

Compass

Values Guide Career Trajectory

Career motivations, decision-making styles, and preferred working environments are all defined by values. Despite their life-shaping influence, values often linger in the unconscious mind and therefore can be difficult to identify. Compass helps individuals understand the nature of their values and their occupational consequences.

Based on the Motives, Values, Preferences Inventory, Compass provides a detailed profile of an individual's values and drivers, work environment preferences, and career types for which the person is best suited. This report is a valuable tool for employees and employers alike because it helps paint a clear picture of alignment between individual and organizational values, which can have a significant effect on employee satisfaction and success.

Compass Specifics

- ▶ Driven by the MVPI
- ▶ Assessment time: 10-15 minutes
- ▶ Intended for development at all levels
- ▶ Includes score graphs, interpretation, and developmental recommendations
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *recommended*



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