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.

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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.