



NACE COMPETENCY ASSESSMENT (SUITABLE) STUDENT TIPSHEET

What is the Suitable Assessment?

- This tool is an online self-assessment that helps students reflect on how they are developing key career readiness skills through specific experiences such as student employment, internships, research, or leadership roles during their collegiate experience.
- This is based on **competencies** that both colleges and employers have deemed to be essential to develop and is designed to help students better understand, articulate, and grow these skills.
- The main competencies are communication, career and self-development, technology, professionalism, critical thinking, teamwork, and leadership.

Why am I taking this?

This assessment helps you:

- Understand the skills you are developing in your role
- Identify your strengths and areas for growth
- Connect your experience to your future career
- Build language you can use on your resume, cover letters, and in future interviews

IMPORTANT: Focus on ONE experience at a time.

When completing this assessment, you should only be reflecting upon the skills gained through the ONE specific role or experience that has directed you to take the assessment.

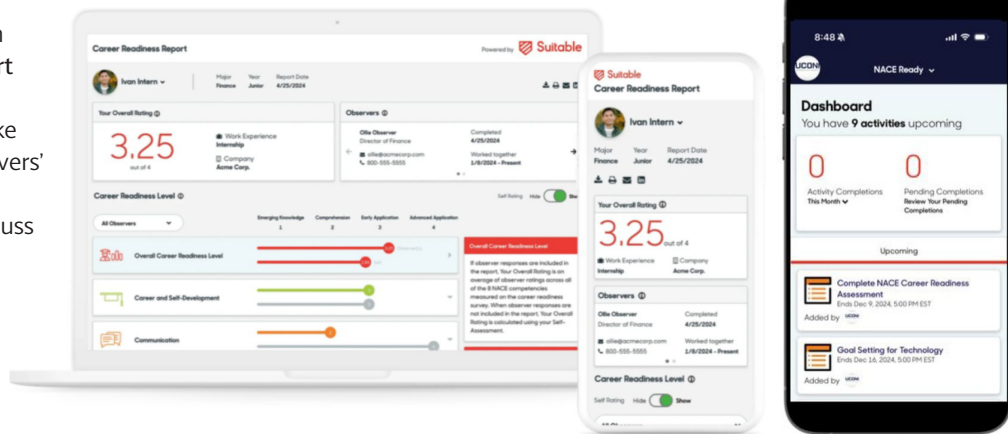
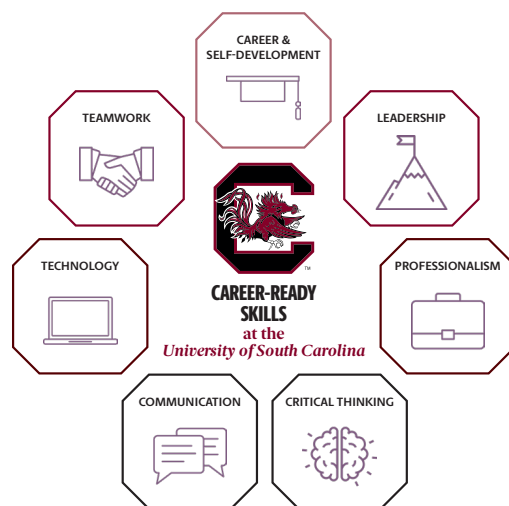
- You have most likely gained skills from a variety of experiences on campus, which is fantastic, but the goal is to reflect on skills gained for one experience at a time

What is an Observer?

Suitable will either assign or ask you to assign an **observer** (supervisor, mentor, etc.) who will take the assessment on your behalf to indicate how they have observed your development with these skills in THIS experience.

- This assessment is best used when an observer can provide feedback on your growth to support your reflection on your development in these areas.

After taking the assessment, students can view their custom **career readiness report** and **dashboard** to see where they stand before and after each experience they take the assessment for, as well as their observers' report. You are encouraged to schedule a meeting or 1:1 with your observer to discuss their feedback and reflect.



What Skills Employers Most Value & How Students Measure Up

Skill	Importance	Proficiency	Difference
Communication	98.7%	55.4%	-43.4%
Teamwork	96.1%	75.0%	-21.1%
Professionalism	94.1%	54.7%	-39.4%
Critical Thinking	93.5%	50.0%	-43.5%
Technology	75.2%	65.5%	-9.7%
Career & Self-Development	48.7%	37.2%	-11.5%
Leadership	41.8%	31.1%	-10.7%
AI Skills	18.4%	25.3%	6.9%

Source: Job Outlook 2026 Spring Update, National Association of Colleges and Employers



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