

# career *profile* INVENTORY

THE CAREER PROFILE INVENTORY IS AN ONLINE CAREER INTEREST MEASURE, SUITABLE FOR EMPLOYEES AT ALL LEVELS OF AN ORGANISATION

This inventory is theory based and validated. It provides targeted feedback in three areas, providing a complete profile of an employee's career stage, interests, motivational anchors, career path preferences, and political style.

## The Career Profile Inventory Scales

### *Career Stage*

- Entry
- Development
- Balanced/Plateau
- Trapped/Exploration

### *Political Style Orientation*

- Promoter
- Strategist
- Team Player
- Independent Player

### *Career Path Preference*

- Managerial
- Specialist
- Generalist
- Entrepreneurial

Administration takes approximately 20-30 minutes and the feedback results are automatically available online. The comprehensive summary feedback report compares and contrasts current to ideal preferences in career stage, path preference and political style orientation. By analysing the 'gaps', you will quickly identify the causes of employee satisfaction resulting in increased productivity and reduced turnover.

The Career Profile Inventory is an ideal assessment tool for use in executive and management coaching, career counselling, employee development, succession planning, and management development programs. The Career Profile Online report also includes an action plan to support career and professional development goals as well as professional development resources and linked websites.

