



Is Your Job Working for You?

The **Career Compatibility Scale (CCS®)** helps you understand what motivates you and what you value at work—and whether your current job is meeting your needs. The CCS measures your satisfaction with:

- Your level of influence at work
- The feedback you get from your boss
- Your relationships with coworkers
- The level of challenge in your job
- Your company's mission and values
- And many other factors that affect how you experience your job and workplace

Armed with these insights, you'll be ready to **take action**—whether it's to stay in your current job and make any needed adjustments, or look for a new opportunity.

How it Works

You answer questions based on **nine key themes** that affect your satisfaction at work: *Boss, Environment, Influence, Organization, People, Purpose, Recognition, Team, and Task/Challenge.*

Once you complete the CCS, you receive a **personalized report** that indicates the themes that are most important to you and explains the gaps between what's important to you at work and what you're actually experiencing.

For the three themes in which you're experiencing the greatest gaps, you also learn **practical strategies for improvement.**

Why Take the CCS?

The better you understand yourself and your work environment, the easier it is to **take positive action on your career.**

And, whether you decide to stay in your current job or pursue another opportunity, you **gain a deeper understanding of your top work motivators**, knowledge you will benefit from both now and in future jobs you may hold.

Using the CCS for Groups

Because the CCS covers a **broad range of career themes**, it's useful for both individuals and group work and can be applied to:

- Career counseling
- Performance improvement
- Leadership development
- Team building and employee engagement
- Environmental assessment and fit
- Conflict management

And when the CCS is purchased for group work, a team report is generated that allows convenient comparison of all members who take the assessment.

Take the CCS or Learn More

To arrange to take the CCS or to learn more about the assessment, please contact Dean DeGroot at **dean@innerviewconsulting.com**. Thank you!