

Personal Directions®

FOR ENGAGEMENTS THAT REQUIRE DEEP 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.



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...