

# SUPERSTRONG ASSESSMENT

The SuperStrong is designed to identify students' interests and determine how those interests match up with those of individuals in a multitude of different occupations and majors. The SuperStrong Assessment is given through the VitaNavis platform that is designed as a life-long career and education decision support system for students. The VitaNavis platform has the functionality to integrate various data sets to create informative student experiences that helps students identify their interests and extends their understanding of how interests can support academic and career success.



## WHY THE HOLLAND CODES?

The SuperStrong results are organized with The Holland Codes (RIASEC) to help users identify majors, workstyles and careers that align with their personality types. Dr. John Holland's theory of personality types and work environments is based on four main assumptions:

- Most people can be categorized into one or some combination of the six RIASEC Themes.
- Work environments can be divided into the six RIASEC Themes and each is suited for a certain type of person.
- People seek environments that complement their personality and avoid work that they do not like.
- The match between a person's personality and their work environment influences their job performance, satisfaction and stability.



### REALISTIC *Doers*

People who enjoy working with their hands, being outdoors, operating machines. They are often independent, persistent, genuine, and practical. They value what they can touch and the natural world.



### INVESTIGATIVE *Thinkers*

People who enjoy learning about science, researching problems to find answers, and technical tasks. They are often logical, medical, curious, and analytical. They like to perform experiments, observe, and investigate.



### ARTISTIC *Creators*

People who enjoy working with ideas and concepts, and like to create work that is visual, verbal, and expressive. They are often sensitive, innovative, and unstructured. They value feelings and imagination to inspire them.



### SOCIAL *Helpers*

People who enjoy helping others, teaching, and providing care or advice for others. They are often cooperative, generous, and understand the point of view of others. They value social interaction and relationship building.



### ENTERPRISING *Persuaders*

People who enjoy being a leader, public speaking, and competing. They often are persuasive, motivational, and optimistic. They value taking risks, being in charge, and debating.



### CONVENTIONAL *Organizers*

People who enjoy numerical activities, practical tasks, accounting, and office settings. They are often organized, efficient, orderly, and detail-oriented. They value practical tasks, accuracy, and understanding the rules.