



ORGANIZATIONAL NEEDS

Your Organization Support Competencies

This metric is divided into three (3) support activity zones, and shows how your operational strengths fit with essential organization needs, mandates, and support functions.

Your Organization Support Competencies

The Organization Needs metric matches your talent DNA with core business-support functions to provide a high-level overview of roles, tasks, and responsibilities that are best AND least suited to your strengths.

Why It's important

Positions may require individuals to manage multiple roles in order to support teams and accomplish different work delivery objectives.

This metric shows how essential functions will align with your strengths, and suggest areas where you will thrive and experience alignment, and others where you may quickly struggle and feel drained.

How To Use the ORGANIZATIONAL NEEDS Map

Use this metric to create awareness around your alignment (where you feel energized) and struggle zones (where you feel drained) in order to make more sustainable professional choices, and to maximize opportunities that are in-sync with your natural approach to accomplishing objectives.

Organizational Needs Chart | Page 7

YOUR ORGANIZATION ALIGNMENT

In addition to fit with key organizational areas, our Alignment also matches core organizational needs. These needs are key to understanding where we will stay engaged and in aligned relationship with the work we are doing.

ORGANIZATIONAL NEEDS

STABILITY	MANAGEMENT	CONSULTATION
17.4%	29.1%	53.5%
<p>These functions are associated with keeping the organization maintained and regulated.</p> <p>Job requirements revolve around operations, administration, quality assurance and compliance, and technical implementation.</p>	<p>These functions involve coordinating and managing the organization's resources and planning.</p> <p>Job requirements revolve around productive supervision, project management, strategic development and planning.</p>	<p>These functions involve guiding or implementing an organization's creative vision, transitions or efforts toward greater alignment.</p> <p>Job requirements revolve around contracting partnerships, innovation, discovery and creative applications.</p>

Your Core Support Competency & Role-Contribution
Governs work-activity, role-responsibilities, & team-contribution



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This metric is divided into three (3) support activity zones, and shows how your operational strengths fit with essential organization needs, mandates, and support functions.

Pinpoint specific roles and work that revolve around your core support competencies. Use the scale below to identify your ideal talent lane to align avoid taking on roles or activity that don't fit your strengths.

Interpreting Where You Experience Alignment vs Drain

- Above 33%** | Functional roles, activity where you thrive effortlessly
- 25% – 33%** | Functional roles, activity where you manage but not thrive
- 16% – 24%** | Functional roles, activity where you struggle over time
- Below 15%** | Functional roles, activity where you experience immediate drain

Note: Though you typically display one predominant support strength, displaying two (2) zones above 33% may suggest greater than average flexibility to perform categorically different support functions at a high level. Even so, it is still recommended to seek support roles and functions that align with your highest zone.

Above 33%

High-Impact Activities

Your competencies are an optimal fit with these activities. It should be the primary focus of the jobs, positions, roles, and organizational opportunities you target.

Between 25% – 33%

Acceptable-Impact Activities

Your competencies are an acceptable fit with these activities. It should be the secondary focus of the jobs, positions, roles, and organizational opportunities you target.

Below 25% (especially below 15%)

Mis-Alignment Activities

You will struggle with these activities if they are your primary focus. Whenever possible, you should seek to minimize or avoid these types of roles and support functions.





HIRE DIRECTION is a data-driven talent solutions provider dedicated to helping individuals find the best path to professional success. [For more information, contact us: info@hire-direction.com](mailto:info@hire-direction.com)



TECHNOLOGY

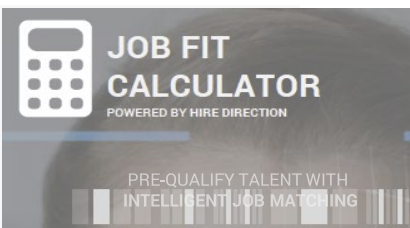
The **POSITION SUCCESS INDICATOR (PSI)** is a next-generation professional assessment system and talent DNA sequencing technology. PSI identifies quantified operational performance patterns (talent DNA) and their shared operational fit with common organizational needs, work-activity, team-roles, and job requirements. It does NOT measure cognitive intelligence, technical knowledge, behaviors, personality, self-presentation, and does not factor in professional experience.



PROFESSIONAL SOLUTIONS

The **PROFESSIONAL SUCCESS PLAN** represents the next stage in the evolution of professional development and career guidance. Based on a person's talent DNA, it is the definitive professional navigation system for finding the right jobs and best career moves to cultivate ongoing professional success.

The **INTERVIEW SUCCESS PLAN** uses talent DNA to create an operational strength based interview plan complete with professional power statements relating to personal impact, team contribution, and universal value to employers. The plan also provides personalized answers to common interview questions.



ORGANIZATIONAL SOLUTIONS

The **JOB FIT CALCULATOR** is the ultimate full-life cycle recruiting and genomic career mapping tool that sources, pre-qualifies, and screens candidates based on PSI talent DNA. It helps recruiters, coaches, and team leads scientifically ensure the right people are matched to the right jobs, and positioned for optimal productivity, job satisfaction, and career success.



WORKFORCE TALENT GENOME PROJECT

The breakthrough science of talent DNA sequencing helps prepare professionals for emerging trends in the future of work. By completing PSI and contributing your talent DNA, you become part of something bigger: the world's first talent genome library used to vastly improve workforce readiness, engagement, diversity, and career-pathing, all while protecting workers everywhere from increasing industry and role disruption.