



## ORGANIZATION FIT

### Your Core Business Competency

This is a high-level, “big-picture” metric showing where your operational strengths are ideal for specific organizational initiatives and goals.

#### Your “Big-Picture” Core Competency

This map identifies the core business function that best matches your talent DNA and enterprise-level, core business competency.

#### Why It’s Important

Anchoring your career in core business competencies and common organizational needs creates a strong professional foundation that transcends fields or industries. In situations where you will be asked to discuss your strengths and experience, it is important to articulate your value at all levels of organizational scale, from micro (task level) to macro. (enterprise level)

#### How To Use the ORGANIZATION FIT MAP

Use your core business competency as a foundation to talk about your organization-level strengths, as well as functional areas where you may be misaligned. (e.g. if you are asked to comment on your “weaknesses”) Regardless of your specific field of expertise (Sales, Marketing, Operations, IT, Finance, etc) your core business competency, and how it matches specific organization level functions, provides a strategic advantage and differentiation from your counterparts.

#### Organization Fit Map | Page 5

##### YOUR ORGANIZATIONAL FIT - "BIG PICTURE" ALIGNMENT

The ORGANIZATION FIT MAP is a visual indicator showing core functions universal to most organizations. More importantly, it suggests where YOU may be most impactful to any organization.

REGULATION	COORDINATION	INTEGRATION	IDEATION
You help organizations maintain standards and quality	You help organizations manage processes, protocols and procedures	You help organizations develop strategy and alignment	You help organizations develop vision, mission and market identity
You help organizations maintain operational productivity	You help organizations implement internal or external solutions and improvements	You help organizations translate and analyze information and trends	You help organizations envision future applications and potential solutions
PRODUCTION	APPLICATION	EVALUATION	INNOVATION

**8 Core Business Functions**  
supporting core organizational needs



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#### How You Contribute Value to Any Organization

##### Area of Highest Impact & Organizational Value:

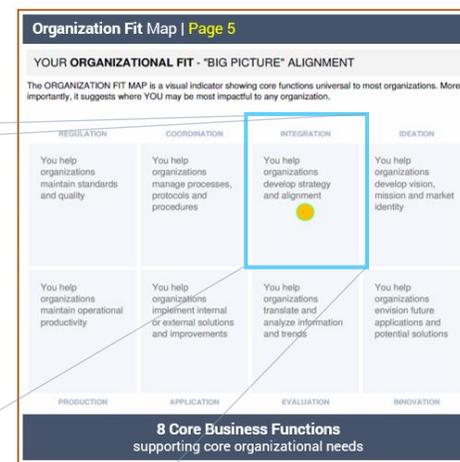
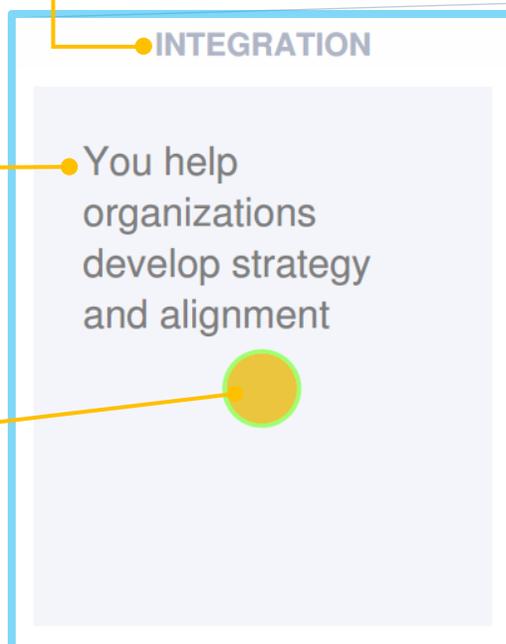
Seek out jobs, departments, project teams, and other organizational areas that focus on this business function.

#### Universal Value Proposition

##### High-Level Value Statement:

The big-picture value you offer employers from a corporate, department, or upper-management perspective.

#### Talent Location Identifier





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.