

# Individual Directions Inventory™

An assessment exploring motivation, hidden drivers, and untapped sources of energy

A flexible assessment tool for use in a broad variety of engagements, including:

- Executive coaching
- Selection
- Development and retention of high potential leaders
- Outplacement, retirement and transitions
- Mergers, acquisitions, and culture shifts
- Team development



***“We have used the IDI around the globe, on nearly every continent. No matter the country or the circumstances, this assessment has led to some of the most fundamental and important moments of discovery in people’s lives.”***

— DR. FEENA MAY, DBA, PHD, HEAD OF LEARNING & DEVELOPMENT, INTERNATIONAL COMMITTEE OF THE RED CROSS, GENEVA, SWITZERLAND



**MRG®**

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# The Individual Directions Inventory™ (IDI)



Connect  
motivation,  
behavior,  
and work  
to make  
progress  
possible.

**W**hy you need the IDI?  
Every organization has hard workers who want to succeed. But when motivation and energy don't align with tasks and expectations, even highly dedicated individuals may find themselves frustrated and unable to progress. Why can't they identify what's going wrong and simply fix it? It may be that the barriers to growth are hidden deep beneath the surface.

Each of us has complex emotional drivers that we carry with us, both at work and in life. These hold the key to personal and professional success. The IDI uncovers these motivations, fostering a deep level of self-awareness and providing eye-opening insights to help you understand and develop the unique individual on a profoundly personal level.

**What makes the IDI so powerful?**  
Measuring 17 key dimensions, the Individual Directions Inventory™ is designed to reflect the degree to which an individual gains emotional satisfaction from various areas of work and life.

Many individuals become aware of the need for change but become frustrated when, despite their best efforts and intentions, they cannot break free of unproductive patterns. The IDI unearths the hidden drivers and motivations that

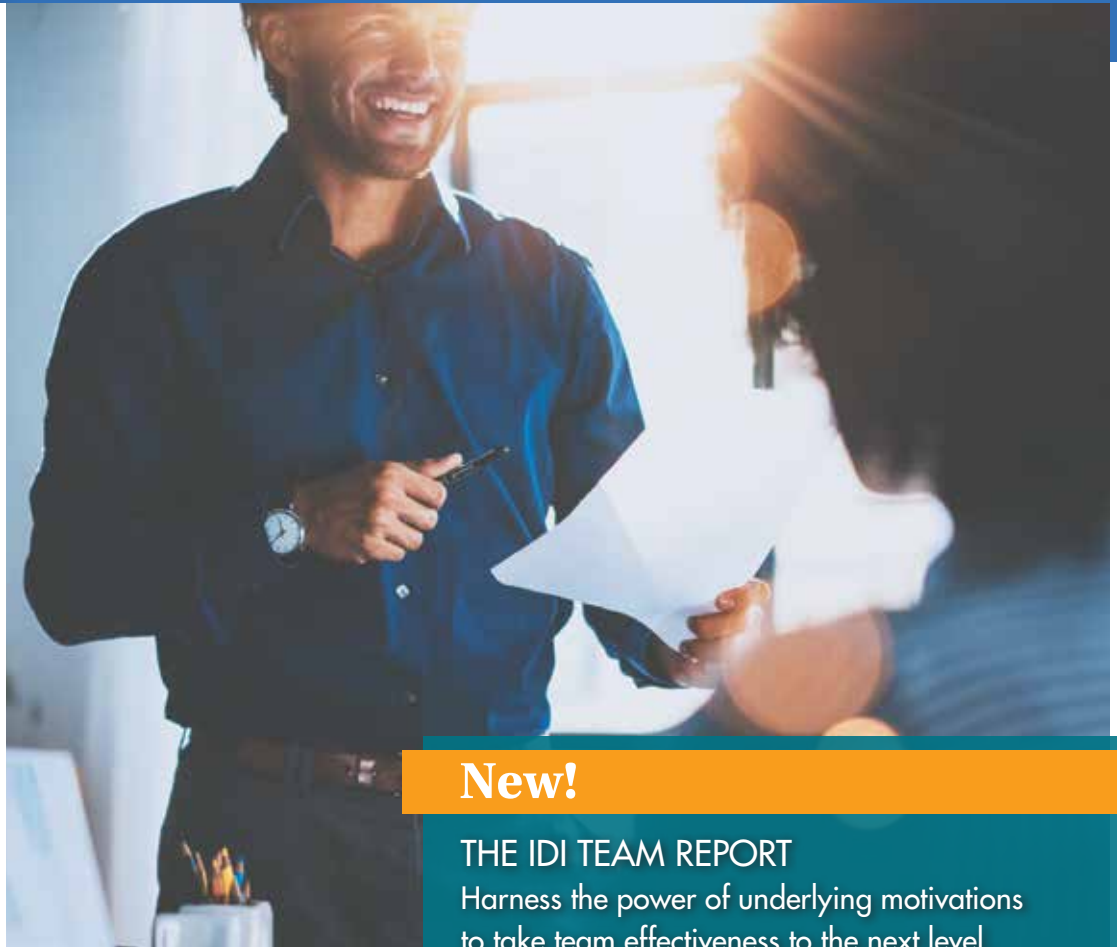
are behind the biases and blind spots that can either block or facilitate progress — and in doing so, makes lasting change achievable.

The IDI will reveal untapped sources of energy to help people reach their full potential. As part of a unique, proven system, the IDI is designed to work in sync with the Leadership Effectiveness Assessment™ (LEA), and is also an effective complement to a wide variety of assessments and development programs.

*Hard work and good intentions have limits.  
To support success, uncover the hidden  
insights and motivations that illuminate new  
opportunities for growth.*

## The IDI:

- Surfaces subtle, often hidden drivers to reignite individual energy and illuminate opportunities for growth
- Highlights aspects of an individual's ideal environment and strengthens team dynamics
- Builds a roadmap for channeling motivational energy to support organizational objectives
- Supports organizational change, coaching, executive transition and candidate selection



## New!

### THE IDI TEAM REPORT

Harness the power of underlying motivations to take team effectiveness to the next level. Choosing from 20 key themes, the IDI team report reveals important patterns that help the team use its energy to bring about success.

## Personal Directions®

FOR ENGAGEMENTS THAT REQUIRE DEEPER INTROSPECTION, A SUITE OF TOOLS TO EXPAND UPON THE DEEP INSIGHTS OF THE IDI.

*Personal and professional satisfaction are inherently linked — both to each other, and to an organization's success.*

Trying to encourage individual professional development without acknowledging personal motivations and desires leaves the person out of a uniquely personal process. Taking a limited, workplace-only view of key motivational factors leaves you without critical insights. These are the knowledge gaps that can leave you frustrated and puzzled when success fails to materialize.

*Personal Directions® goes beyond the workplace and into the world, providing people with life-changing insights.*

In addition to the 17 IDI variables, Personal Directions® measures 18 life architecture and 11 quality of life variables to provide individuals with clear, powerful feedback on how they see themselves in significant areas of their lives. Capitalizing on the insights this feedback

brings, Personal Directions® lays a deep, robust foundation for both career development and personal growth to foster individual success at work and in life.

Use Personal Directions® to reveal:

- What individuals want from their world
- Areas of life where individuals have chosen (both intentionally and unintentionally) to invest their energy and resources
- Unique insights into how individuals feel about the investments and choices they have made
- Actions to consider, based on what they now know about themselves, as they look into the future

An especially powerful tool for coaching, Personal Directions also provides important insights during transitions such as high potential development, readiness for new assignments, and pre-retirement planning.



## Assessments from MRG:

RECOGNIZING THE  
UNIFIED SELF FOR  
OVER 30 YEARS.

While our role may change throughout the day, our deepest motivations and drivers are with us no matter where we are.

The 21st century professional wants to be recognized, understood, celebrated, and developed for who they are in life — not just who they are at work.

MRG believes that by recognizing the whole self, in all its complexity, you can support individuals as they increase their self-awareness, channel their motivational energy, discover new opportunities for growth, and actively engage in their own development.

### What sets MRG assessments apart?

#### *Superior Instrument Design.*

Unique questionnaire design blends forced-choice and anchored rating scale formats, resulting in an accurate, objective instrument that is very difficult to manipulate

#### *Global Platform.*

Available in up to 18 languages with over 40 regional norms and a network of thousands of practitioners around the world

#### *Configurability.*

Configure results to align with organizational competencies, client branding, and program-specific content.

#### *Unparalleled Customer Service.*

MRG's experienced and accessible service team supports you in executing successful projects and engagements

## Are you ready to experience the powerful insights of the Individual Directions Inventory™ or Personal Directions®?

Whether you support people within your own organization or work as an external consultant, MRG can help you make the IDI part of your tool kit.

➔ **LEARN.** Qualified professionals can apply to become certified to deliver and interpret MRG assessments. The thorough, interactive certification program includes theoretical foundations of the assessment, hands-on practice, and training in the assessment's practical application.

➔ **PARTNER.** Whether you need assessments for a small team or support in developing a complete assessment and development program, MRG can work with you or connect you with a certified partner who will meet your needs.

Contact us today to start the  
conversation ...



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