



Delivering fast, easy access to advise on **students' majors**

Fullerton College advances student learning and achievement by developing flexible pathways for students from diverse communities who seek educational and career growth, certificates, associate degrees, and transfer to four-year colleges/universities. They foster a supportive and inclusive environment for students to be successful learners, responsible leaders, and engaged community members.

Challenge

Fullerton College had been using the MBTI® and *Strong Interest Inventory*® assessments for many years. However, in 2005, they began using Kuder® as a way to provide students with access to a free assessment that offered academic and occupational information together.

"It was serving its purpose," said Janine Cirrito, Career Center Coordinator II at Fullerton College, "but I have complete trust in The Myers Briggs Company and knowing that the SuperStrong® assessment, available through the VitaNavis® platform, came from that company, I had wanted to try it out. I wanted to see how much more we could offer incoming freshmen above and beyond the free Kuder assessment."

Challenges

- Providing a high-quality academic and occupational personality assessment
- Selecting an assessment that works well for both staff and students at Fullerton College

School Profile

Fullerton College is the oldest community college in continuous operation in California. Since its first class in 1913, it's grown to become one of the most successful community colleges in the nation with admirable transfer and graduation rates.

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"I wanted the faculty and students to pilot the new assessment before moving forward with a purchase, and the results all came back extremely positive compared to Kuder."

Implementation

"The first few months we highlighted VitaNavis in our Major Declaration Day, and it took off from there. Major Declaration Day is where all of our faculty, programs, student services and more are out on the quad. It's an opportunity for students to declare their major, get more information about programs and related careers. We offered the SuperStrong to students as a way to pilot this program. Our counselors went into classes and presented the opportunity to take the assessment as a way to entice more students towards Major Declaration Day." The fact that VitaNavis was on a mobile-friendly platform allowed students to take the assessment on the spot if they wanted, making it more scalable and easier for students to access on the go.

"During the event, we had counselors at the booth who were certified in the Strong assessment, so it was easy for them to talk to students about the SuperStrong. We know it's not necessary to get certified to use the SuperStrong but since we had people already trained, we wanted to leverage their expertise."

"After that, our student usage shot up by over two thousand uses within the first few months," says Janine. "It was more than I'd anticipated, so I started talking about VitaNavis at the district level. We were able to show our sister campus, Cypress College, that the SuperStrong was working and engaging students. And when they jumped on board, we were able to purchase a district-wide license."

Academic/career counseling and classroom use

"Some instructors at Fullerton College are using the SuperStrong alongside the MBTI assessment to offer a battery of options to students. It's an opportunity to dive a little deeper into the database. Students see how their interests overlap their personality type, and it gives them tremendous insights," says Janine.

"I'm also working with our guided pathways team—it's a state-wide initiative and we're implementing the VitaNavis platform, specifically

Solution

- Use the VitaNavis platform for students to use the portfolio of tools for career planning
- Mobile-friendly assessment for student events & on-the-go
- Pair the SuperStrong and MBTI assessments for deeper insights
- Integrate the SuperStrong assessment into guided pathways programs

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using the SuperStrong, in the matriculation process. Currently we have it available on our MyPath platform. Once a student completes their Fullerton College application, they're led to MyPath where the SuperStrong is accessible. This is where students can begin their exploration as it aligns their interests to our academic and Career Education programs."

Results

"Being in the field for 16 years, you learn what works and what doesn't in order to reach a multitude of students," says Janine. "The Myers-Briggs Company has done a great job bringing this cutting edge, career development tool to a generation of tech savvy students. The VitaNavis platform compares to nothing else out there. It gives students a chance to do self-exploration right at their fingertips, on mobile devices, upon entering the college. With the VitaNavis platform, we're helping our students decide on a major sooner to get them to graduate and/or transfer in a timely manner. This exposure is vital to career goal setting. When our students are benefiting, the college benefits too."

Of the many positive results that Fullerton College has seen from using the platform, most center on the students. One such instance was from a leadership program through the Student Life and Leadership Office. For their leadership retreat, Janine presented the SuperStrong framework in one of the breakout sessions.

"I related Holland Themes to the movie The Avengers, which was widely popular with students. In the workshop, I began by discussing Holland's RIASEC Theory. And if you're familiar with the Strong, you've probably come across several interest theme activities involving television shows or cars. Since the leadership retreat was Avenger-themed for our Gen Z students, I created an activity that would resonate and at the same time empower the students.

"As I discussed each RIASEC theme, I asked students if it described their interests. Then I asked them to guess an Avenger. I told students that an Avenger can certainly relate to more than one theme, hence the Holland Code. Students enjoyed the activity and it stimulated lots of fun discussion. They then completed the SuperStrong within the workshop

Results

- Students get easy, convenient access to the SuperStrong assessment
- Students are able to choose their majors sooner
- The SuperStrong assessment can be effectively incorporated into learning sessions

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and we discussed related occupations, Fullerton College programs, and Personal Styles. After the workshop ended, they all walked out as SuperStrong Avengers! Feedback included 'Great workshop! It encouraged me to continue on my educational path' and 'Very well organized. I learned a lot about myself and future.'

"Interestingly, the following semester as I was walking across campus, one of the students who participated in that workshop stopped me and said 'I just wanted to tell you how much I loved the breakout group you did at the leadership retreat!' The fact that this student remembered and wanted to share the impact of the session speaks volumes about the SuperStrong and the VitaNavis platform."

Deanna Smedley, a Fullerton College counselor, who also uses the platform, said, "as someone who works frequently with students who are undecided about their majors, VitaNavis has been extremely instrumental to me in assisting them. I'm able to have the student take the SuperStrong in under ten minutes and review the Occupational Themes, Personal Styles and Career Interests immediately in the same counseling session.

"It's simple and visually appealing for both the counselor and the student. I use the Tools area with the student the most because it allows both student and me to easily navigate and explore career pathways based on their SuperStrong results. And it has all the necessary information like Job Summary, Job Details and Education. This allows for an insightful conversation about student's interest and/or discovery of new interests as we continue the career exploration process."

Janine has also created a SuperStrong activity for students to complete before their academic counseling session.

"While counselors do have advisor access within VitaNavis to view SuperStrong results, this activity has the dual purpose of helping students do some pre-work prior to meeting with an academic counselor. It also it helps them organize their thoughts as they're discussing their interests, Personal Styles, Career Pathways, and majors.

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“In the activity, students write down the words that appeal to them from the SuperStrong results. Then they research a few occupations and four-year colleges and universities, if interested in transferring. Having this information ahead of time helps for a more effective and meaningful conversation with the counselor.”

Future plans

“Since its inception over a year ago, we’ve had 4,000 students complete the SuperStrong. We’re discussing plans to leverage the SuperStrong more widely with feeder and non-feeder high schools. In addition, we see an opportunity to leverage the VitaNavis platform and the rest of its tools with local employer partners.

“While we have over a third of students who are age 19 and younger, we have a little less than a third who are age 25 and over. By offering the tools on the VitaNavis platform to individuals beyond the typical scope, we’re building and strengthening relationships at the same time we’re marketing our academic and CTE programs. This is especially essential in the current remote environment where students can attend any community college.”

Why does Janine recommend the VitaNavis platform?

“First, the SuperStrong is a valid and reliable assessment. It provides an easy format to students with results that don’t require an interpretation. Obviously, students can sit down with a counselor to go over results, but VitaNavis is such a well-designed platform. And since the standard scores are removed from the students’ view, it’s very user friendly. It’s also interactive, and we’ve received feedback from students indicating that it’s easy to follow and easy to understand. We didn’t get this type of feedback from our prior assessment platforms; in fact, we got just the opposite. That’s why we’re sticking with VitaNavis. We’re all really pleased with the SuperStrong assessment,” says Janine.

“Second, VitaNavis can be used as a recruitment tool. I can extract data from VitaNavis and give it to our special programs. They can then highlight their resources and services to students who might be interested. In addition, considering the fact that students can attend any community college of their choosing, providing a tool like this to a high school free of charge can only strengthen the partnership between the school and the college,” says Janine.



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The Myers-Briggs Company empowers individuals to be the best versions of themselves by enriching self-awareness and their understanding of others. We help organizations around the world improve teamwork and collaboration, develop inspirational leaders, foster diversity, and solve their most complex people challenges.

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