

## Exceptional Service

### Credentials, Competency, Compassion

#### Demonstrated success

- *Career Directions*, founded in 1979, is Michigan's oldest career management firm. It is licensed by the State of Michigan, and its founder, David Gruner, is the first practitioner in Michigan to receive international career management certification.
- Building on nearly a quarter century of experience, *Career Directions* offers a full range of services through the employment lifespan, from assessment and selection, to career management and leadership coaching, to career transition and outplacement.

#### Dedicated personal involvement

- Clients work directly with *Career Directions'* principals and senior staff. We provide ongoing consultation and frequent progress reports throughout the assessment and counseling process.
- We handle all matters entrusted to us with sensitivity and discretion, placing highest priority on a positive outcome for all parties.

#### Individualized support

- We recognize that every person and organization is unique. Both our individual and group programs are tailored to your particular needs, and we respond immediately to emerging situations.

#### Broad expertise

- *Career Directions'* staff is comprised of seasoned, innovative and dedicated professionals.
- Each of our consultants has over 20 years of counseling and consulting experience with people at all organizational levels. Each holds a Master's or Doctoral degree and has a strong background in psychology, business, human resources management, or training.
- We are also skilled in conducting and interpreting a comprehensive range of work behavior, personality and competency tests that help employees to maximize job-fit in their next position.

#### A network of resources

- *Career Directions* offers the close, personalized attention of an independently owned regional firm, linked to a global network of other independent career management firms – Career Partners International. We maintain an extensive, worldwide database of industry experts, recruiters and job lead contacts.

#### Supporting your human resources professionals

- *Career Directions* supplements your human resources staff in addressing complex or sensitive personnel situations, particularly when they require intensive time commitment, specialized testing and counseling services, and/or the objectivity and confidentiality of an outside consultant.



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