

# CAREERMANAGEMENTPRO™

## CAREER SELF MANAGEMENT



*The CAREERMANAGEMENTPRO™ is a new state-of-the-art psychometric profiling tool designed to improve retention in business cultures by helping people manage and plan their own careers.*

### **The CAREERMANAGEMENTPRO™**

- **Provides the individual with detailed self knowledge**
- **Helps individuals identify strengths and build on them**
- **Helps people take ownership of their own career growth**
- **Provides self coaching for career growth**
- **Matches people to careers based on their personal profile**
- **Is an ideal web based tool for career companies**
- **Demonstrates organizational commitment to its people**
- **Can be customized for any organization**
- **Is an essential component in succession planning**

The CAREERMANAGEMENTPRO™ is based on the POP™, a personality profile which was developed on a computer in the late 1970's using advanced statistical methods. The CAREERMANAGEMENTPRO™ is the logical culmination of over two decades of analysis of how personality and other attributes related to career success.

## Profiling for Retention and Career Growth

In the last few years more and more top organizations have begun to use psychometric profiling to select and develop their human resources and build more effective performance cultures. Profiling is now widely recognized as a vital tool in the selection and development, coaching and retention of top performers. The CAREERMANAGEMENTPRO™ from the Self Management Group gives organizations a powerful tool to build personal career growth strategies that can be initiated and managed by the individuals themselves.

The CAREERMANAGEMENTPRO™ shows career opportunities and how to reach them. It opens up new possibilities and demonstrates the organization's commitment to career growth and retention.

The CAREERMANAGEMENTPRO™ fills the essential role of integrating science with career counseling and coaching. The CAREERMANAGEMENTPRO™ assesses self management potential, motivational structure, environmental fit, comfort with conflict, people orientation, analytical orientation, confidence, lifestyle management, approach to networking and self promotion as well as commitment to career.

## Providing Career Opportunities

The CAREERMANAGEMENTPRO™ is an ideal application for those organizations who have a corporate intranet as it gives each employee access to career management at any time.

The CAREERMANAGEMENTPRO™ is a questionnaire that creates a personal profile that is matched against the profiles of careers within (or optionally outside) the organization. The individual profile is matched to available careers to provide information about how well the individual fits the career and the strategies to follow to pursue that career.

By providing this information to individuals, the CAREERMANAGEMENTPRO™ becomes an essential tool for the individual and for career coaches within the organization. The Self Management Group has been analyzing careers and creating a comprehensive database of normative career data for over 20 years. It can provide generic or customized career fits for a very large or very focused number of careers.

## Comprehensive Analysis and Reporting

Each CAREERMANAGEMENTPRO™ provides a very comprehensive and detailed report for the individual with self development strategies to build on personal strengths. It provides essential self-knowledge about what to seek and avoid in a career. It also provides an objective overview of such issues as: self management; motivational profile; environmental fit; comfort with conflict; communications style; and attitudes critical to career direction and development.

With this unique insight, each individual has a greater understanding of his/her strengths and how they will fit a wide variety of career



possibilities. Now, every individual within an enterprise can manage his/her own career.

## Coaching with the CAREERMANAGEMENTPRO™

The CAREERMANAGEMENTPRO™ can provide the same information to career counselors from a coaching perspective. This understanding of the individual's personality is a powerful tool that helps career coaches understand why individuals may or not fit well with the corporate culture or individual management styles. It can help matching the individual with mentors and show them how to get the most out of their personal strengths.

## Customization and Validation

To ensure that the Self Management Group's profiles do what they say they do, they are validated for each specific client. The Self Management Group follows a process called a 'validation study' to do this. A validation study is a scientific review of the psychometric tool (and any other aspects of a selection system) to determine that it measures what it says it is measuring and is related to performance in that specific business culture. CAREERMANAGEMENTPRO™, like all Self Management Group profiles, is subjected to this validation to ensure that it provides only the most appropriate and reliable assessment for each client.

CAREERMANAGEMENTPRO™ can also be customized to reflect the specific organizational culture and career pathing/succession planning needs of each client. This is done by focusing on the career profile and the specific competencies required for each position to build a customized database and career pathing model for the client. This analysis also provides senior management with powerful knowledge of their organization, allowing them to make strategic changes in direction based on their vision for the enterprise.

## Self Management Group

The Self Management Group is a privately held company which specializes in selection, development and career management of people. The Self Management Group provides a comprehensive range of products and services which include a very extensive list of psychometric profiling tools, management and sales training, team building workshops, change management, career and out-placement counseling, stress management, succession planning, mentoring, coaching and other services.

## Find Out About CAREERMANAGEMENTPRO™ Today

The POPT™ and the Self Management Group's many other profiling and training systems are available on-line or in your office. Call (416) 746-0444 or (800) 760-9066 or visit our website: [www.self-management.com](http://www.self-management.com)

**SELFMANAGEMENT**  
**GROUP**

SELECT | DEVELOP | RETAIN | TOP PERFORMERS