

# Career Discernment: TOOLSET

## Helpful Tools for Career Discernment & Job Searches



### Calling & Compass

Baton Exchange, September 2025

---

#### How to Use These Resources Wisely (with a Christian Lens)

- Use assessments as *tools*, not as ultimate authorities. They can reveal patterns, not determinative answers.
- Always filter insights through Scripture, prayer, and wise counsel. A test might suggest a path that conflicts with your values or calling.
- Don't rely on one tool—use multiple (interest, values, personality, strengths) and look for themes.
- Pay attention to the “*still small voice*” of God, open/closed doors, and what He seems to confirm over time.
- Keep a journal of your insights, recurring themes, and what resonates or resists.

---

#### Websites & Online Platforms

1. **Crown (Career & Work Resources)**  
<https://www.crown.org/career/>  
Crown offers articles, podcasts, career coaching referrals, blog posts on identity and vocation, and “Career & Work” content. [Crown Financial Ministries](#)
2. **The Giftedness Center — The Person Called You**  
<http://www.thegiftednesscenter.com/the-person-called-you>  
This site explores vocational calling, giftedness, and how one’s design and gifts relate to work and purpose.
3. **Monster — Best Free Career Assessment Tools**  
<https://www.monster.com/career-advice/article/best-free-career-assessment-tools>  
A roundup of free (or low-cost) tools that help with discovering interests, strengths, and possible career paths.
4. **Indeed — 8 Free Career Aptitude Tests for Adults**  
<https://www.indeed.com/career-advice/finding-a-job/free-career-aptitude-tests-for-adults>  
Explains a number of free assessments, what they measure, and how to use them in your discernment. [Indeed](#)
5. **Clemson University — Explore Majors & Careers**  
<https://career.clemson.edu/channels/explore-majors-careers/>  
Useful university-style resource for assessing interests, values, and seeing what you can do with different majors. [Career Center | Clemson University](#)
6. **Harvard FAS Career Services — Self Assessment & Exploration**  
<https://careerservices.fas.harvard.edu/channels/explore-your-interests-self-assessment/>  
Includes tools like StrengthsProfile, O\*NET, and more to assist with vocational clarity. [Mignone Center](#)
7. **UCF Career Services — Explore Your Interests / Self Assessment**  
<https://career.ucf.edu/channels/explore-your-interests-self-assessment/>  
Offers assessments in interests, values, personalities, and career planning readiness. [UCF Career Services](#)
8. **OhioMeansJobs — Career Profile Quiz**  
<https://ohiomeansjobs.ohio.gov/job-seekers/find-a-job/career-profile-quiz>

A quick quiz to help you reflect on your likes/dislikes and match with possible job categories.  
[ohiomeansjobs.ohio.gov](http://ohiomeansjobs.ohio.gov)

### YouTube Videos & Video Resources

- *Career Assessment Tools: How They Work* — an overview of how assessments function and what they can and can't tell you. <https://youtu.be/yaOKdHtmGXM>
- *Career FUNdamentals: Tools for Career Clarification* — practical tools and frameworks for clarifying what you want in a career. [YouTube](#)
- *How to Create a Multipotentialite Career That Actually Pays* — helpful when you have multiple interests or gifts and wonder how to integrate them. [YouTube](#)
- *Career Assessments in Counseling* — a video from a counseling lens on the role and interpretation of assessments. [YouTube](#)

---

### Books & Biblical / Christian Career Vocation Resources

Here are some recommended books and writings (both Christian and secular) that can help you think carefully about calling, work, and job strategy:

1. *Every Good Endeavor: Connecting Your Work to God's Work* by Timothy Keller  
(A strong Christian theology-of-work book that helps you see how your vocational efforts fit into God's redemptive purposes.)
2. *Called to Create: Biblical Principles for Design, Work & Parenting* by Jordan Raynor  
(Focuses on work, creativity, vocation, and how to steward your gifts in your calling.)
3. *The Prodigal God at Work* by June Hunt (or similar Christian vocational reflection books)  
(Helps you integrate repentance, purpose, and work.)
4. *What Color Is Your Parachute?* by Richard N. Bolles  
(A classic secular job-search / career planning manual full of exercises, reflection questions, and strategy.)
5. *StrengthsFinder / CliftonStrengths (Gallup)*  
(Not explicitly Christian, but helpful in uncovering giftedness and strength patterns.)
6. *Designing Your Life: How to Build a Well-Loved, Joyful Career* by Bill Burnett & Dave Evans  
(A practical, design-based approach to career planning and experimentation.)
7. *Let Your Life Speak: Listening for the Voice of Vocation* by Parker J. Palmer  
(Reflective Christian classic on calling, identity, and purpose.)

---

### Assessments & Inventory Tools

Here are specific assessments you can try (many with free versions or institutional access):

Assessment	What it Measures / Use	Notes / Tips
<b>Strong Interest Inventory</b>	Interests and alignment with occupations	Common in university and counseling settings <a href="#">Wikipedia</a>
<b>Clifton StrengthsFinder</b>	Your top talent themes / strengths	Useful for discovering where you naturally excel
<b>Myers-Briggs Type Indicator (MBTI)</b>	Personality preferences	Helps you understand your style and how you interact with work environments

Assessment	What it Measures / Use	Notes / Tips
Holland Code / RIASEC (e.g. via Truity, Focus2, etc.)	Matching interests to six general types (Realistic, Investigative, etc.)	Many free versions exist
MAPP (Motivational Appraisal of Personal Potential)	Motivation, interests	Some free/basic versions are available
PathwayU (via Crown's services)	Values, interests, personality, workplace preferences	Integrated with Crown's institutional offerings <a href="#">Crown College</a>

## Articles & Blog Posts

- “Your Career and Identity” — a blog article from Crown addressing how work fits with personal identity. [Crown Financial Ministries](#)
- “3 Ways a Career Personality Test Could Change Your Life” — Crown’s blog post in its Career & Work collection. [Crown Financial Ministries](#)
- Monster’s “Best Free Career Assessment Tools” (mentioned above)
- Indeed’s “8 Free Career Aptitude Tests for Adults” (mentioned above)
- University career center blogs (Harvard, UCF, Clemson) on using assessments and self-reflection (links given above)
- Articles on rethinking work & vocational calling (e.g. Keller, Raynor, or ones on the Theology of Work site)

## Career Coaches

For expert help, consider hiring a career coach. Below are career coaches connected to Baton Exchange.

- Carrie (Katsumata) Hayashida, <https://www.linkedin.com/in/carriehayashida/>, hapajaq@gmail.com
- Dave Crookshank, <https://www.linkedin.com/in/davecrookshank/>, [career\\_dave@outlook.com](mailto:career_dave@outlook.com)
- Janice Worthington, <https://www.linkedin.com/in/janiceworthington/>, [janice@worthingtoncareers.com](mailto:janice@worthingtoncareers.com)
- Diane Belz, <https://www.linkedin.com/in/dianebelz/>, [diane@dianebelz.com](mailto:diane@dianebelz.com)
- Mark Griffin, <https://www.linkedin.com/in/markagriffin/>, [mgriffin@inhisnamehr.com](mailto:mgriffin@inhisnamehr.com)

## Ask Your Mentor

1. Which of these assessments (or others) have you found especially helpful or reliable?
2. How do you balance what an assessment suggests with unexpected opportunities or “God surprises”?
3. What themes or patterns do you see emerging in my responses or interests?
4. When you have interpreted test results or reflection exercises with others, what red flags or overreliance do you warn against?
5. How did you use books, tools, or coaching in your own vocational discernment?
6. How can I integrate biblical truth (e.g. identity, calling, service) with pragmatic results from these tools?
7. Which resources (websites, books, assessments) would you challenge me to focus on first?
8. How do you encourage someone to test a path (pilot, internship) before fully committing?
9. As you review my assessments or reflections, what blind spots or inconsistencies do you spot?
10. What habits or disciplines do you think are most important to accompany the use of these resources (prayer, reflection, accountability)?