

Core Factors Announces Career Signals™ to Clarify Motivation for Sustainable Career Fit

Career Signals helps coaches and HR leaders reveal what drives or drains people at work by combining career values and motivational skills so clients choose roles and environments that sustain energy and fulfillment.

Career Tools are Falling Short

Traditional assessments miss what drives satisfaction, engagement, and retention

Read the Special Report



Temecula, California Nov 10, 2025 ([Issuewire.com](https://www.issuewire.com)) - [Core Factors](#) today announced [Career Signals™](#), a soon-to-be-released [career assessment](#) that provides coaches, consultants, and HR leaders with a practical way to illuminate career motivation: what truly energizes individuals and what

depletes them. The tool integrates two powerful perspectives that professionals have long sought but rarely find in one model: [career values](#), which reveal what work should represent, and [motivational skills](#), which show where people feel both effective and energized. Rather than matching individuals to job titles, Career Signals equips practitioners to guide clients toward a more values-aligned and sustainable direction.

As work expectations evolve and careers become increasingly nonlinear, professionals need tools that move beyond surface-level interests. *Core Factors Career Signals* introduces a grounded approach that helps clients align values with energy, identify what sustains their performance, and anticipate where misalignment may lead to disengagement. It provides clarity where clients often feel uncertain, turning career exploration into a process of self-understanding and strategic alignment.

Career satisfaction often falters not because people lack skill, but because their sources of motivation and meaning are misaligned with the realities of their work. Traditional career assessments focus narrowly on interests, competencies, or job categories, missing the deeper question of what sustains an individual's energy over time. As a result, individuals often choose roles that appear well-suited on paper but feel draining in practice. Over time, this mismatch contributes to burnout, turnover, and stalled development.

Core Factors developed *Career Signals* to close this gap. By combining the study of motivation with an understanding of personal values, the assessment reveals the deeper forces that sustain engagement. It helps individuals recognize where their sense of fulfillment thrives and where it begins to erode. For practitioners, it provides a structured way to guide meaningful conversations about direction, renewal, and growth. This approach reflects Core Factors' belief that effective career development depends not just on what a person can do, but on what consistently energizes them to keep doing it well.

"Career Signals is designed for the conversations that professionals are having today," said Kris Kiler, President at Core Factors. *"Clients want clarity about what matters most in their work and why certain experiences either motivate or deplete them. By integrating values and motivational skills, we've created a tool that connects insight to action. Our goal is not to label people or prescribe a single path, but to bring clarity that travels with them through change. When clients can name what gives meaning and sustains their energy, they make better choices—and remain engaged in the work that fits them best."*

Career Signals translates motivation into a two-part, practitioner-ready framework. The first component, *Career Values*, captures what individuals want their work to represent—concepts like autonomy, contribution, growth, stability, or recognition. Values clarify the conditions that foster satisfaction and long-term engagement. The second component, *Motivational Skills*, highlights the activities where people feel both energized and capable, combining enjoyment with effectiveness. These results reveal where individuals are likely to build momentum and where energy may decline, even if performance remains high.

Together, these perspectives help practitioners map alignment and friction across the real contexts of work. *Core Factors Career Signals* moves career conversations from broad possibilities to specific, values-based direction. For clients reevaluating their careers or reengaging in their current roles, it offers a stable framework for reflection and confident decision-making. Core Factors built the assessment to be ethically applied, scientifically sound, and adaptable across individual coaching and organizational development. Every insight is designed to promote self-understanding and action, ensuring that results translate into measurable progress rather than static profiles.

For coaches and consultants, *Career Signals* shortens the path from assessment to insight. It provides a clear language for discussing what sustains energy and how values shape motivation, allowing practitioners to help clients navigate decisions with precision. For HR and organizational development professionals, the tool scales easily into talent and mobility programs, aligning people with roles that reflect both individual motivation and business needs. It encourages employees to reconnect with what drives them, creating stronger engagement and longer-lasting satisfaction.

At the organizational level, the impact extends beyond career planning. When people understand what fuels their motivation, teams communicate more effectively and leaders support growth with greater empathy and focus. Combined with Core Factors' other tools for personality and emotional intelligence development, *Career Signals* helps organizations create environments where purpose and performance reinforce each other, fostering a more resilient and fulfilled workforce.

Career Signals is coming soon. Professionals can begin preparing by exploring how this new assessment integrates motivation and values to clarify what makes work meaningful. Practitioners are invited to request a demo to experience the tool firsthand, learn how results are structured, and see how they can be applied in coaching, career guidance, and leadership development. Core Factors also invites HR and development leaders to apply for a Pro Account to access practitioner-grade tools, manage projects, and receive early access to *Career Signals* upon release.

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 Signals* assessment and how it supports personalized, data-driven career development, visit the Core Factors website.



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Source : Core Factors

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