

Personalizing Career Development: Core Factors Releases Practitioner-Focused Report

Core Factors introduces **Personalizing Career Development**, a new special report that helps coaches, advisors, and HR leaders guide individuals toward aligned, energizing career decisions through a flexible model built for career development programs.

Temecula, California May 4, 2025 ([Issuewire.com](https://www.issuewire.com)) - Core Factors, a leader in psychometric tools for leadership and organizational development, has released [*Personalizing Career Development: Empowering People to Navigate Work with Clarity and Confidence*](#). This new special report responds to a growing need among coaches, career development professionals, and HR leaders: how to support better career decisions in a world where traditional planning tools no longer keep pace with the complexity of work.

Built on insights from one of today's most actionable [career assessment tool](#), the *Core Factors Career Path assessment* introduces a structured and adaptable approach that emphasizes energy alignment, motivational drivers, and real-world fit. It gives practitioners a usable framework for leading career conversations, [navigating career transitions](#), and aligning individual development with organizational needs.

Career planning has not kept up with the realities of modern work. Most people face frequent transitions and increasing uncertainty about what roles truly fit. Despite access to more job listings and assessments, individuals still struggle with a fundamental question: What should I do, and how do I know it's right for me?

Many tools rely on checklists or generic labels, overlooking what truly sustains someone day to day. This leads to burnout, disengagement, and misaligned career decisions. Organizations feel the effects through attrition and underdeveloped internal talent. Coaches and HR professionals are left trying to help people make lasting decisions without the right structure or language.

This report offers a way forward, with a model grounded in motivation, energy, and personal fit.

"Professionals today aren't looking for another prescriptive tool that spits out a job title," said Kris Kiler, President of Core Factors. *"They want frameworks that help people understand how they work, what energizes them, and where they're likely to thrive. This report gives practitioners the structure and language they need to lead career conversations that are reflective, practical, and grounded in real-world context."*

At the center of the report is the *Core Factors Career Path* assessment model, which includes two key components: Occupational Activity Groupings (OAGs) and Global Interest Areas (GIAs). OAGs identify which types of work tasks individuals prefer or avoid, providing insight into how people manage energy and engagement. GIAs describe how people are motivated to contribute, such as through leading, analyzing, helping, or creating.

Together, the OAGs and GIAs form a practical framework for understanding energy patterns, motivational drivers, and avoidance tendencies. Rather than matching people to static roles, the model helps uncover how they prefer to engage with work. It highlights what gives them energy, what wears them down, and what keeps them motivated over time.

The report introduces a variety of career exploration tools and structured approaches that help individuals reflect on their work patterns, preferences, and motivations. These can be used across coaching sessions, advising conversations, and organizational planning. Practitioners can also apply the model in career development training settings to support scalable, person-centered guidance at every stage of a career.

While the model is powerful in individual coaching or academic advising, its real strength is in its ability to scale. Organizations can use it to improve internal mobility, support leadership development, and align roles with individual patterns of motivation and energy. In higher education and workforce development, it helps build stronger career programs that reflect how people actually grow and change over time.

By focusing on how individuals prefer to engage with work, rather than simply identifying where they might fit, practitioners can [guide meaningful career choices](#).

If you're building career development programs, leading coaching engagements, or supporting early-career decisions, this report offers practical insight and structure. Download *Personalizing Career Development* today on the Core Factors website and explore how this approach can help people make more confident career decisions and find roles that truly fit.

About Core Factors

Core Factors is a leading provider of psychometric assessments and development tools designed to empower professionals and organizations. Focusing on emotional intelligence, personality type, and career path development, Core Factors delivers data-driven solutions that enhance leadership, collaboration, and personal growth. Our mission is to provide actionable insights that drive meaningful change in individuals and teams, ensuring sustainable success across industries. For more information, visit the Core Factors website.

To learn more about the Career Path assessment and how it supports personalized, data-driven career development, visit Core Factors at www.corefactors.com.

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