



**You understand  
their work...**

**But do you  
understand  
their world?**

# Personal Directions<sup>®</sup>

**A suite of assessments exploring motivation, life design, and how an individual experiences their world.**

A powerful and revealing tool for use in a broad variety of engagements, including:

- Executive coaching
- Professional Development
- Pre-retirement planning
- Career transitions
- High potential development



MRG.com

connect@mrg.com

+1.353.1.280.4430

+1.207.775.2173

# Personal Directions®

*“Personal Directions® moves the coaching conversation beyond leadership and career issues. It presents rich developmental opportunities that we would not otherwise discover.”*

— John Myers | Keystone Partners  
Personal Directions® Certified  
Partner for 17 years

Personal and professional satisfaction are inherently linked – both to each other, and to an organization’s success. Personal Directions® is a suite of assessments that goes beyond the workplace and into the world, providing people with life-changing insights.



## Excluding the Personal Puts Development at Risk

In the modern work environment, we don’t expect individuals to leave their personal lives at the door. Today’s professional expects to be recognized – even celebrated – for their whole, authentic self.

A person’s relationship with the world around them provides a fundamental context for their behavior in the workplace and how they approach their professional life.

### The Benefits of a Wholistic Approach to Assessment

Professional development is a very personal process. For lasting impact, use an assessment tool that reflects the individual on a deep and wholistic level.

Personal Directions® measures 17 motivational dimensions, 18 life architecture dimensions and 11 quality of life variables to provide individuals with clear, powerful feedback on how they see themselves in significant areas of their lives.

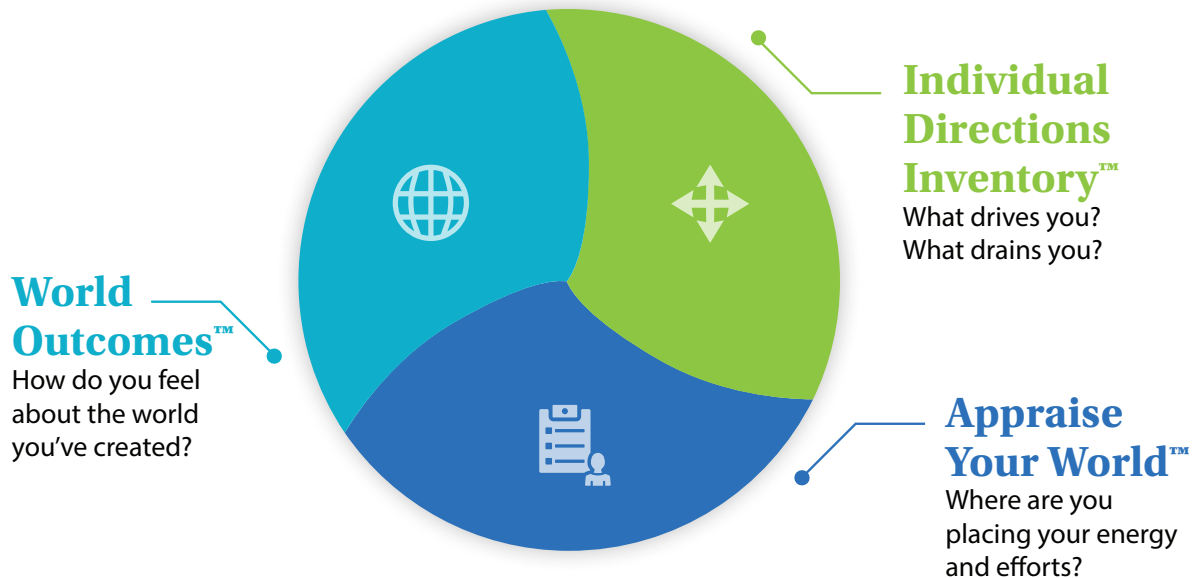
Capitalizing on the insights this feedback brings, Personal Directions® lays a deep, robust foundation for both career development and personal growth to foster individual success at work and in life.

## Use Personal Directions® to reveal:

- What individuals want from the 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

## A Three-Part Approach to Deeper Self-Awareness

Personal Directions® is composed of three assessments. Each tool serves a unique purpose, creating an expansive picture of the way the individual experiences their world.



	Individual Directions Inventory™	Appraise Your World™	World Outcomes™
What it asks	What drives you? What drains you?	Where are you placing your energy and efforts?	How do you feel about the world you've created?
What it measures	17 Directions in 6 key motivational areas: <ul style="list-style-type: none"> <li>• Affiliating with Others</li> <li>• Attracting Attention</li> <li>• Perceiving Information</li> <li>• Mastering Skills</li> <li>• Challenging Yourself</li> <li>• Maintaining Boundaries</li> </ul>	18 Sectors in four major life areas: <ul style="list-style-type: none"> <li>• Personal Life</li> <li>• Inner Life</li> <li>• Public/Professional Life</li> <li>• Leisure Life</li> </ul>	11 Dimensions three areas: <ul style="list-style-type: none"> <li>• Satisfaction &amp; Security</li> <li>• Internal and External Focus of World</li> <li>• Growth, Balance, Present Support, Flexibility &amp; Public Success</li> </ul>
What it reveals	The deep motivational patterns that impact how you derive satisfaction from your world.	The values you hold and the choices you have made while architecting your life.	What you may want to explore to craft an even richer, more satisfying life.



INSIGHT. EVIDENCE. INSPIRATION.

## Assessments from MRG:

RECOGNIZING THE  
UNIFIED SELF FOR  
OVER 35 YEARS.

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

The modern day 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 Personal Directions®?

Whether you support people within your own organization or work as an external consultant, MRG can help you make Personal Directions® 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 applications.
- ➔ **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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