

Part of a Complete Suite of Validated Assessment Products and Software

career *profile* INVENTORY

The Career Profile Inventory is a brief career interest inventory suitable for employees at all levels of the organization. This theory-based career assessment instrument provides targeted feedback in three different areas, providing a complete profile of an employee's career stage, interests, motivational anchors, job/career path preferences, and interpersonal style.

» APPLICATIONS

The **Career Profile Inventory** is an ideal assessment tool to be used for executive/management coaching, career counseling, management development, outplacement, employee development, succession planning, and supervisory training programs.

The **Career Profile Inventory** professional report also includes an action plan to support specific career and professional development goals as well as additional professional development resources and web sites.

Administered online, the **Career Profile Inventory** contains 40 questions and results in a 25-page comprehensive professional feedback report comparing and contrasting current to ideal preferences in career stage, path preference and political style orientation. By analyzing the "gaps" between an employee's current and preferred career stage, path preference or political style, you will quickly identify the causes of employee job/career satisfaction resulting in increased productivity, increased retention and reduced turnover.

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» SCALES

Career Stage

- Entry
- Development
- Balance
- Exploration

Career Path Preference

- Managerial
- Specialist
- Generalist
- Entrepreneurial

Political Style Orientation

- Promoter
- Strategist
- Team Player
- Independent

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Once your clients' strengths and developmental needs have been identified, boost their plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with Career Profile Inventory) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

» FEATURES

Brief and Comprehensive

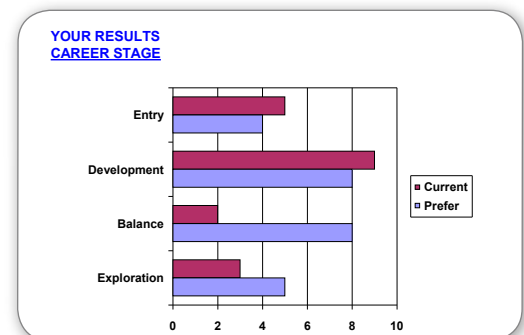
- 44 items measuring career stage, career path preference and political style orientation
- Established scale reliability and validity

Research-Based

- Theory based scales
- Based on career development theory

Comprehensive Feedback Report

- Graphs comparing "Current" versus "Preferred" stage, path and style
- Narrative section providing individual interpretation
- Career planning and resource section
- Developmental Action Plan



"Envisia's tools are simple and easy to use... I appreciate the variety of tools, so that I may select just the right one based on my clients' needs. It allows me to focus on coaching and development and not administering an electronic tool."

—Janet L. Polach, Ph.D., President, Leadership Solutions, Inc.

About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.