



UNDERSTANDING THE POWER OF THE IDI

INDIVIDUAL DIRECTIONS INVENTORY™ (IDI)

Motivation can be a powerful tool for change. At the deepest level, people are motivated to seek satisfaction in life and work. Understanding this driving force can be valuable for individuals and groups.

Like MRG's leadership and sales assessments, our motivation product, Individual Directions Inventory™, is based on scientific research, uses a unique questionnaire design, and can be integrated with other MRG products for even more powerful results. With the Individual Directions Inventory™, you can:

- Help people understand their own motivations and how their motivations relate to their work and performance
- Gain insight into a candidate's motivational patterns – more effectively assess “fit” with organization, role and reward systems
- Inspire leaders to use motivation to support business initiatives and empower the individuals on their teams
- Build stronger teams through a deeper understanding of the motivations that inspire their members
- Offer managers and employees a valuable coaching tool
- Learn about potential challenges so they can be addressed before they affect performance

PERSONALIZED FEEDBACK BASED ON A SCIENTIFIC QUESTIONNAIRE

The IDI is designed to measure an individual's attraction toward specific situations and behaviors based on the types of emotional experiences the person is drawn toward. The IDI provides feedback on 17 variables in 6 categories: *Affiliating*, *Attracting*, *Perceiving*, *Mastering*, *Challenging* and *Maintaining*. It is an extremely useful tool for helping an individual determine which situations, experiences, environments and behaviors are most closely aligned with his/her unique preferences.

“As a consulting industrial psychologist in practice for 25 years I provide client organizations with psychological assessment services for both selection evaluation and developmental coaching. Over the years I have had the opportunity to experiment with many different tools and instruments. Without any question the power, accuracy and richness of the information provided by the IDI is not matched by anything I've used... It provides unique information not duplicated by other measure and is a standard component of all assessment work I do. I recommend the IDI without hesitation.”

Thomas M. Rand, Ph.D. - Rand Consulting Group

COMBINING THE IDI WITH OTHER MRG PRODUCTS

LEA & IDI combine together to enable an in-depth exploration of how a person is integrating internal forces (motivations) with the external realities of the leadership environment, and what is therefore easy or a source of tension in their approach to leadership, providing valuable insight for sustainable professional development.

AN INVALUABLE AID WITH MANY APPLICATIONS

- Executive Coaching and Development
- Career development for people at all levels
- Personal growth planning and work/life balance
- Pre-retirement planning
- Coaching/personal assistance
- Selection

A POWERFUL ASSESSMENT TOOL

- Unique questionnaire methodology provides exceptionally accurate and helpful feedback
- Based on technically superior research
- Demonstrates excellent reliability and validity
- Relevant normative database provides useful comparisons for business professionals

A SUPERIOR FOUNDATION FOR DEVELOPMENT

- Provides rich and insightful feedback
- Shows an individual's strengths and limitations
- Provides an accurate picture of motivational patterns
- Helps individuals align their personal strengths with their job roles and responsibilities

FACILITATOR TRAINING

Facilitator training is available for qualified professional coaches and consultants.

For further information, please contact:



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Individual Directions Inventory™ has been developed by Management Research Group (MRG) of Portland, Maine and Dublin, Ireland, a global leader in assessment-based individual and organizational development.

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