

# Good practices in vocational guidance: Self-evaluation tool “Check-U”



**CHECK-U**  
DAS ERKUNDUNGSTOOL DER  
BUNDESAGENTUR FÜR ARBEIT

## WHAT?

“Check-U” is an online self-assessment tool which allows users to learn more about their professional interests and personal strengths, and helps young people during their career orientation process.

Based on the user’s answers, the tool identifies suitable apprenticeships and fields of study. The results also provide a starting point for discussions with a career counselor.

## WHO?

Check-U was developed by the Germany Federal Employment Agency.





## IMPACT OF THE PRACTICE?

The “Check-U”- tool can help young users to narrow down job choices and identify a career path that is compatible with their interests, soft skills and personality. The test is easy to take and provide the possibility to compare the job options and explore them further either through reading or consulting a career guidance.

## TARGET GROUP?

Young people and adults in career orientation processes.

## ELEMENTS OF GOOD PRACTICE:

- Impact local level 
- Impact national level 
- Impact EU level
- Transferability 
- Quality assurance 
- Innovative practice 

## WHERE?

Developed and implemented in Germany.

## ORGANISATIONS IMPLEMENTING THE PRACTICE

Check-U is implemented by employment agencies and job centres throughout Germany.

## METHODS OF IMPLEMENTATION

The tool consists of 4 modules:

- My skills and abilities. Within this module, the following skills and abilities are evaluated: abstract and logical thinking, speed of thinking/mental processing, spatial thinking, mechanical-technical thinking, calculating in everyday life, handicraft talents. To have those skills evaluated, one has to do a number of exercises and evaluate a series of statements (to which extent they correspond with the personality/skills/interests of the user).
- My social skills. Under this module, one has to grade a number of statements (to which extent they correspond with the personality/typical behavior of the user) and choose preferred modes of behavior in predetermined situations.
- My interests. In this module, the user has to rate activities according to their preferences - e.g., translation/interpretation, upbringing and teaching, customer services, planning and organizing, cooking, (plant) cultivation, construction, work with the documents, handling IT-systems, managing equipment, attending to people or animals, cleaning, transporting or driving, sales etc.
- My professional preferences. In module 4, one has to assess to which extent the proposed statements correspond to their interests/preferred types of activities etc. Based on the answers, the person is characterized using the following categories: exploratory (researcher) type, creative type, investigative type, managing/administering type, entrepreneurial type, handicraft type, technical type.

At the end of the evaluation, the user receives recommendations on which qualifications might be suitable for him/her (Top 6 Vocational Education Paths).

## LESSONS LEARNED

The Check-U tool is a good basis for vocational orientation. While going through the tools, the users can become clear about their strengths, interests and reflect on the concrete careers suggested by the tool. This is a good basis for counseling.

## RELEVANCE FOR VET VOICES

The “Check-U”-Tool can be used by the VET Voices as inspiration for conceiving the development of the VET Voices outputs - both regarding content and format. Similarly to the VET Voices project, the tool is useful at an early stage in the career orientation process for job seekers.

The downside of this tool is that some tests require that the user is familiar with everyday life and culture in Germany. Additionally, the users must have a good command of German language (at least B2-level of the Common European Framework for Languages).

## FOR MORE INFORMATION:

- <https://www.arbeitsagentur.de/bildung/welche-ausbildung-welches-studium-passt>