

# POSITION SUCCESS MODEL

## PROFESSIONAL ALIGNMENT – YOUR FIT WITH JOB REQUIREMENTS

### What is your professional alignment?

Your professional alignment is the KEY to maximizing job success. Whether it's the role you have today, a job you are looking to get, or to better evaluate future opportunities, there is no greater indicator of overall success.

Think of alignment as your unique operational signature. It's where you naturally focus energy, attention and creativity. It's the source of effortless engagement and curiosity. If you learn only one thing in your professional career, grasp this single principle. HIRE DIRECTION will help get started.

Equally important, knowing your alignment helps you clearly communicate your professional value. You can more effectively demonstrate your job fit for specific requirements in language that speaks more directly to recruiters, hiring managers and potential partners.

### ALIGNMENT MAP

Part of understanding your alignment is seeing how it connects to the general world of work. The ALIGNMENT MAP is a visual snapshot of all major organizational functions and job requirements matched to your capability. 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 focus in one area within each of the six (6) categories.

	SCOPE	WORK	TASKS	FUNCTIONS	SKILLS	ROLE
HIGH-ENTRANCE	DISCOVERY	DEVELOPMENT	THEORETICAL	CONCEPTS	ENVISION	OPEN-ENDED
			EXPERIMENTAL		DEVELOP	
	DESIGN	ANALYSIS	ANALYTICAL		PROJECTS	
			TACTICAL	EXAMINE		
	PROCESS	SPECIALIZATION	TECHNICAL	PLAN		STRUCTURED
			ORGANIZATIONAL	IMPROVE		
LOW-ENTRANCE	OPERATIONS	ADMINISTRATION	OPERATIONAL	PROCEDURES	ORGANIZE	FIXED
			MECHANICAL		OPERATE	
					PRODUCE	

# PROFESSIONAL SUMMARY

## 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		

# ABOUT THE COMPANY



**HIRE DIRECTION** is a data-driven talent solutions provider dedicated to helping organizations and individuals identify, measure, and align jobs and people.

## TECHNOLOGY



The POSITION SUCCESS INDICATOR is the talent diagnostic technology that identifies and measures job fit indicators and provides data intelligence to power HIRE DIRECTION's product suite.

## PROFESSIONAL SOLUTIONS



POSITION SUCCESS PLANS are advanced talent alignment tools use to optimize performance management, professional development and career readiness. They can also be used by coaches and organizations to support professional coaching, recruitment, career services, and employee development.

## ORGANIZATION SOLUTIONS



The JOB FIT CALCULATOR is the ultimate talent sourcing, screening and comparison tool to optimize recruiting, career counseling, employee development, and organization re-alignment.



**LEARN MORE** about the benefits of taking PSI, visit our website at [www.positionsuccess.com](http://www.positionsuccess.com) and watch this **YouTube** video.

[Position Success: Talent DNA enhanced Professional Development](https://www.youtube.com/watch?v=k2x1ZHRnTGw&t=1s)

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