

## CREATE YOUR PROFILE

Complete the "Tell Us About Yourself" section following the PSI assessment to create your Position Success Profile.

## ANALYZE YOUR OVERALL JOB FIT

Your FREE Talent DNA results are located under OVERALL JOB FIT.

**POSITION SUCCESS INDICATOR**

**Tell us about yourself**  
Before you finish, we'd like to collect some basic info to better serve your experience.

First Name \* [ ] Last Name \* [ ]

Zip \* [ ] Country \* [ ]

Ethnicity \* [ ] Education \* [ ]

**Most recent job information**

Currently Employed \* [ ] Most Recent Salary \* [ ] Veteran [ ]

Industry \* [ ] Field \* [ ] Most Recent [ ]

Most Recent Job Title \* [ ] Sector \* [ ] Total Years [ ]

Daytime Phone Number \* [ ] How did hear about us \* [ ]

**Your Interests**

Whether you're interested in cutting edge tech, volunteer work, or entrepreneurship, we use this info to help you chart better career choices and provide insights into professionals who share your same work style and interests.

Area of Interest [ ] Others [ ]

**NEXT**

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**Overall Job Fit | Free Talent DNA Snapshot**

**IDEAL JOB ZONE : Jobs with DEFINED PROCESS**

**IDEAL TYPES OF WORK :**  
Best fit for jobs that focus on: **MECHANICAL and OPERATIONAL** needs.

Maintains consistency to accomplish work and applies focused skills to maintain outcomes. Adds value to team culture by ensuring quality. Engagement is best when role and tasks are well-defined and consistently routine.

Job Type	Score
PROCEDURES	50.1
PROJECTS	34.3
DEVELOPMENT	15.7

**POSITION SUCCESS PROFILE**

**CONGRATULATIONS & WELCOME TO POSITION SUCCESS!**

**Purchase Plans**

- Professional Success Plan \$ 99.00
- Interview Success Plan \$ 99.00

**Overall Job Fit**

**IDEAL JOB ZONE : Jobs with OPEN PROCESS**

**IDEAL TYPES OF WORK :**  
Best fit for jobs that focus on: **EXPERIMENTAL and ANALYTICAL** needs.

Explores concepts to accomplish work and uses experimentation to develop outcomes. Adds value to team culture by optimizing collaboration. Engagement is best with dynamic roles to help define team direction.

Job Type	Score
PROCEDURES	12.5
PROJECTS	63.1
DEVELOPMENT	34.5

**Professional Success Plan \$ 99.00**

**Interview Success Plan \$ 99.00**

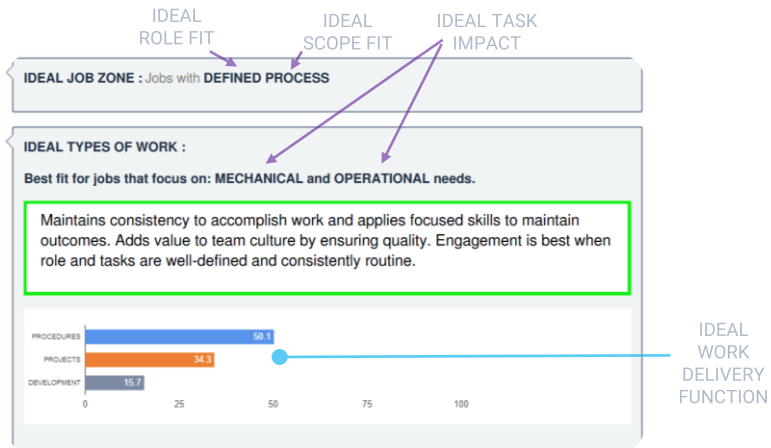
**Total \$0.00**

**CHECKOUT**

# KEY FOR ANALYZING YOUR FREE TALENT DNA SNAPSHOT

The Talent DNA Snapshot provides a high-level summary of your operational strengths, work style, and job fit. It predicts your ideal job fit based on the universal Talent Genome Blueprint, indicating where you will be most successful, make the most impact, and sustainably thrive in the world of work.

## YOUR OVERALL JOB FIT (TALENT DNA)



## TALENT GENOME BLUEPRINT (JOB FIT MAP)

	SCOPE	WORK	TASKS	FUNCTIONS	SKILLS	ROLE
UNSTRUCTURED				<b>CONCEPTS</b> 15.7% Creates synergy, alignment, and transformation among people, systems, and information		
				<b>PROJECTS</b> 34.3% Manages complex processes and integrates capabilities, systems, and information		
STRUCTURED			<b>PROCESS</b> [%] Clear objectives, concrete deliverables, sustainable solutions	<b>PROCEDURES</b> 50.1% Assembles, prepares, and executes actionable solutions producing immediate, visible, results and impacts		
			<b>OPERATIONAL</b> [%] Mobilizing action	<b>MECHANICAL</b> [%] Consistency & reliability		<b>FIXED-DEFINED</b> [%] Focused on quality and accuracy

The **TALENT GENOME BLUEPRINT** is comprised of six (6) operational fit factors and 32 performance markers that match your core competencies to job requirements. [Learn more in the Reference Guide.](#)

### IDEAL JOB ZONE

“Jobs with **DEFINED PROCESS**” – *Ideal Job Zone* describes specific categories of work activity, job scope, and roles that best define your operational fit for specific duties. [Explore further in the Professional Success Plan, and the Reference Guide.](#)

### IDEAL TYPES OF WORK

“Best fit for jobs that focus on **MECHANICAL** and **OPERATIONAL**” *Ideal Types of Work* describes your ideal fit with key task management categories that define all jobs. [Explore further in the Professional Success Plan, and the Reference Guide.](#)

### PROFESSIONAL SUMMARY



#### YOUR PROFESSIONAL BRAND STATEMENT

Maintains consistency to accomplish work and applies focused skills to maintain outcomes. Adds value to team culture by ensuring quality. Engagement is best when role and tasks are well-defined and consistently routine.

Your transferable skills and value translated into performance and operational terms that quickly stand out to any employer. [Explore further in the Professional Success Plan, and the Reference Guide.](#)

### IDEAL FUNCTIONS

**Ideal Functions** (**PROCEDURES: 56.1%**; **PROJECTS: 34.3%**; **DEVELOPMENT: 15.7%**) These metrics describe your fit with essential work delivery methods, such as procedural work (e.g. quality compliance) versus project work (e.g. project planning) versus design or concept development work (e.g. research). [Explore further in the Professional Success Plan, and the Reference Guide.](#)



## ALIGNMENT SNAPSHOT

### Your Unique Professional Talent Code

The Alignment Snapshot shows how your strengths align with the universal Talent Genome, and what type of jobs and work would be ideal for your ongoing career path.

#### What Your Talent Code Means

Your talent code is a unique combination of specific performance markers showing how fit with key occupational requirements (Talent Genome Blueprint) that characterize the world of work. This signature code illustrates your fundamental work style, operational strengths, and unique approach to initiating, managing, and delivering work.

#### Why It's Important

When you align your operational talents with job requirements and tasks that match your strengths, you maximize your ability to be a stand-out performer and increase overall job satisfaction.

This helps you make smarter career-related decisions in the same way your physical DNA is used to make better health related decisions.

#### How To Use Your ALIGNMENT SNAPSHOT

- Performance reviews: share with your supervisor to review your current job role, ensuring your goals are aligned to your strengths
- Advancement: share with key leaders to demonstrate how you can add value to their initiatives
- Enhance professional development: use with professional coaches and who are trying to help you plan your next career moves

#### Alignment Snapshot | Pages 5, 9

##### YOUR ALIGNMENT SNAPSHOT

The ALIGNMENT MAP is a visual snapshot of all major organizational functions and job requirements matched directly to your corresponding capabilities. It is comprised of six (6) key categories organizations use to develop job roles and job descriptions.

Everyone has capability matching each of the areas on this map. Even so, most people tend to focus on one area within each of the six (6) categories. **Below is a summary snapshot of your unique professional signature.**

SCOPE	WORK	TASKS	FUNCTIONS	SKILLS	ROLES
DISCOVERY	DEVELOPMENT	THEORETICAL	CONCEPTS	ENVISION	OPEN-ENDED
		EXPERIMENTAL		DEVELOP	
DESIGN	ANALYSIS	ANALYTICAL	PROJECTS	RESEARCH	FLEXIBLE
		TACTICAL		DESIGN	
PROCESS	SPECIALIZATION	TECHNICAL	PROCEDURES	PLAN	STRUCTURE
		ORGANIZATIONAL		IMPROVE	
OPERATIONS	ADMINISTRATION	OPERATIONAL		ORGANIZE	FIXED
		MECHANICAL		OPERATE	
				PRODUCE	

**Your 6 Core Talent Business Competencies  
Forms Your Professional Alignment Signature.**