

# SHIP-SUPERINTENDENT



## HELPING YOU TO STEER YOUR CAREER

### Career Development



#### **Career Guidance**

Career guidance consists of the services that help people successfully manage their career development. Although this aspect of human development occurs on its own as we mature, everyone can benefit from assistance navigating through this process



#### **Employers**

Individuals looking for a career in maritime or those looking for their next move within the maritime industry may benefit from taking part in one of our personality profiling programs



#### **Individuals**

Our tools can be used within organizations for the entire lifecycle of an employee including: selection and integration, teamwork and development, supporting sea to shore transition, leadership and identifying talent, culture and change, separation and exit.

### How does it Work?

Individuals looking for a personal feedback will benefit from our Personality Profile program. It provides individuals with a comprehensive summary of their strengths as well as the frustrations and challenges associated with their individual style. It is a vital tool to Individuals looking for a new job either within a current organization or in a new organization.

Employers. The questions for employers are, "Are you looking for a talent, internally or externally?" "Are you developing a team?"

Our program enables you to establish exactly what your organization really wants from the individual and the role. Together you create the ideal role template for the job. A candidate's personality profile can be compared to one or multiple role definition profiles showing the degree of fit to the role. When it comes to the interview stage, a range of behavioural and situational questions are provided to the employer in easy to use tailored interview guides. We may combine different profiles together for team development purposes.

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