

Center for Public and Corporate Veterinary Medicine Self-Assessment Exercise

Effective Career Transition begins with self assessment. While it is tempting to immediately start looking for positions, it is more important to define the criteria that are important to you, as well as considering personal and profession requirements and limitations.

The first step of self assessment is exploring and listing your values and interests.

- Value inventories will allow you to assess your personal priorities through answering questions like the following:
- What salary and benefits are important to you?
- Is it important for you to interact with people?
- Is it important for you to interact with animals?
- Is it important for your work to be valued in society?
- Is having a prestigious job important for you?

Career and Personal Values

The following is a list of elements of an ideal career compiled from numerous Center for Public and Corporate Veterinary Medicine (part of the Virginia-Maryland Regional College of Veterinary Medicine) Career Transition Workshops and presentations. Use this list to identify what is important to you.

- Fulfilling
- Challenging
- Professional growth
- Advancement
- Work/life balance
- Salary
- Benefits
- Security
- Valued in society/respected
- Variety
- Resourced
- Good hours
- Flexibility
- Meaningful
- Animal interaction
- No animal interaction
- People interaction
- Limited people interaction
- Leadership opportunity

- Free time- vacation/holiday
- Employability
- Travel
- Transferability
- Location
- Cohorts/peers
- Great leadership
- Significant purpose
- Your additional elements

List the top elements you value very much.

1.

2.

3.

4.

5.

List the element(s) you value.

1.

2.

3.

4.

5.

List the elements you don't value much.

- 1.
- 2.
- 3.
- 4.
- 5.

Personal and Career limitations:

Here you will list personal or professional limitations whether or not they can be overcome, those that are absolute limitations should be highlighted. For example: spouses ability to move, children's ability to move because of school, need to be close to aging parents or family, physical limitations-highly allergic to cats etc., inability to travel, financial limitations-cannot afford additional education at this time.

- Location
- Hours worked
- Salary
- Physical
- Financial
- Travel
- Current educational background
- Current experiential skill sets
- Family/ significant partner issues
- Your additional limitations.

List absolute limitations.

1.

2.

3.

4.

List potential limitations.

1.

2.

3.

4.

Professional and Personal Skills

In this section you will evaluate your professional skills including technical, professional, and organizational. We recommend you add specific notations in the skills area, for example in medicine if you are strong in dermatology or endocrinology write those into the spaces.

Skill/Experience

Strengths

Weakness

Professional Skills/Experience

Technical Clinical Skills

- Medicine
- Surgery
- Radiology
- Clinical Pathology
- Your additional skills

Additional Veterinary Skills

- Epidemiology
- Pharmacology

- Human-Animal Bond
- Research
- Teaching
- Your additional list

Skill/Experience
Professional
Skills/Experience

Strengths

Weakness

- Building Relationships
- Ability to work with diverse groups
- Ability to deal with conflict

- Open to criticism
- Agile learner
- Adaptability
- Emotional intelligence
- Language skills
- International experience
- Other additional skills

Professional Interest Areas

In this section you will begin to identify what areas are of interest to you.

Which of the following areas are of particular interest to you? (Check all that apply)

Working in the field

Working in laboratory or clinical research

Working in a university or other academic institution

Working in laboratory animal medicine

Working in an animal shelter

Working in a diagnostic laboratory

Working in an international organization

Working with exotic or zoo animals

Working in wildlife conservation

Working in disease surveillance, eradication or control efforts at a state or national level

Working on animal welfare issues

Working for the federal or state government

Working in private industry

Working in organized veterinary medicine (AVMA, state associations)

Working in emergency response

Working in veterinary pharmaceutical or vaccine development, testing, or regulation

Working in food safety or food security

Working in the military

Working for yourself. Consultant, writer, relief work

Working in any particular geographic region of the country

Personality Type Assessment

Many corporations and groups use personality type assessments. The most commonly used is the [Myers-Briggs Type Indicator](#), or [DiSC](#)[®]. You can take one for free on line. Another assessment is the [Keirsey Temperament Sorter](#), also free on line.

List your Myers-Briggs Type-

What does this tell you about yourself?

What is your DiSC[®] personality type-

What does this tell you about yourself?

Keirsey Temperament Sorter-

What does this assessment reveal about yourself?

After these self-assessments you will be better able to sort the types of career opportunities that are best suited to you personal and professional goals.

By combining the information from your personal values inventory, limitation assessment, skills assessment, professional interest areas, and personal personality type you can create a profile of the types of career transition areas that would best be suited for you.