

# Career Compatibility Scale **CCS**<sup>©</sup>

**Personalized Results for**



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## CCS Introduction

Congratulations on completing the Career Compatibility Scale (CCS). Your results will provide you with important insights about what motivates you, what you value most, and the extent to which your current job is providing what you need.

In the CCS, we asked you to rate (1) how important a given work factor was for you; and (2) if the factor was being satisfied at your present job.

Your results are grouped by nine themes that represent important aspects of your work, such as the environment you feel most comfortable in, how you prefer working with others, and other key factors.

### Understanding your personalized CCS report [or profile]

To help you understand and benefit from your results, the report is divided into four sections:

- **The CCS Gap Overview** (page 3). Highlights the three themes with the *biggest gaps* between what you've ranked as important and what you're currently experiencing at work. The Gap is reported as the percentage of the full line (0 – 100%). The Gap results also provide a comparison between your Gap score and the average or “norm” for that theme (in grey).
- **The CCS Importance Overview** (page 4). Highlights the three themes your results indicate *are most important to you* and which therefore warrant careful attention. The CCS Importance scores are reported as percentiles (%tiles). For example, if you scored 70, this means you scored higher than 70 percent of the people in the CCS data base.
- **Themes in Detail** (pages 5-13). Defines each theme and explains your importance and gap scores for the theme. These pages are ordered by gap size (largest to reverse gap), not by importance score.
- **Recommendations for Development** (pages 14-17). Strategies for exploring the three themes with the biggest gaps. Includes questions for discussions and recommend steps.

Thank you.

