



Agenda



History and Development

- The Impetus
- Research
- Issue of Person-Job Fit
- Timeline of Events in the Initial Development of the WOWI®

Administration

- Instructions for Administering WOWI Online

Interpretation: Career Training Potentials (CTPs)

- What They Measure
- M Ranges
- CTP Heuristics
- Remediation Strategies

Interpretation: Career Interest Activities (CIAs)

- How Interests are Measured
- Data/Idea, People, and Thing Orientations
- Norm Referenced vs. Self Referenced Assessment
- Measures of Strong and Weak Preferences

Interpretation: Job Satisfaction Indicators (JSIs)

- How the JSIs Serve to Focus the Profile
- JSI Behavioral Anchors: What each subscale measures
- Extreme and Moderate Scores on Each: What they indicate

Summary of all 3 Scales

- Using All of the Information Available on the Profile

Conclusion



Objectives



The objectives of the Level 1 Training Workshop for the World of Work Inventory are to teach you to:

- Utilize the entire Profile Report and ancillary materials to more effectively help your clients
- Understand various interpretation techniques: triangulation method, center-line method, individual scale usage, etc.
- Recognize your clients' key job-relevant motivators
- Identify individuals' least and most preferred coworkers
- Assess math and reading levels
- Recognize individuals' specific education and training needs
- Detect and overcome barriers to education, employment, and training
- Understand your clients' work-related attitudes, personality, and values
- Determine the type of "corporate culture" and the size of organization in which an individual would be most comfortable
- Increase your placement success