



Individual Directions Inventory™ (IDI)

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



*Understanding
motivation
leads to lasting,
meaningful
progress*

[The IDI is] one of the most intuitive, accessible and and applicable tools in understanding human motivations, drivers, passions, or values and how they guide us.

AMELIA LA SPADA, SWITZERLAND
CERTIFIED MRG PARTNER SINCE 2017



Why do you need the IDI?

MOST LEADERS WORK HARD AND 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.

Hard work and good intentions have limits.
To support success, uncover

the hidden insights

and motivations that
illuminate new
opportunities for growth.

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.



Recognizing the *unified self* for over 40 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

CONFIGURABILITY

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

GLOBAL PLATFORM

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

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™?

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...