

## User Guide for Pre-Interview Assessments

As you prepare to interview, it will be helpful for you and your interviewer to understand your work strengths and preferences. To help you do this, you should take the Pairin assessment to learn about what strengths you would bring to a job and what work environments and values you would like best. Please read the following information before taking your assessment. Also note that you may be required to take an additional 30-minute assessment during interviews for advanced manufacturing apprenticeships only.

### Pairin

**What and why:** This tool allows you to compare words and phrases and choose what you think best reflects your personality and behavior. Once you've taken the assessment, you will receive a report on what your workplace skills and behaviors are and how close you are to hitting targets that will help you succeed in certain career paths. Don't worry if you don't hit many of the targets—that's normal! The point is to assess your starting point so you can have an honest and meaningful conversation with your potential employer about best-fit roles.

**Link:** <https://survey.pairin.com/apply/BFD00596Rq>

**Length of time:** 15-20 minutes

### Instructions:

- **Step 1:** Create an account using the link above.
- **Step 2:** Sign into Pairing using the log-in information provided by CareerWise.
- **Step 3:** Upon signing in, take the assessment comparing various words or phrases.
- **Step 4:** After the assessment, review your report and the top behaviors that exhibit and the areas for growth
- **Step 5:** When invited in for your interview with a prospective employer, take this report in with you and be sure to highlight what you can offer your employer.