

Carrus - A Career Management Tool for the 21st Century

Introducing a new Career Management programme.

Carrus is a *Career Management Toolkit* designed to support recruitment and development it also shows individuals how to manage their careers and aspirations in the 21st century. The programme focuses on key qualities consistently identified by employers as being the core areas in which they are most interested. These are the qualities associated with *performance, wellbeing* and the *quickest transition into new and different roles*.

CARRUS does not aim to predict which jobs will suit us. All of us can do many jobs. It is designed to provoke thinking about how well candidates are prepared for work; employability depends on this.

What is assessed?

The programme assesses, through a measure:

- 4 areas of ability: Numerical, Verbal, Non-Verbal, Mechanical
- 12 aspects of personality: Conscientiousness, Concern for Standards, Ambition, Continuous Improvement, Personal Development, Problem Solving, Creativity, Organisation, Team-Working & Self Reliance, Altruism, Emotional Intelligence and Assertiveness.

How will CARRUS benefit others including young people?

CARRUS identifies qualities they should develop and demonstrate that will prepare them for the world of work and enhance their employability.

What is included?

Once the online questionnaire has been completed you receive:

- Carrus Development Report: Feedback on 4 areas of ability and 12 aspects of personality, plus development suggestions.
- Optional
 - Career Management Guide: A workbook which provides a structure for career planning.
 - The Employability Profile: A structured way of building a picture of what you have to offer a potential employer.
 - Coaching Report: Provides a coach or mentor with a narrative report about the individual together with coaching suggestions.

Features and Benefits:

- Cost Effective
- Focuses on the qualities that matter
- Easy to understand feedback
- Easily accessible online or off
- New levels of User friendliness
- Provides Development Suggestions
- Instant Feedback
- Suitable for all ages
- Maximum 40-45mins to complete

Licensed User Training

This programme is designed to enable trainers, coaches and managers to understand the model of mental toughness, how to measure it, and how to use the model and the measure in their work.

Attendance is a requirement before purchasing and using the metric, however it is also possible for us to provide an interpretation service (this is known as Bureau Service).

The programme includes a comprehensive workbook which as well as providing useful reference material and contains exercises and guidance on the use of the measure, feedback and potential interventions. All participants will complete the metric as part of the preparation for the programme.

Training is available for individuals (on Open Courses), groups or on-line (where possible).