

## Precise Career Mapping: CPAS Workshop Guides International Students to Discover Their Best-Fit Career Paths

Campus focus

To help international students accurately position themselves in a rapidly changing job market, the Office of International and Cross-Strait Affairs at Tamkang University held a “CPAS Career Aptitude Assessment Workshop” at 12:10 PM on March 16 in the 10th-floor lobby of the Ching-Sheng Memorial Building. Through CPAS result interpretation sessions and one-on-one career consultations, the workshop guided students to gain deeper insights into their personal traits and to plan their future career paths. A total of 37 international students participated.

The workshop utilized the CPAS (Career Personality Aptitude System) assessment, with the Office of International and Cross-Strait Affairs at Tamkang University providing the test free of charge to registered participants. The assessment helped students evaluate key indicators such as initiative, leadership, and stress tolerance, enabling them to better understand their strengths in advance.

The “CPAS Interpretation Session” was delivered by consultant Frances Cheng from Career Consulting. She provided a comprehensive analysis of the assessment results and guided students on career applications. Starting from 12 personality traits, she mapped them to six core competencies—execution, leadership, interpersonal skills, innovation, adaptability, and sensitivity—explaining how different personality profiles align with suitable career paths and sharing current industry trends. Through cross-analysis of the data, she helped students accurately match their aptitudes to career types such as structured, people-oriented, sales-oriented, non-structured, and creative roles. This enabled participants to identify their strengths and leadership potential, and to clearly outline their future career development paths.

Cheng also emphasized that “there is no absolute good or bad in the assessment results the key lies in how well an individual’s personality

traits match job requirements.” The session further introduced development pathways across six major career fields, explaining how different types of talent can demonstrate strengths and find opportunities in areas such as technology, creativity, management, and service. She concluded by encouraging students to view the assessment results as a supportive tool rather than a limiting framework. By understanding their own traits, students can use the results as a reference for future career planning, reduce uncertainty and anxiety about their career paths, and approach their choices with greater confidence.

At 1:30 PM, one-on-one career consultation sessions were held, where three consultants from Career Consulting—Frances Cheng, Carol, and Ellen—engaged in in-depth discussions with students. Consultation slots were arranged on-site based on students’ questions and language proficiency, with each session lasting approximately 30 minutes. Guided by CPAS assessment results, the consultants provided individualized analysis, interpreting personality traits and career tendencies, and offering practical advice to help students develop clearer career plans.

Participating student Gabriella Alicia Setiawan, a second-year master’s student in the English-taught Computer Science program at Tamkang University, shared that the pre-workshop assessment helped her better understand her strengths and weaknesses, as well as the skill requirements of specific positions. She also noted that although she studies computer science, the results revealed a potential aptitude for marketing. With guidance from the consultants, she was able to better organize her personality strengths, giving her a clearer sense of direction in her career planning.

## 12 Personality Traits (1/2)



**Execution**  
Your drive to take action, which aligns with your decisions.  
(Workplace professionals' average: 6.7)



**Determination**  
Your persistence to see things through to the end.  
(Workplace professionals' average: 7.6)



**Directiveness**  
Your confidence and desire to take the lead.  
(Workplace professionals' average: 5.4)



**Challenge**  
Your ambition to overcome obstacles and achieve goals.  
(Workplace professionals' average: 7.6)



**Empathy**  
Your ability to understand others' feelings and perspectives.  
(Workplace professionals' average: 5.2)



**Emotional Intelligence**  
Your capacity to remain stable and manage your own emotions.  
(Workplace professionals' average: 7.4)



