

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

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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.

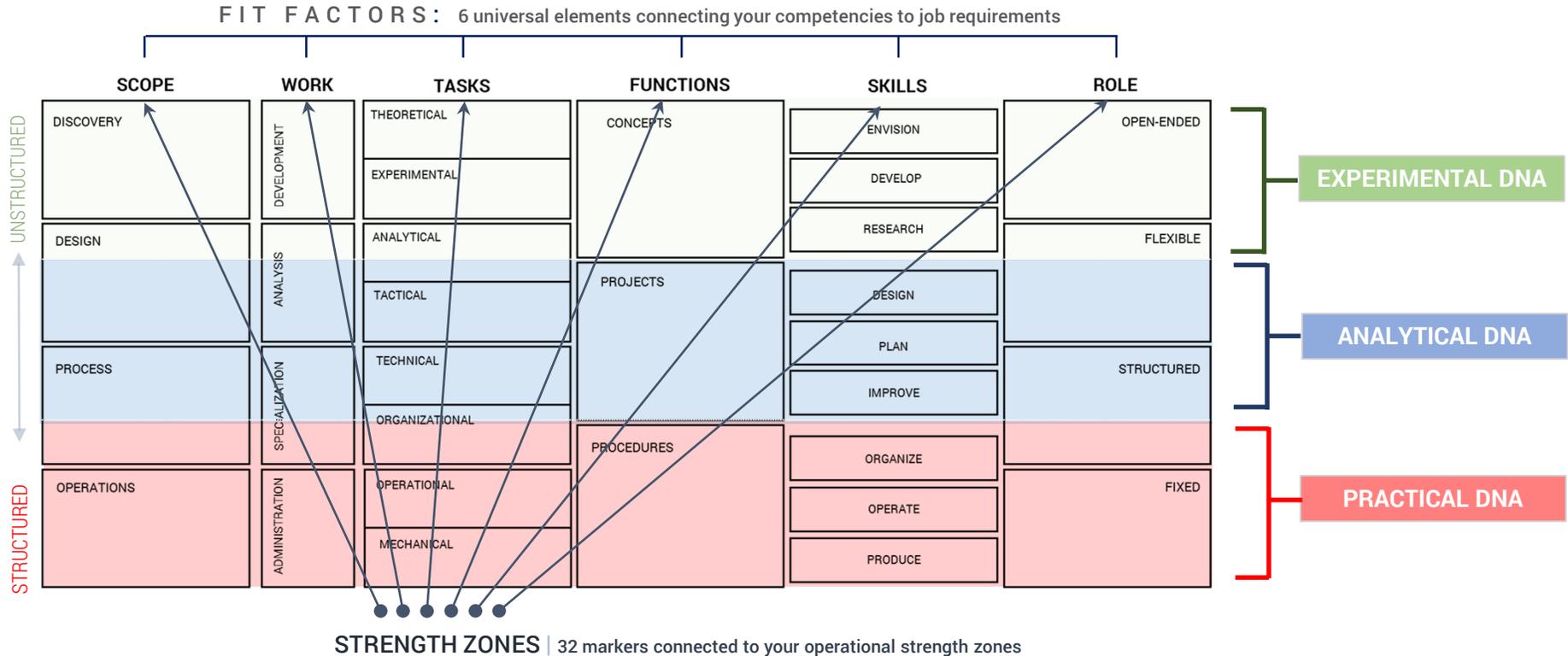
Everyone has capability matching each of the areas on this map. Even so, most people tend to focus on one area within each of the six (6) categories. **Below is a summary snapshot of your unique professional signature.**

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.

TRANSLATING YOUR TALENT DNA

The **TALENT GENOME** is a universal competency blueprint based on key performance requirements needed to fulfill tasks, processes, and roles. It is comprised of six (6) operational fit factors and 32 performance markers. This map can be used to design any job role, as well as match your core competencies to role requirements, work-activity, and organizational objectives.



STRUCTURED JOB REQUIREMENTS CONNECTED TO YOUR OPERATIONAL STRENGTHS:

Focus on practical requirements, routine work patterns, and action-oriented activities. These markers target quality, accuracy, and precision and describe work focused on immediate results with more consistent, reliable, and predictable outcomes.

UNSTRUCTURED JOB REQUIREMENTS CONNECTED TO YOUR OPERATIONAL STRENGTHS:

Focus on creative requirements, non-routine work patterns, and imaginative activities. These markers target conceptual exploration or experimentation to develop, expand, or transform systems, projects, or teams with more open-ended outcomes.



POSITION FIT FACTORS

Your Fit with Job Scope, Work, and Roles

Position Fit Factors describe how your strengths fit the overall framework of the job, including the level of oversight, bandwidth, and defined scope. Therefore, it is related to the coverage of duties, complexity of work, and role definition.

SCOPE FIT

This factor describes the operational framework, parameters, and bandwidth governing a job's overall purview in relation to organizational needs. Scope considers assignment complexity, timelines, and realization of deliverables. e.g. operations work (yield immediate outcomes) vs project work (yield longer term outcomes).

Why It Matters...

To be successful, your operational strengths must optimally align with the functional design of the job's overall scope. This ensures you can effectively execute and thrive to consistently fulfill requirements, respond to demands, and problem-solve.

WORK FIT

This factor describes the main classification and structure of job activities. WORK represents the nature and primary focus of specific tasks and activities related to a job's core objectives.

Why It Matters...

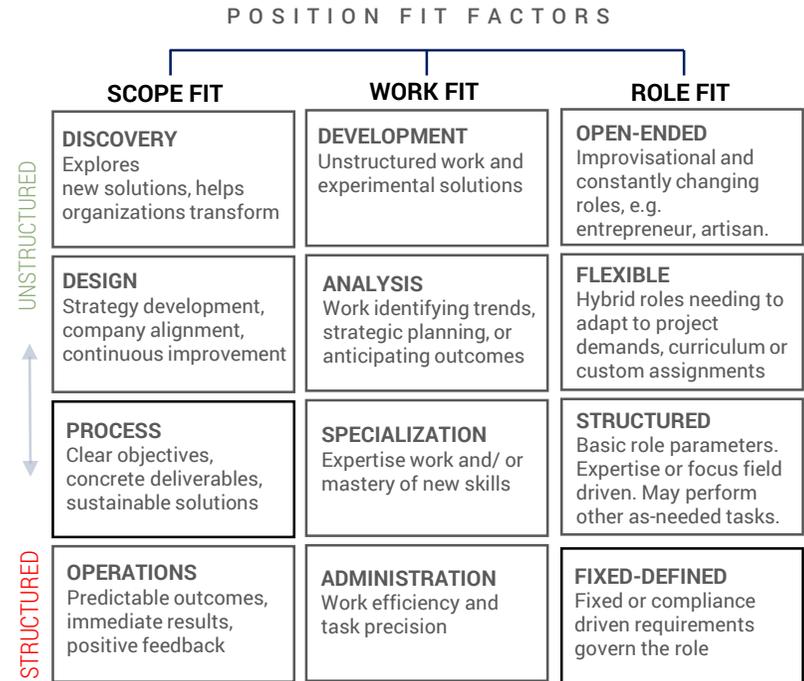
Work Fit can ensure a high level of engagement and job satisfaction, while enhancing your ability to perform the work activity at a very high level.

ROLE FIT

This factor describes your social interaction and response to work activity in relation to colleagues and leadership. It considers the fit with work structure and expectations, ranging from roles with strict parameters (e.g. quality operations supervisor, enterprise tax accountant) to very undefined and open-ended parameters (e.g. artisan, entrepreneur).

Why It Matters...

Role fit ensures you can effectively execute and comfortably manage the expected work and stakeholder interactions. The structure and range of a role must be aligned with your specific operational strengths, or you will experience a draining effect in the day-to-day functioning of your position. Role fit also has a strong influence on the job's overall environment: e.g. more defined roles often have strict codes of conduct, process-interactions, etc., whereas more broadly defined roles, such as consulting, have more ambiguous, less-predictable environments.





CAPABILITY FIT FACTORS

Your Fit with Core Functions, Skills, and Tasks

Capability Fit Factors describe how your strengths fit the competencies needed to execute the job's functional requirements. They are related to skills, proficiencies, and work style necessary to complete tasks and accomplish objectives.

FUNCTIONS FIT

This factor describes three (3) main types of work delivery, or realization of objectives and outcomes required to complete specific deliverables:

- PROCEDURES** – executing systematic operations to perform tasks or measure compliance
- PROJECTS** – implementing, managing processes to deploy systems or services
- CONCEPTS/DEVELOPMENT** – designing frameworks to present initiatives or workflows

Why It Matters...

Understanding your fit with work delivery is critical because it defines the day-to-day activity of the work itself. Therefore, when possible, you should position yourself to support objectives that are most aligned with your work style.

SKILLS FIT

This factor describes nine (9) proficiency styles, or applied skills, that channel your talents. These styles are intimately connected with specific types of tasks and work delivery. For example, PROCEDURAL skills are applied to mechanical operations and procedures. Implementation work often requires applying PROJECT skills, such as performing information audits, implementing technical improvements, and organizing schedules.

Why It Matters...

Optimizing Skills Fit allows you to naturally flow with work you perform by ensuring your proficiencies match the nature and complexity of the work. If your applied skills are misaligned with job requirements, you will be disillusioned with the job over time, and struggle with problem-solving, engagement, and overall performance.

TASK FIT

This factor describes eight (8) functional methods required to initiate, distribute, and deliver work. Some tasks require a focus on completeness and productivity (MECHANICAL, OPERATIONAL); or efficiency (ORGANIZATIONAL); or impact (TACTICAL); or innovation (EXPERIMENTAL); and so on.

Why It Matters...

Aligning your strengths to specific tasks ensures the work you deliver is in alignment with the organization's mandates, policies, objectives, and strategic initiatives.

