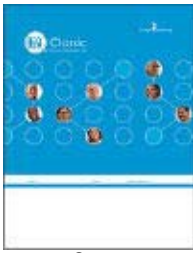


Career Choices



DiSC[®] Classic
Profile



Role Behavior
Analysis

The Client:

A mid-career professional, considering new career options

The Business Need:

James, a public relations professional, had worked with his current employer for more than 10 years. He had recently been denied a significant raise, which he thought was well-deserved. He was contemplating a job change, but wanted to carefully and objectively weigh his options before making a hasty move that could have lasting consequences for himself and his family.

The Solutions:

James needed to step back from his situation and take an objective look at how his work style and personal characteristics had affected his career decisions. He took the DiSC profile to help acquired that perspective.

Delivery Method:

Using the DiSC[®] Personal Profile System, the Role Behavior Analysis[®], and General Characteristics[®] Report. James was able to clearly understand how his work styles and preferences had led him to prefer certain assignments and projects over others. The profile helped James to honestly face aspects of his personality – positive and negative – that he had not previously contemplated. Equally important, however, was the personal career counseling that James received from his H.G. Brown staff member. They discussed a range of professional career options, and how these would influence James' personal and family situation. Armed with this new information, James felt much better prepared to evaluate, and pursue, several interesting employment opportunity.

Outcomes:

Through the DiSC profile, and his career counseling, James discovered that his greatest personal and professional rewards came from

writing. It was his core competency and the source of his greatest personal joy. For the time being, James has decided to stay with his current employer, and pursue projects that allow him to make best use of his creativity and writing skills. At the recommendation of his counselor, he has also begun devoting 10 hours per week of his personal time to his own writing projects. This allows James to exercise the creative freedom that his job was not providing and continue with his current employer to balance personal and family needs.