

# Decision Dynamics Career Model™ Profiles

## Why use CareerView™ Profiles?

- To support immediate and actionable self insight
- To create better development and career advancement dialogue between managers and co-workers
- To increase motivation to higher performance
- To link a person's motivations and ambitions directly with organizational goals and job requirements
- As dialogue starters for training & development, succession planning job placement/career transitioning



### Decision Dynamics offers:

- Insightful profiles and reports for individuals and organizations
- Hands-on certification training for using our tools and methodology
- Inspiring special event workshops, seminars, and kick-offs
- Effective strategic development programs in career development, coaching leadership, and strategic HR



Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations.

Our scientifically based approach is built on more than 35 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.

## Powerful and useful individual profiles and reports

Decision Dynamics' Career Model™ increases understanding of the variety of ways people view 'successful careers' and core motivations underlying them. The model is very effective in highlighting the extent to which individuals and organizations take advantage of these underlying motivations towards achieving individual and organizational goals.

**You get** profiles that clearly highlight important areas for productive development, for people and the organizations in which they work.

**CareerView™ Career Profile** identifies a person's ideal career developmental path and his/her primary career motivations. Data on over 1 million people show that 70% of us differ in some important ways between how we define success and what drives us! This is valuable information for selection and recruiting, development, career advising/transitioning and coaching, as well as leadership development at all levels of an organization. **CareerView™ Career Profile** is based on a 38 item questionnaire. It takes an average of 15 minutes to complete.

**CareerView™ Culture View & Culture fit Profiles** build on the Career profile. These profiles highlight the fit between ones motivations and the perceived culture. They are used for career planning, organizational career design, developmental talks, and coaching. The Culture View profile is derived from an additional 36-item questionnaire addressing how one experiences an organization's career culture.

The **CareerView™ Career, Culture View and Culture Fit** profiles are provided with interpretive text reports and are even available using an interactive Career Adventure® e-learning tool when appropriate or desired.

**CareerView™ Group and Culture Profiles** are used as a foundation for creating shared understandings about a group's motivations and an organization's career culture. This understanding leads to removing barriers for organizational development. The profiles are used with individuals and with management teams for strategic discussions and planning, with the purpose of helping systematically align individual career motivations with organizational goals and policies.

## Profiles and reports:

- are web/Internet based for quick and easy self-administration
- can be administered by Decision Dynamics personnel and sent to you directly where and when you need them

## Career Counseling and Feedback

To offer feedback to individuals and/or groups you need to be certified in using the Decision Dynamics tools. Decision Dynamics also supports its customers by providing additional qualified feedback when and if a customer requests it.