Decision Dynamics Career Model™ Profiles

Why work with these profiles?

You create:

- ○ Immediate increased self-insight amongst those who receive feedforward
- ○ Awareness of engagement drivers and killers on individual and organizational level
- ○ Improved dialogue between manager and co-worker
- ○ Increased motivation for development
- ○ Stronger connection between the co-worker's ambitions and the organization's goals

Decision Dynamics offers:

- › **Insightful profiles and reports for individuals and organizations**
- › **Hands-on certification training for using our tools and methodology**
- › **Inspiring special event workshops, seminars, and kick-offs**
- › **Effective strategic development programs in career development, coaching leadership, and strategic HR**

Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations.
    Our scientifically based approach is built on more than 35 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.

Powerful profiles, reports and interactive solutions

The Decision Dynamics Career Model increases understanding of the variety of ways people view careers and what motivations underlie them. It also highlights the extent to which organizations create development potential for their co-workers.

You get profiles that clearly highlight important areas for individual and organizational development, while encouraging dialogues and discussions.

CareerView™ **Career Profile** is used to identify primary career concepts and motives as well as to identify the difference between what a person defines as success and what the same person actually finds motivating and engaging.

CareerView™ Career Profile is based on a 38 item questionnaire, which takes an average of 20 minutes to complete.

The profile focuses on the following areas:

- › Expert – motivated by expertise and security
- › Linear – motivated by power and achievement
- › Spiral – motivated by personal growth and creativity
- › Transitory – motivated by variety and independence.

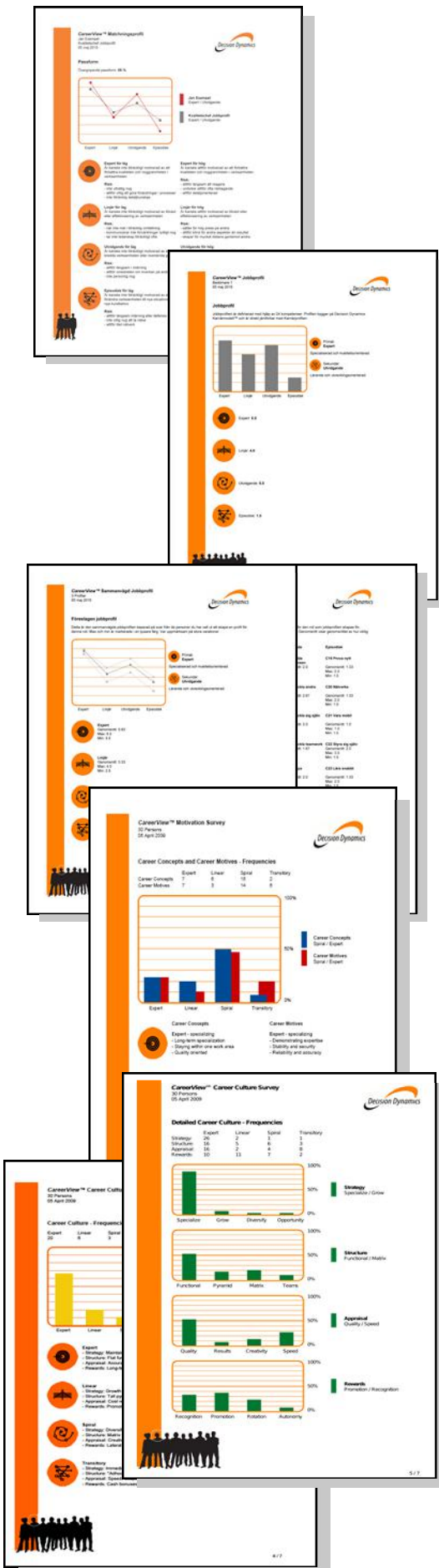*CareerView™* **Culture Fit Profile** expands on the Career Profile and illustrates how the fit between individual motives and the organization's capability for development can be improved, thus increasing engagement.

The Culture Fit Profile is based on the Career Profile questionnaire with an added 78-item questionnaire regarding perceived Culture View, which takes an average of 20 minutes to complete.

Decision Dynamics

CareerView™ **Jobfit Profile** illustrates how good fit there is between individual and position, while highlighting possible risk areas and what they signify. You may choose between using pre-set benchmark profiles from the Decision Dynamics database, to calibrate for your own organization or to generate completely new success profiles based on analyses of your staff. The benchmark profiles are available for different functions and different levels of leadership. They originate from our pioneering research on successful leadership on different levels and in different situations, which has been published among others in Harvard Business Review.

It is also possible to independently define a job profile by using our tools. To help you define the role or position, you may use:

> *CareerView*™ **Job Profile** will be generated when you have prioritized the 24 Developmental Competencies via a specific questionnaire (see specific product sheet for the competencies as well as the Developmental Map). The profile is comparable to a person's Career Profile, so when you have created the Job Profile you can easily generate a Match Profile.

> *CareerView*™ **Job Profiling Results** is useful when there are several of you to agree on what is important in a role, and you are in need for material to reach a shared understanding regarding the prioritization of the 24 Developmental Competencies. Thus you will generate a Combined Job Profile which is comparable to an individual Career Profile. When you have reached an agreement for the job profile, you can easily generate a Match Profile.

CareerView™ **Group and Culture Profile** are used as basis for group discussions, in order to reach a shared understanding regarding motives and experiences of the career culture, aiming to identify what stands in the way of the organization's development and the co-workers' engagement. The profiles are used on the one hand in group discussions with the participants themselves, on the other hand in strategic HR discussions, where they form a basis in identifying how motivation can be developed and aligned with strategic goals. This in a way so that energy and resources are invested where they can truly generate results. Group- and organization profiles are based on the co-workers' individual *CareerView*™ Career and Culture Fit Profiles.

The profiles of the *CareerView*™ suite can for example be used with developmental dialogues, change oriented dialogues, career counseling and coaching at all organizational levels, as well as in trainee and leadership trainings. They are also used for internal and external recruitment and in talent management programs to discover leadership potential. Relevant in all situations where engagement is thought of as central.

All profiles and analyses can be generated by using a simple, web-based system where you administer the profiles yourself, or through Decision Dynamics' support, where we can administer the profiles for you and send what you need.

Career counseling and feedforward sessions – in order to provide for feedforward on the profiles, you will need to go through Decision Dynamics' certification training. If you need assistance with feedforward or career counseling, individually or in a group, Decision Dynamics can provide this also, through our network of certified consultants.

The target group is line- and project managers, HR partners and talent management professionals, as well as coaches, HR- and organizational development consultants.