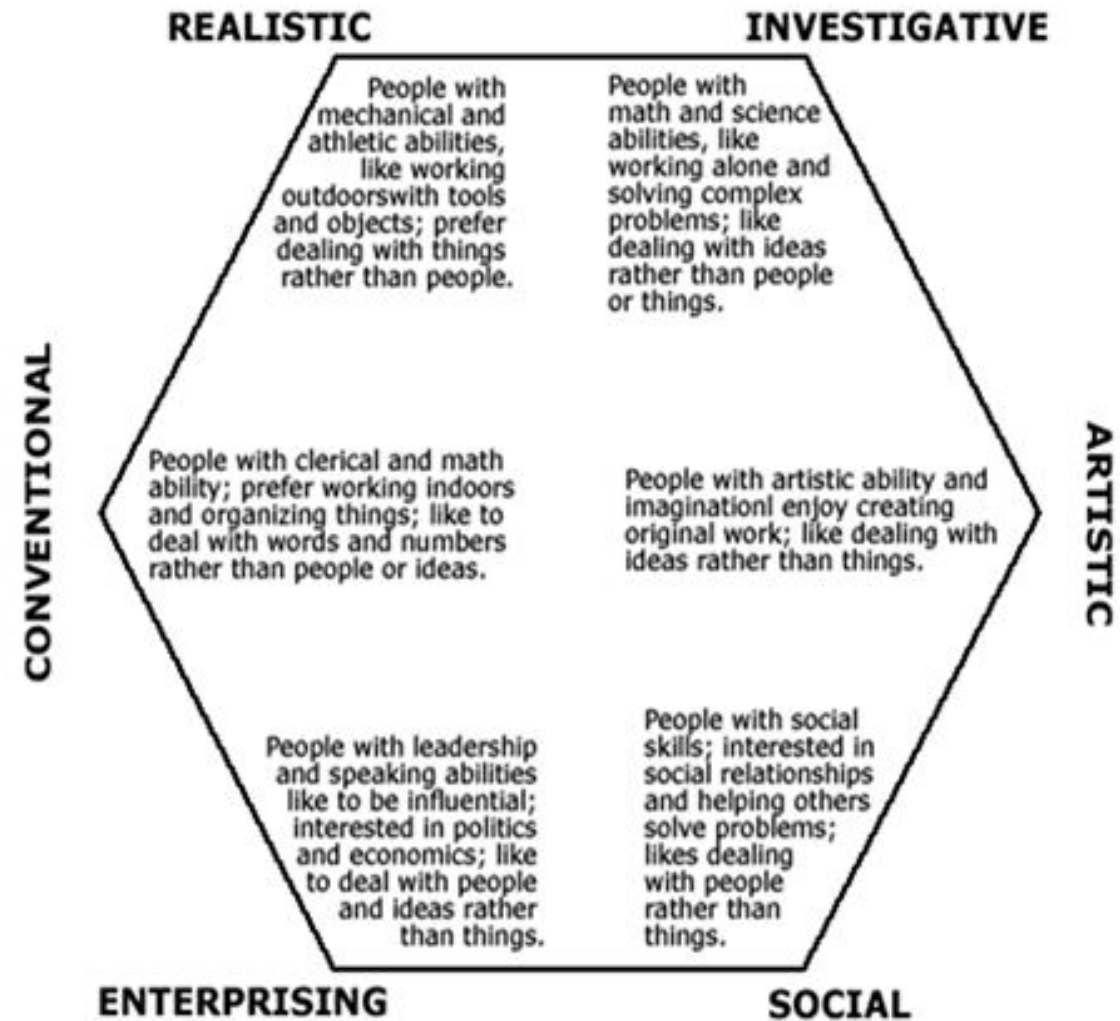
 **ASSESSMENT**
Workplace Preferences

RETAKE

Your primary Workplace Preferences are **Stability** and **Collaboration**.



Sharing Your Career Interests



Sharing Your Personality





Honesty-Humility

Honesty/Humility

As someone with a mid-range score on Honesty-Humility:

People with scores similar to yours tend to balance honesty, sincerity and modesty with an appreciation of wealth and luxury, and a tendency to occasionally bend the rules when doing so provides personal benefit. You may have average levels of humility and a sense of self-importance, or whether people experience you as genuine or manipulative may depend on the situation.

Key Takeaways: There are two ways you can go when it comes to interpersonal or workplace relationships. You are generally authentic and modest, but at times, you might tell people what they want to hear even if it isn't quite true, or position yourself to receive credit or rewards for something even if you haven't fully earned it. It can be helpful to feel driven toward a goal, but strive for genuineness and avoid coming off as arrogant or entitled.

Emotional Stability

Emotional Stability

As someone with a mid-range score on Emotional Stability:

You have average levels of sensitivity, anxiety, tension, moodiness, and vulnerability to stress. You may get rattled at times, but you also are often relaxed, stable, calm, secure, and content.

Key Takeaways: Use your ability to navigate stress and stay calm to your advantage, but recognize that your vulnerabilities may catch up to you at times.

Extraversion

Extraversion

As someone with a **moderate-to-low** score on Extraversion:

You probably wouldn't describe yourself as the life of the party, but that doesn't mean you don't attend. You tend to be reserved, self-contained, and introspective.

Key Takeaways: Find opportunities that allow you to work independently. While you probably feel comfortable without a lot of collaboration with others, make sure incorporate some from time to time.

Agreeableness

Agreeableness

As someone with a moderate-to-high score on Agreeableness:

Others describe you as cooperative, selfless, compassionate, gentle, and willing to accommodate others. Politeness and patience likely come easy to you and you probably find interpersonal conflict very unpleasant.

Key Takeaways: Use your general likability and skill as a harmonizer as an advantage by meeting in person when seeking new opportunities. Also, avoid roles that would subject you to a lot of interpersonal conflict, because you may find these very stressful.



Conscientiousness

Conscientiousness

As someone with a mid-range score on Conscientiousness:

When compared to others you have average levels of responsibility, perseverance, organization, discipline and determination. At times those around you may describe you as spontaneous, easily distracted, and a risk taker.

Key Takeaway: Learn how to use these traits to your advantage and speak to how they will aid you in new opportunities.




Openness to Experience

Openness to Experience

As someone with a **moderate-to-high** score on Openness to Experience:

You find yourself slightly more creative, imaginative, curious, and open-minded than the average person. Those around you would describe you as someone who enjoys creating new plans, dealing with complexity, and contributing towards innovation. You respond well to broad visions, and the unknown doesn't make you uncomfortable.

Key Takeaway: Look for opportunities where you can work on new ideas in an unfamiliar field. You're a valuable asset when it comes to planning for the future. Take advantage of that!



How do your results inform you about how you might interact in a work environment?



Values

- Achievement- Sense of accomplishment
- Independence- Make decisions on their own
- Recognition- Appreciate getting recognition for their work
- Relationships- People who desire good friendships with their co-workers
- Working Conditions- Keep busy at work, work independently, and appreciate steady employment
- Support- Desire supervisors who back up employees and who train workers well



Writing Sample Interview Questions

Workplace Preferences

- Recognition- A work environment characterized by providing opportunities for professional development and providing high pay for good performance.
- Excellence- A work environment characterized by emphasizing quality and being distinctive or different from other organizations.
- Innovation- A work environment characterized by emphasizing risk taking and being able to take advantage of opportunities.
- Performance- A work environment characterized as being results-oriented and having high expectations for performance.
- Guiding Principles- A work environment characterized by having a good reputation and having a clear guiding philosophy.
- Stability- A work environment characterized by being calm and demonstrating low conflict.
- Collaboration- A work environment characterized by collaboration and sharing information freely.



Writing Sample Interview Questions (again!)



Recap: How does this relate to interviews?

- How your personality can come across in the interview/work setting
- Asking questions that relate to your values/work on projects of interest
- Determining what you need in a workplace



How does this relate to the workplace?

- Dealing with conflicts
- Leadership styles
- Understanding how to work with people of different perspectives and backgrounds
- Knowing your values and how that impacts your decision making versus other people's decisions

Next Steps

- Research!
- Connect with people in your field or field of interest
- Create interview questions that speak to your values

