

APPLICATION:

- ✓ Career guidance
- ✓ Professional development

31 VoSCA SCALES:

INTERESTS

- Artistic
- Conventional
- Enterprising
- Investigative
- Realistic
- Social

INTELLIGENCE TYPES

- Bodily-Kinesthetic
- Existential
- Interpersonal
- Intrapersonal
- Linguistic
- Logical
- Musical
- Naturalistic
- Spatial

WORK ORIENTATIONS

- The Entrepreneur
- The Generalist vs. Specialist

WORK STYLES

- The Achiever
- The Adaptor
- The Initiator
- The Innovator
- The Leader
- The Master of Details
- The Steadfast Worker
- The Stoic Rock

WORK VALUES

- Achievement
- Altruism
- Independence
- Recognition
- Teamwork

VoSCA - R (Vocational Style & Career Assessment) - Revised

Vitals

No. of questions: 260

Question type: Self-assessment, situational

Estimated completion time: 120 minutes

Shorter versions of assessment: N/A

Recommended age level: 18+

Qualification Level: Class A

Compliance: APA standards; EEOC standards (disability)

Validation Information:

- Sample Size: 5664
- Cronbach's Alpha range : 0.54 to 0.98

Features

Benchmarks: Available (general population and 25 industries)

Interview Questions: Available

Group Comparisons: Available

Report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Career matches

Factors and Scales:

5 factors divided into 31 scales:

- **Career Interests:** This encompasses the type of tasks a person would enjoy doing on a daily basis – the general “theme” of a typical work day. These interests are known as the Holland Codes.
- **Intelligence Types:** Based on Howard Gardner’s theory of multiple intelligences. Assesses areas of intelligence in which a person excels.
- **Work Orientation:** The basis of a person’s job preferences. Provides a general overview of the type of career path that best suits a person’s preferences and strengths.
- **Work Styles:** Characterizes the type of employee a person would be – what drives him or her, and the type of assets he/she would bring to a company.
- **Work Values:** Assesses what is important for a person to achieve in his/her career, and the type of characteristics he/she might look for in a company. the type of assets he/she would bring to a company.

Purpose: VoSCA is designed to assess a person’s interests, values, and preferences surrounding his or her career. It will provide information about what motivates and interests a person, and offers career suggestions that best suit his or her profile.

VIEW SAMPLE
REPORT



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