

Why a skills assessment is your most powerful career pivot tool



05/06/2025

A recent Partnership for Public Service **FedSupport webinar** < <https://fedsupport.org/webinars-events/>> explored how skills assessments can help drive career transitions, especially for current and former federal employees considering new sectors.

Led by members of the Partnership's **Call to Serve** < <https://gogovernment.org/resources-by-applicant/call-to-serve-network/become-a-member/>> team, the session shared practical advice on how job seekers can reflect on their professional experiences, identify transferable skills and thoughtfully use artificial intelligence tools to support a job search.

Here are some highlights from the conversation:

Start by understanding your skills and why they matter

A skills assessment helps you get clear on what you do well, where you want to grow and how to talk about your experiences with new employers.

It's not just about technical skills like data analysis or project management—it's also about interpersonal strengths, like communication and leadership, that are critical across every sector.



Know the difference between skills and characteristics

Skills are learned abilities. Characteristics, like empathy or adaptability, are part of who you are. Both are important, but when you are presenting yourself to employers, being able to clearly articulate your skills is key.

Learn how to translate your federal experience

You may feel like your skills are too government-specific but often, **it's just a matter of reframing** < <https://the-partnership-archive.org/blog/public-to-private-sector-translate-skills-job-search-tips-federal-employees-explainer-series-fedsupport-webinar/> > .

For instance, using a specialized federal database shows you're comfortable learning complex systems, which is a huge asset in many industries. Give yourself grace as you complete your skills assessment. You likely have more transferable skills than you realize.

Use online tools and AI as a starting point

A range of free and paid online tools can support your skills assessment process.

LinkedIn's "Skills & Endorsements" section, for example, can provide helpful external validation, and LinkedIn's job matching algorithms use your listed skills to suggest opportunities.

AI tools like ChatGPT can also **support your job search** < <https://aicenterforgovernment.org/2025/05/01/fedsupport-resource-how-can-ai-support-your-job-search/> > by:

- Brainstorming transferable skills based on your experience
- Identifying potential job titles in new sectors
- Analyzing job descriptions to highlight key skills

- Helping you spot skill gaps between your current experience and your target roles

Remember: AI-generated content should serve as a starting point, not the final product. Always review, customize and ensure the final materials are in your authentic voice.

Be intentional about completing your skills assessment

The Partnership developed a **Federal Employee Skills Assessment Worksheet** < <https://the-partnership-archive.org/wp-content/uploads/2025/05/Federal-Employee-Skills-Assessment-Worksheet-Fillable.pdf>> to guide you through the process. Completing this exercise in a quiet, reflective environment over one or multiple sittings can offer important insights on your strengths and professional goals.

Consider supplementing your assessment by creating a document with examples of when you applied each skill. This resource can be invaluable for writing resumes, crafting cover letters and preparing for interviews.

What's next?

If you are navigating a career pivot, check out our free **Career Pivot Bootcamp** < <https://fedsupport.org/resources/career-pivot-course/>>. It's a self-paced online course that covers everything from resumes and networking to LinkedIn tips and salary negotiation, and it's packed with tools to help you build confidence for your next move.

The Partnership is also hosting a **virtual career fair** < <https://the-partnership-archive.org/event/find-your-next-calling-state-and-local-opportunities-for-former-feds-2/>> on May 15. This event is an excellent opportunity to practice articulating your skills!

For more resources and support, visit our **FedSupport Hub** < <https://fedsupport.org/>>.

watch – fedsupport webinar

For more insights, watch the recording of our FedSupport webinar, “Why a skills assessment is your most powerful career pivot tool”

Title: FedSupport Webinar: Why a skills assessment is your most powerful career pivot tool

Date: April 23, 2025

Speakers: Katy Hogan, director of workforce programs, Partnership for Public Service. Kristen Carroll, manager of workforce programs, Partnership for Public Service.

Topics: Resources for federal employees, career transition, career advice, job search, skills assessment, career pivot.

- **Workforce < https://ourpublicservice.org/know-the-facts/blog?category=598#news_feed>**

