

Student Self-Assessment Needs to be Redefined for an Uncertain World



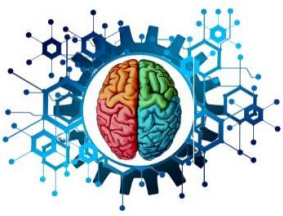
We are not paying enough attention to students in their pursuit of a career plan. Today's middle and high school students are preparing for an unprecedented, complex, and fast-changing world. In the first post of this series, I discussed the need for modern assessment tools to help students meet these challenges by providing precise job matching. In this second post, I propose redefining the role of self-assessment to achieve better student outcomes.

Many self-assessment tools in education fail to help students master one essential subject: themselves. Understanding oneself is crucial in career exploration, as it provides clarity in job fit and reduces the stress and uncertainty of long-range planning.

Currently, the most common purpose of self-assessment is career exploration. Adolescence is a time when students search for self-identity and purpose, yet few tools provide a meaningful narrative about the student. Without this, students must take a leap of faith in choosing system-driven job matches. This approach does not foster self-efficacy or commitment to a career pathway. Why? Because career options recommended by a system are external to the student. For commitment to translate into sustainable careers in well-paying jobs, the student must make the connection and conclude their own fit to a career.

The career decision must come from within, not from an external system-driven process. The critical step in career exploration is to first learn about oneself. Without the ability to make a direct connection to a job, the process remains ambiguous.

Adolescents are just as complex as adults. Simplistic personality tools and interest surveys that provide a single, fixed view or assign labels cannot offer the depth of insight that neuroscience can. A simple neuroscience assessment provides unprecedented insight into the student, bringing subconscious factors into conscious awareness. A self-assessment tool should be an opportunity for students to think critically about themselves and develop self-awareness.



The student journey needs to transform from using tactical tools that merely match jobs to a journey of self-discovery and self-understanding. This paves the way for career exploration that allows students to make a genuine connection to a career pathway. We are preparing students for a complex and fast-changing world. Nothing will prepare them better than self-knowledge.

Mosaic Solutions: what we're about:

We work in the intersection of education and the workplace. Our formula is simple: the right pathway into the right job for the right student/candidate. We think and act holistically, recognizing that to make this formula a reality requires connectivity of the workforce ecosystem and all its stakeholders.

Practical neuroscience generates robust data about the two fundamental components that drive the workforce ecosystem: data about people and data about jobs.