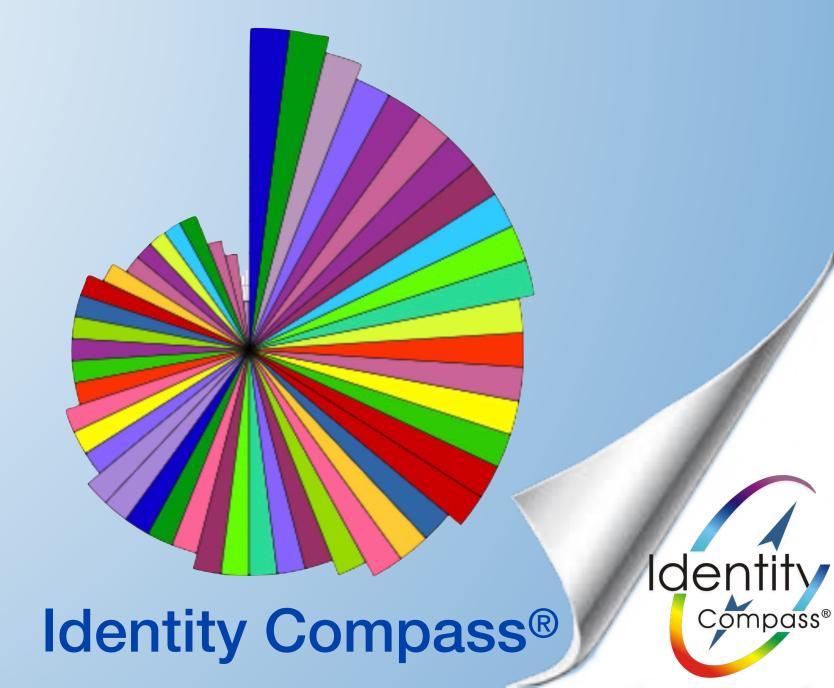


Personal Growth Career Advancement Improving Relationships

Communication
Co-operation
Motivation
Leadership

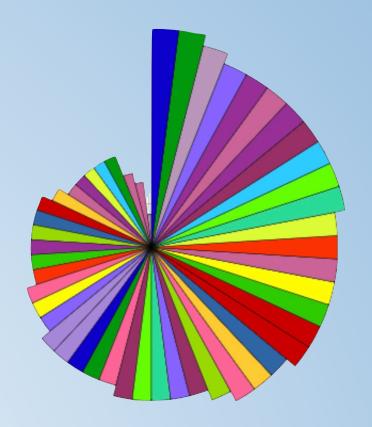




The Identity Compass® is a tool used to help individuals understand and articulate their values, beliefs and how they construct their thinking.

The Identity Compass® delivers useful information for personal growth, career advancement and improving relationships.

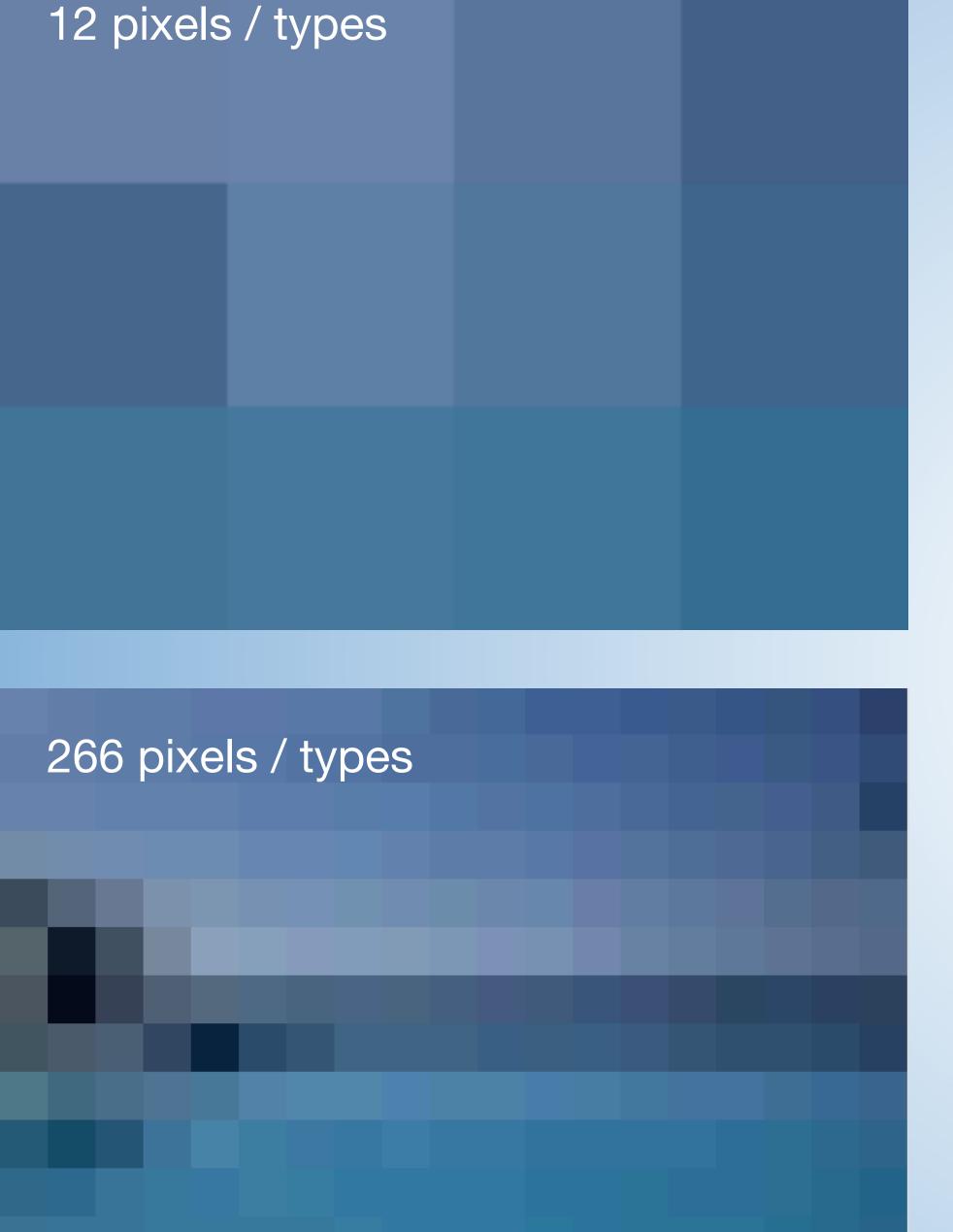


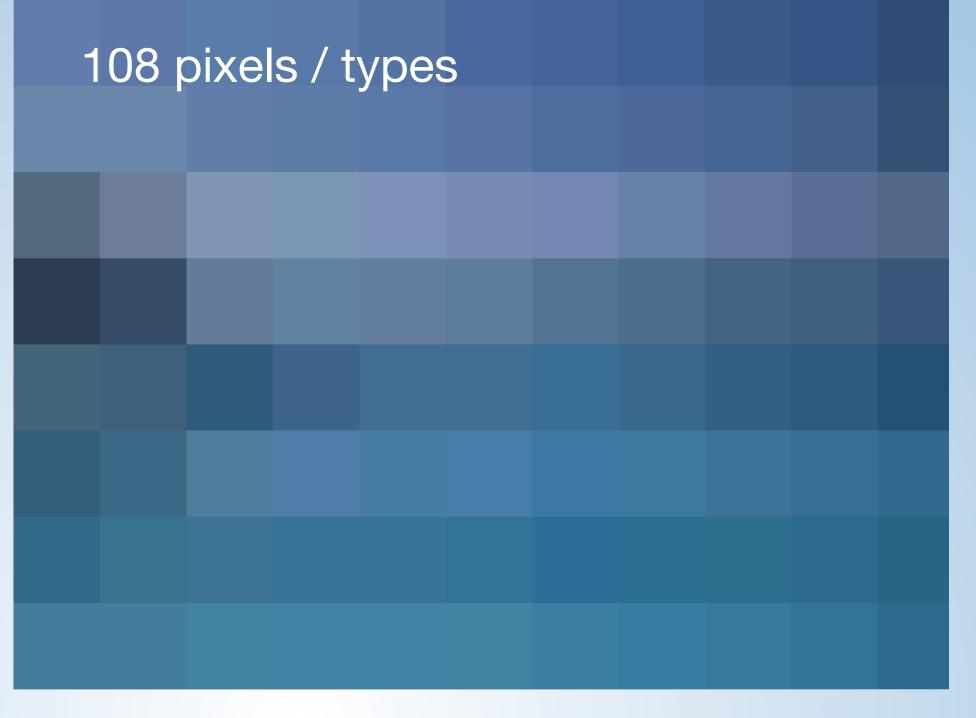


Identify the very unique thinking style of a person.

This way you know the best fit.







Would you like to use a smartphone with a display resolution of 12 pixels only or even 266 pixels?

I bet not!

You want a high resolution display.

That's why it's also so important to see people as they are.



HR Management

IDENTIFY:

Cognitive Intentions & Interpersonal Skills **Motivation Dynamics & Leadership Ability** Working Climate, Job Motivation & Team Fit **Aptitude & Potential Achievement**

IMPROVE:

Position Profiles & Candidate Selection Recruitment Strategy & Results eRecruiting Career Planning Engagement

INTEGRATE:

Team Building Personal & Professional Development Opportunities Effective tool for 360° Feedback Measurement & Modelling of Organizational Cultures

PERCEPTION Sensory Channel Hearing 70% Feeling 90% People 90% **Primary Interest** Places 35% Activity 85% Information 45% Things 30% Own 65% Perspective Partner 80% Observer 60% **MOTIVATION FACTORS** Motives Influence 55% Affiliation 85% Achievement 85% Direction Away From 55%

Reference

Planning Style

Primary Attention

Level of Activity

Primary Reaction

Success Strategy

Work Orientation

Information Size

Thinking Style

Working Style

Time Orientation

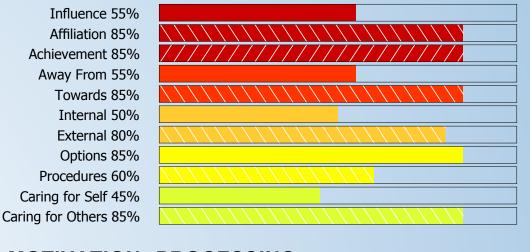
Convincer Channel

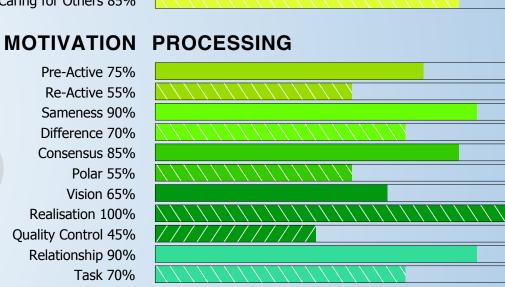
Convincer Strategy

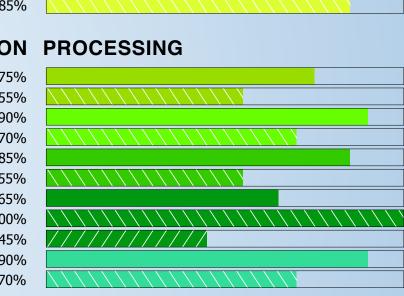
Management Style

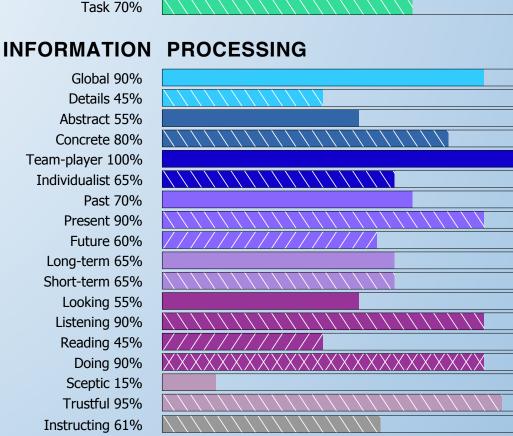
Time Frame

Comparison









Based on the clusters: Perception, Motivation Factors, **Motivation Processing** and Information Processing, it helps individuals explore how they interact with others, how they see themselves and how they fit into their environment, community and society.

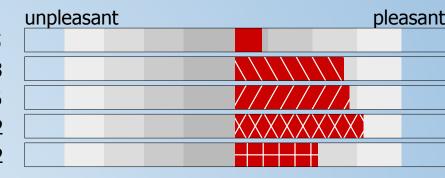




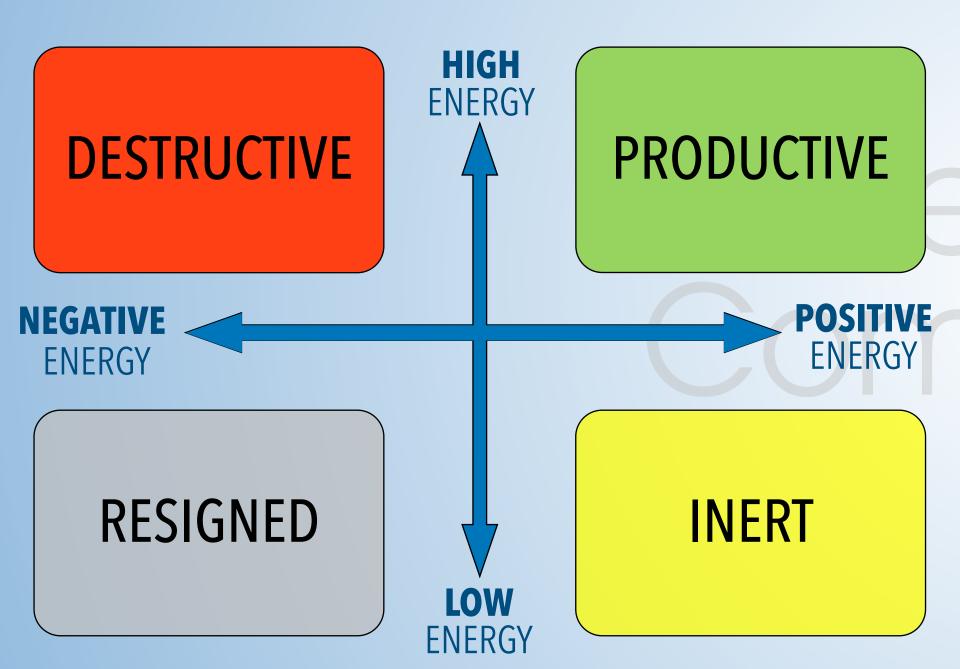
Working Climate

AUTONOMY

unpleasant Influence 3.15 Significance of the work 12.93 Identification 13.56 Network of social relationships 15.22 Opportunities for advancement 9.82



Engagement



Motivation is important, but it is not enough on its own. What really counts in business is motivation plus purposeful action = productive engagement!

DEPENDENCY

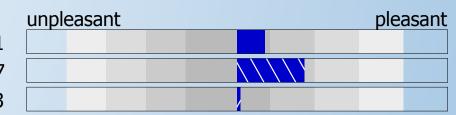
pleasant unpleasant Negative stress 18.49

SECURITY

unpleasant Opportunities for development 15.61 Recognition 21.79 Community 16.65

ABSENCE OF PROSPECTS

Lack of support -3.31 Lack of communication -7.97 Social coldness 0.13



CHALLENGE

unpleasant pleasant Positive stress 14.23 Strategic skills 12.83 Interpersonal skills 13.76 Focus on service 13.51

POINTLESSNESS

pleasant Pointlessness 2.90

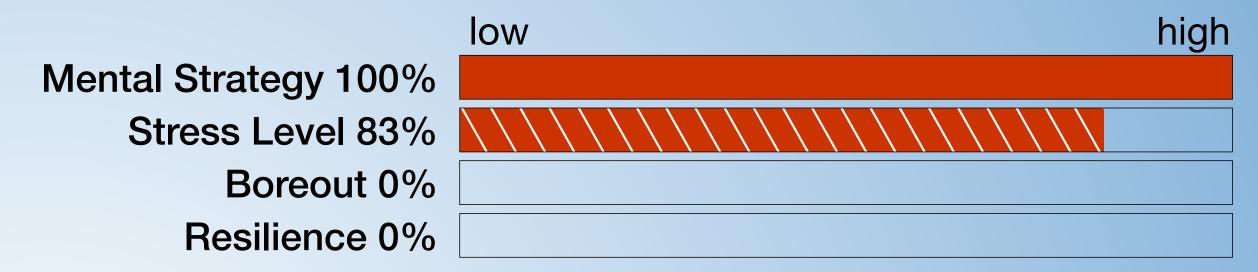
Reveal the working climate. Then you can take specific actions to improve the working climate, as the Identity Compass® system reveals to you the leverage points!

More Benefits

The Identity Compass® gives also answers to the following questions:

- ✓ How often is a major change on the job desired?
- What are the personal values?
 What is their dynamic?
- How do you perceive and process information?
- Are you having a self-sabotage strategy?
- Which ear do you prefer? ("Four sides of a message" according to Prof. F. Schulz von Thun)
- How developed are your Interpersonal Skills?
 Are you able to use them on your job?
- How do others perceive you?
 Are you perceived as being assertive?
- How developed is your dynamic intelligence?

Burnout, Boreout, Resilience



There is a mental strategy for burnout, which the Identity Compass® can measure, just as well as boreout and resilience.

Identify Quiet Quitting

Inner Termination 18% Inner Termination Inner Terminatio



When the best employees are leaving, it's getting dangerous for the company. Identify them before they actually leave and save the company.



Use the Identity Compass® in the Recruiting process

Write the job ad in such a way that the desired cognitive intentions are addressed.

Job ad

Job profile

Complete the professional qualifications with the required or desired Cognitive Intentions.

Create an electronic requirements profile.

↑ And here we help ↑

Decision on who should be considered for Identity Compass.

Selection with IC

Application

Results

Selection of applicants who are professionally suitable for the company.

Match Identity
Compass results
with the
requirement profile.

Can be automated by the Identity Compass system

Selection of the candidates for an interview.

One-on-one interview

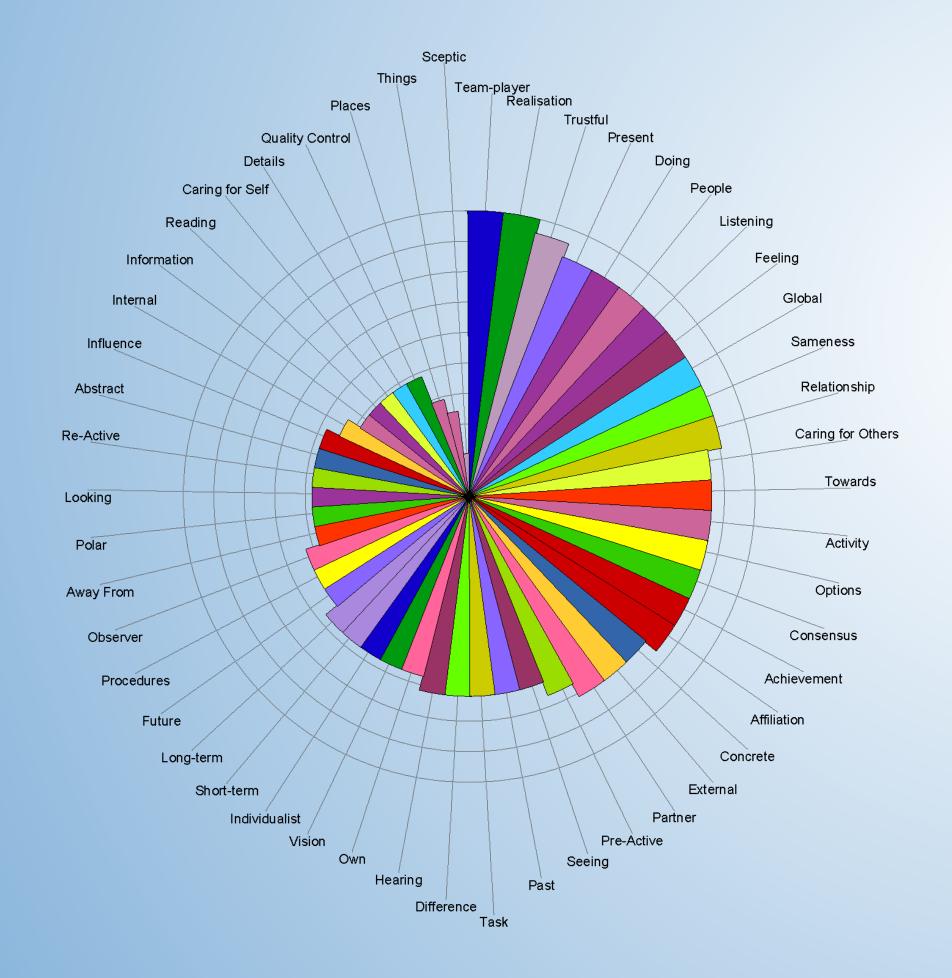
Decision

Make selection. Feedback also to rejected candidates.



Scientifically Validated

Three doctoral theses have been written on the Identity Compass® so far. In the most recent, Dr Darren Stevens was able to show the stages of cognitive development and dynamic intelligence thanks to the Identity Compass®, a ground-breaking discovery in psychology.





Identity