

PRODUCT DESCRIPTION

CNS STANDARD + FIRO-B ASSESSMENT

TERMS OF ACCESS

Subscription Price:	\$150
Subscription Duration:	12 Months
12-Month Renewal Rate:	\$25
Site Access:	Includes access to all CNS modules and 14 proprietary Career Next Step assessments. In addition, Career Next Step will administer the FIRO-B, provide an official FIRO-B Profile Report and provide a teleconference to explain to users how to interpret the results. While users also have access to the module that guides the interpretation of the Myers Briggs Type Indicator, this package does not include the actual administration of the Myers-Briggs Assessment.

PRODUCT DETAILS

The CNS Standard + FIRO-B package includes access to the following:

❖ *FIRO-B Assessment*

The Fundamental Interpersonal Relations Orientation-Behavior™ (FIRO-B®) is one of the longest standing, most widely respected assessment tools in the world. It was developed by William Shutz of Stanford University and today is managed by Consulting Psychologists' Press (CPP). This instrument quickly gathers critical insights into how an individual's needs for inclusion, control, and affection can shape his or her interactions with others. Through a partnership with Consulting Psychologists' Press, CNS users can take the official FIRO-B Assessment via a site dedicated only to Career Next Step users. As part of this package, you will receive the following:

1. **Online FIRO-B Assessment**—Complete the FIRO-B on Career Next Step's dedicated site.
2. **FIRO-B Profile Report**—Receive an official FIRO-B Profile Report, which provides your FIRO-B score and an interpretation of this score.
3. **FIRO-B Interpretation Teleconference**—Attend a Career Next Step teleconference, in which one of our certified FIRO-B test administrators will explain how to interpret the results and will field questions that you may have about your individual test results.

❖ *Personality/Career Assessments*

In addition to the FIRO-B, CNS users can complete the following assessments and modules:

Assessment Name	Assessment Description
Self Awareness Assessment	Provides a framework for evaluating several critical personality dimensions that relate to your career and life preferences. The assessment serves as a baseline for how you currently view yourself before you begin the process.
Myers-Briggs Type Indicator Interpretation Guide¹	Helps users gain a deeper understanding of their personality on four key dimensions: introversion-extroversion, sensing-intuitive, thinking-feeling, and judging-perceiving. The Myers-Briggs Type Indicator (MBTI) is the most widely used assessment in the world. Users who have already taken the Myers-Briggs can enter their score and read our online guide to score interpretation.
FIRO-B Assessment Interpretation Guide²	Helps users understand the way in which they prefer to interact with others on three key dimensions. Users who have already taken the FIRO-B can enter their score and read our online guide to score interpretation.

Assessment Name	Assessment Description
Interpersonal Style Inventory	Evaluates your current and desired rating on 24 key measures of interpersonal relations. Using an automated email survey, the instrument also enables users to view how up to 10 of their peers view them on each of these ratings.
Locus of Control	Evaluates how you view cause and effect in your life and how that impacts your motivation in your life and career.
Leadership Steps Assessment	Provides users with feedback on how they rate relative to an extensive CNS User Database on six key elements of leadership. The Leadership Steps Assessment is used as the foundation for several management and leadership development courses in the full-time and executive education curriculum at the Darden School of Business.
Development Profile	Provides a framework for evaluating key life and career-related activities, enabling users to visualize where they currently view themselves and how they wish to view develop on each dimension.
Time Use Profile	Builds on the Development Profile and helps users to evaluate the extent to which they are allocating their time to meet the objectives outlined in their Development Profile.
Life's Story	Prompts you to document and analyze key milestones to gain insights into what, how, and why you have chosen your current career path, and how you envision that path for the future.
Predisposition Test	Provides users with feedback on the key cultural and environmental aspects of organizations that they prefer to work in.
Figure Test	Provides users with feedback on the types of environmental and social interactions that they prefer.
Success Definition Exercise	Helps users articulate the specific metrics and achievements that constitute their individual definition of success.
Energy Management Assessment	Prompts users to think through the different activities, tasks, and environments that provide them with energy and/or drain them of energy both mentally and physically.
Life's Dream Exercise	Helps users articulate their specific life goals and ambitions.
Lifestyle Representations Exercise	Helps users think through how they are prioritizing different activities and responsibilities in their life.
Written Interview Exercise	Helps users think through 10 critical "interview" questions relating to the past career path and future career plans. While this is the most time intensive instrument, it is one of the richest sources of data to guide your career.

¹ Users who have not taken the Myers-Briggs must purchase the Myers-Briggs Type Indicator separately through Career Next Step or another source if they would like to view their personal score on this assessment.

² Users who have not taken the FIRO-B must purchase the assessment separately through Career Next Step or another source if they would like to view their personal score on this assessment.

❖ *Life Themes and Career Implications Modules*

The Life Themes module provides a guided framework for translating the insights that you have generated from the battery of assessments into the 15-20 most important behavioral, cognitive, and emotional patterns that define you as an individual. Your personal Life Themes list serves as an invaluable foundation upon which you will build both your short and long-term career aspirations. The Career Implications module provides a guided framework for translating your Life Themes into tangible career implications. The module enables users to clearly define job requirements based on their unique Life Themes.

❖ *Career Analysis Module*

The Career Analysis module is an interactive tool that enables users to visualize the extent to which different career options that they are considering are a match for their Life Themes and Career Implications. The Career Analysis module serves as an invaluable framework and helps users determine which career and job options offer a best match for their unique career and life requirements.

❖ *Career Search Module*

The Career Search module provides a vast repository of job search tips and tools, including templates for creating effective resumes and cover letters, and guidelines for effective networking, interviewing, and offer negotiation. The career search module draws from the 35+ years of career development experience of co-founders Professor James G. Clawson and W. Herbert Crowder III, Director of Alumni Career Services at the Darden School of Business.