

# Vocational Style & Personality Assessment

**Purpose:** VoSPA 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.

No. of questions: 260

Question type: Self-assessment, situational

Estimated completion time: 120 minutes

Shorter versions of assessment: N/A



## 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.

## APPLICATION:

- Career guidance
- Professional development