

# GETTING YOUR PLAN

## STEP 1 TEST YOUR TALENT DNA

Use the following link to take the **POSITION SUCCESS INDICATOR (PSI)**

Talent DNA Test Link: [www.hire-direction.com/assessment](http://www.hire-direction.com/assessment)

There are only eight (8) questions.

Each question is multiple choice.

You will select exactly four (4) words or phrases for each question.

The questionnaire should take you about 5-10 minutes to complete.



## STEP 2 ANALYZE YOUR FREE RESULTS

Complete the “Tell Us About Yourself” section to setup your POSITION SUCCESS profile.

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



## STEP 3 DOWNLOAD YOUR PLAN

Buy and download your plan in the section “Purchase Plans”

### i. Select Plan(s)

<input checked="" type="checkbox"/> Professional Success Plan	\$ XX.99
<input type="checkbox"/> Interview Success Plan	\$ XX.99
<b>Total</b>	\$ 0.00

### ii. Click “CHECKOUT” button

CHECKOUT

### iii. Verify Email Address

Check SPAM if verification email did not arrive.

### iv. Click Download Icon

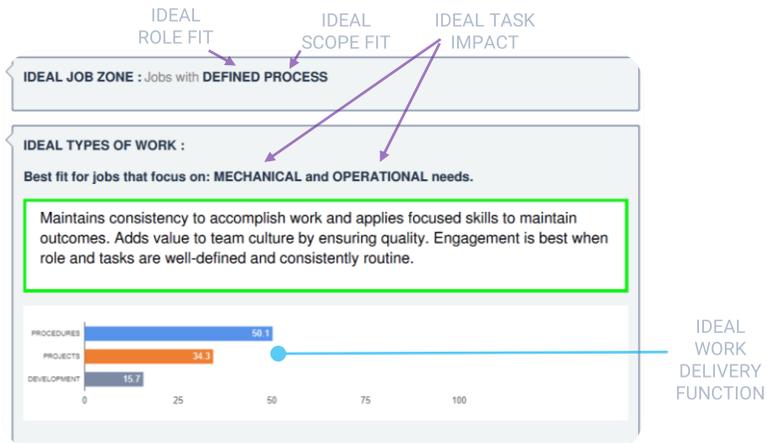


BUY NOW

# 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.](#)