



Scan to score any career against your signal.

COMPLETE

The Collaborative Anchor

Energized by people, process-driven and results-focused,
trustworthy and dependable every day.

SE / ST / SR

ENVIRONMENT · CONTROL · RHYTHM



The Independent Production Operator

You build the work and own the call. Real hands, real
output, all yours.

EQ / IN / MC

CLUSTER · STANCE · WORKFORM



Prepared for Madison Sample · June 16, 2026

YOUR COMPASS COORDINATES

Environment N 9E.MRKAY W BN.64TQ5 ALT RSVD

Preference S A8.4A6CA86 E A8.66C84CE ALT RSVD

Enter these coordinates at Compavra.com/compass to score any career against your signal.

CONFIDENTIAL

SE ENVIRONMENT Social & Service You rely on interaction with people to stay effective. Extended isolation will reduce your performance and drain your energy over time. This is an environmental requirement of your profile, not a matter of preference.	ST CONTROL Structured You perform best when expectations, decisions, and processes are defined for you. Ambiguous or loosely structured environments will reduce your effectiveness. This is a clear preference for working inside frameworks where the rules are visible and the path is mapped.	SR RHYTHM Structured Rhythm Consistent, predictable work patterns are a requirement for your sustained performance. A clear boundary between work and personal time, and a defined end to the workday, is not a preference. It is a structural need. Open-ended, boundary-blurring rhythms create cumulative strain.
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Resume Bullet

This is the language to use when someone asks who you are at work. Lift it directly for your LinkedIn About section, your resume summary, or your professional bio. Adjust the wording over time as your career develops, but this is your starting point.

A reliable team operator who delivers inside structured environments. Trusted to hold standards consistently and execute against established processes. The person colleagues count on when the work has to get done correctly without disruption to the team.

01

Who You Are at Work

The Collaborative Anchor

You are built to deliver inside teams. The presence of other people is not a tax on your performance. It is the environment where your performance grows. You read what the group needs. You contribute reliably. You deliver consistently within the structure of how the team operates. Without people around you, the work does not get worse exactly, but the engagement that fuels your steadiness starts to thin out. The team is not a constraint on your work. It is the operating environment your work was designed for.

Your relationship with structure is process-driven and socially embedded. You follow systems because they work, and you do it inside the context of the team that is running them. People who depend on you stop worrying about whether the work will get handled. Coworkers know what to expect from you, and that predictability inside group context is rare. It makes you the person who holds the team together during periods when other personalities are unstable. Reliable contributors anchor organizations in ways that high-visibility performers often cannot.

This profile struggles in roles that demand long periods of solo work without team contact, or in environments where the team itself is dysfunctional enough that reliability gets exploited rather than valued. Your career thrives in stable organizations with healthy team cultures, where the work is steady, the people you work with are competent, and your dependability is recognized as the asset it is. Operations roles, established teams in mature companies, and service work in functional environments are common examples. These are environments where you build a career that grows over time into seniority and trust.

Your strength is consistency. You are at your best when the work has a recognizable rhythm, the same starting point, the same cadence, and the same sequence carried through to completion. Predictability is not boredom for you. It is the foundation that lets you go deeper, get sharper, and build the kind of mastery that only develops through long repetition of the same well-executed work. Roles that demand sudden changes or constant task-switching will exhaust you faster than the work itself ever could. Roles that reward depth and dependability over flexibility are where you grow strongest.



YOUR COMPAVRA SIGNAL

Your natural direction.

SE / ST / SR

ENVIRONMENT ·
CONTROL · RHYTHM

Your Compavra Signal reads in three parts. The closer your work matches all three, the more natural it will feel.

02

What Energizes You / What Drains You

The Collaborative Anchor

These two lists summarize the patterns above into something you can scan. Not everything will apply to every role you consider, but together they paint the shape of what work feels like when it fits you and what it feels like when it doesn't.

WHAT ENERGIZES YOU

- A defined system that works
- A stable, healthy team around you
- Reliable institutional grounding and predictable compensation
- Recognition for consistency and trustworthiness
- Process that serves the work and is followed by everyone
- Long tenures where institutional knowledge compounds
- Deep, stable role definitions

WHAT DRAINS YOU

- Roles requiring you to build structure from nothing
- Dysfunctional or constantly-changing teams
- Variable, commission-based, or unpredictable income
- Cultures that exploit reliability rather than valuing it
- Organizations that conflate visibility with contribution
- Job-hopping environments
- Roles where institutional knowledge never has time to develop

03

How You're Built to Operate

The Collaborative Anchor

Sixteen attributes that shape your day

These are the underlying attributes that combine to produce your signal. Each one has been scored from your responses; the prose below reflects your actual band on each attribute. Read this section to understand the texture of how you operate, attribute by attribute.

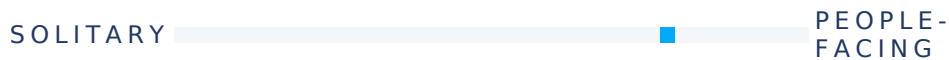
WHAT THIS SECTION IS FOR

Your signal letters (SE / ST / SR) are the shorthand. These sixteen attributes are the texture. Two people can share the same signal and operate differently because their attribute bands differ. This section tells you which parts of your profile are most pronounced.

PART ONE OF THREE · ENVIRONMENT ATTRIBUTES

SOCIAL EXPOSURE

You lean toward people-facing work. Sustained interaction is part of how you operate, and a steady social presence in the day is part of what keeps you engaged. Roles built around regular contact with others are a natural fit.



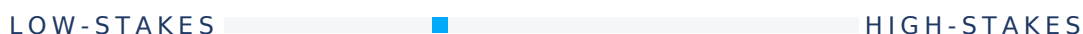
EMOTIONAL LOAD

You sit near the middle. You take emotional intensity in measured doses, and roles with periodic emotional demand fit you well. Work where intensity is the constant baseline sits outside your most sustainable range; steadily calm work sits below where you are most engaged.



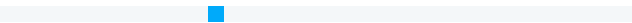
CONSEQUENCE PRESSURE

You lean toward lower-stakes work. You are at your best where there is room to course-correct and outcomes do not hinge on every individual decision. Roles where mistakes are severe, irreversible, or highly public sit outside your most sustainable range; a moderate or buffered consequence layer is where you operate well.



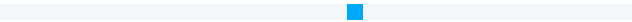
P H Y S I C A L E N G A G E M E N T

You lean toward desk-based work. You are at your best where physical demand is light and the work is intellectually driven or contemplative. Roles built around constant physical activity sit outside your most engaged range, regardless of the subject matter.

DESK-BASED  HANDS-ON

C O G N I T I V E D E M A N D

You sit near the middle. You like some mental complexity without needing it to be the whole job, and you are comfortable with analytical work that shares the day with operational rhythm. Roles that mix cognitive depth with steady execution fit you well.

DEFINED WORK  OPEN PROBLEMS

P A R T T W O O F T H R E E · C O N T R O L A T T R I B U T E S

A U T O N O M Y

You lean toward a set approach. You are at your best when the method and the decisions are defined for you, leaving you free to execute. This is a preference for a clear playbook on the how, not a comment on how driven you are.

SET APPROACH  OWN APPROACH

I N C O M E S T A B I L I T Y

You lean toward steady pay. Consistent, predictable earnings are part of what lets you focus on the work, and you are at your best inside arrangements that provide stable compensation. Highly variable or commission-based structures sit outside your most sustainable range.

VARIABLE PAY  STEADY PAY

T I M E S T A B I L I T Y

You lean toward bounded time. A clear line between work and the rest of your life, with a defined end to the workday, is what lets you sustain your performance. When work runs open-ended and reaches into personal hours, that is where the strain tends to gather.

BLENDED  BOUNDED

I N T E R N A L D R I V E

You lean toward external activation. You do your best work when deadlines, accountability, or supervision give you something to push against, rather than relying on self-generated momentum. This is about what gets you moving, not about whether you do the work your own way.

DEADLINE-DRIVEN  SELF-STARTING

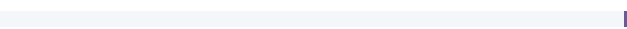
P R E C I S I O N

You lean toward the big picture. You are at your best where precision demand is moderate and concentrated rather than pervasive, and you grow most through other strengths. Roles built entirely around sustained, high-stakes accuracy sit outside your most sustainable range; precision as one element among many keeps you operating well.

BIG-PICTURE  FINE-DETAIL

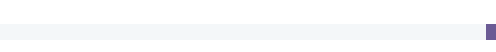
P A R T T H R E E O F T H R E E · R H Y T H M A T T R I B U T E S**P R E D I C T A B I L I T Y**

You lean toward predictable conditions. Structured, repeatable environments are where you do your most consistent work, and a stable framework of expectations and workflows is what you build on. When the shape of the work holds steady, you settle in and go deep.

VARIABLE  PREDICTABLE

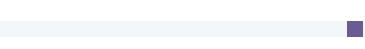
S C H E D U L E F L E X I B I L I T Y

You lean toward variable hours. Shifting, extending, or irregular working hours sit within your range, and schedule changes do not disrupt your work or your life much. Roles with variable hours, shift work, or on-call demands are workable for you in ways they are not for most.

FIXED HOURS  VARIABLE HOURS

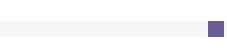
A D A P T A B I L I T Y

You sit near the middle. You handle change at a measured pace and do well in environments with periodic, well-managed transitions. Constant restructuring and total stillness both sit outside your sweet spot.

STEADY-STATE  FAST-CHANGING

C O M P L E T I O N H O R I Z O N

You lean toward short cycles. You are at your best when work closes out on shorter timelines and progress is visible regularly. Outcomes that take months or years to materialize sit outside your most engaged range. This is not impatience; it is a preference for the feedback loop that comes from completing things, and shorter closure rhythms keep you growing.

SHORT CYCLES  LONG HORIZONS

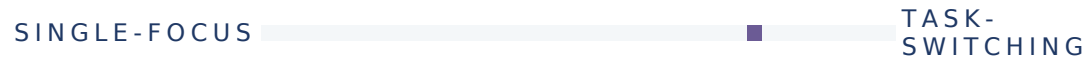
W O R K P A C E

You sit near the middle. A deliberate, thorough pace suits you, with comfortable moderate urgency and no need for constant high-speed decisions. Roles with periodic urgency inside an otherwise measured rhythm fit you well.

DELIBERATE  FAST-PACED

T A S K S W I T C H I N G

You lean toward task-switching. Continuous movement between different tasks, contexts, or domains is where your engagement stays up, and variety suits how you work. Sustained focus on a single track for long stretches sits below your most engaged range.



Where the Work Lives

The Independent Production Operator

The first half of this report described how you are built to operate. The second half describes where work like yours actually lives. Same person, two angles. The Compavra Preferences below name the territory: which cluster of work fits, which stance you take inside it, and which workform you carry into the role.

Your Environment Signal is SE-ST-SR. Your Preference Signal is EQ / IN / MC. Together they map onto The Independent Production Operator in the Equipment & Production Work cluster. The Environment side of you tells the engine where you function well long term; the Preference side tells the engine what kind of work will engage you. This report reads both at once and shows you the careers that score well on both.

 EQ CLUSTER Equipment & Production Work You run the machines that turn raw stuff into finished goods. Real tools, real output, real things you can point to.	 IN STANCE Independent You set your own rules at work. The direction comes from you, not from a boss above you.	 MC WORKFORM Mechanic You fix things that broke. Engines, parts, problems. The proof is the thing running again.
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05

Where Your Profile Thrives

The Independent Production Operator

These are the careers your results point to, grouped by the kind of work. The kinds of work your Environment and Preference results most strongly support come first. Each career shows its typical pay range and the usual way in.



A small Owner-Path badge appears next to some careers below. The badge marks careers where the dataset recognizes ownership as a viable stance variant: solo practice, independent shop, or small business. It is a property of the field, not a claim about the specific role on the line.

DUAL-FIT marks the strongest kind of match: a career both your Environment signal and your Preference signal point to on their own. It fits how you are built to work and what you are drawn to at once, so the pull and the staying power line up.

Automation Resilience

Every career on your compass carries an Automation Resilience score, AR-1 through AR-5. It answers one question: how much of this work is the kind that today's AI can do, and how much is the kind it cannot. A 5 means highly resilient. A 1 means highly exposed.

The five levels:

AR-5 Highly resilient. Hands-on work in the real world, often safety or licensure bound. AI assists at most. Plumbers, electricians, emergency nurses.

AR-4 Resilient. Mostly physical or in-person. AI absorbs some routine tasks, but the core of the work stays human.

AR-3 Mixed. A real blend of automatable cognitive work and irreplaceable human or physical work. AI reshapes the role without hollowing it out.

AR-2 Exposed. Largely analysis, information, or content with a thinning human layer. AI already handles a large share of the daily tasks.

AR-1 Highly exposed. Routine, predictable, screen-based information, documentation, or content work. Squarely in current AI's wheelhouse.

How a job earns its number. We read the actual tasks, not the title. Four things raise the score: hands-on physical work, being in person with people, work where a licensed human has to be accountable, and real-time judgment in unpredictable situations. One thing lowers it: how much of the day is routine information work at a screen, which is exactly what AI does well right now. A job's number is simply where its daily work sits between those.

Read it as a lens, not a verdict. The score measures resilience to AI-driven automation under what AI can do today. It is not a prediction of the future, and it is not a judgment of you. If it fits, let it weigh your thinking. If it does not, set it down. The compass handles the rest.

✂ Skilled Trades & Handwork

You work with your hands at the level the trades demand. This is electrical, plumbing, HVAC, welding, carpentry, masonry, machining, automotive, and the craft trades that build, repair, and maintain the physical world the rest of the economy operates on top of. The trades reward people who can hold a system in their head, diagnose what's wrong by feel, and finish a job to a standard that holds. People who fit here trust the work to speak for itself, and they don't apologize for choosing a trade. The pay paths run further than most career advice acknowledges, and the independent paths run further still. Your list surfaces the trades where your blend lands hardest.

Boiler Mechanic AR-5  Pressure-system maintenance work with high exactness, elevated consequence, and controlled structured execution.	PAY \$64,800 to \$95,400	TRAINING AND EDUCATION High school diploma or equivalent Experience: None Training: Apprenticeship
Commercial Laundry Worker AR-5 DUAL-FIT  High-volume machine loading, unloading, and folding to exact standards with supervisor oversight.	PAY \$60,000 to \$88,700	TRAINING AND EDUCATION Postsecondary nondegree award Experience: None Training: Long-term on-the-job training
Industrial Maintenance Mechanic AR-5  Plant and machinery maintenance work with strong technical accuracy, elevated operational consequence, and structured troubleshooting flow.	PAY \$55,000 to \$78,800	TRAINING AND EDUCATION High school diploma or equivalent Experience: None Training: Long-term on-the-job training
CNC Operator AR-5  Programming and running CNC machines through precise, structured, tolerance-driven production work.	PAY \$44,900 to \$61,800	TRAINING AND EDUCATION High school diploma or equivalent Experience: None Training: Moderate-term on-the-job training
Fleet Maintenance Technician AR-5  Structured multi-unit maintenance work with strong repair demands, active scheduling flow, and elevated switching across assets.	PAY \$51,300 to \$81,700	TRAINING AND EDUCATION High school diploma or equivalent Experience: None Training: Moderate-term on-the-job training

HVAC Technician AR-5

Field mechanical service work with strong troubleshooting demands, active physical execution, and structured repair flow.

PAY

\$48,400 to
\$77,100

**TRAINING AND
EDUCATION**

Postsecondary nondegree
award

Experience: None

Training: Long-term on-the-job
training

Electronics Technician AR-5

Technical systems work with high troubleshooting demand, high exactness, and stable structured execution.

PAY

\$60,000 to
\$88,700

**TRAINING AND
EDUCATION**

Postsecondary nondegree
award

Experience: None

Training: Long-term on-the-job
training

Marine Mechanic AR-5

Field-oriented mechanical repair work with high physical demand, strong system precision, and elevated service variability.

PAY

\$99,200 to
\$137,700

**TRAINING AND
EDUCATION**

Bachelor's degree

Experience: None

Training: None

**Equipment & Production Work**

You run the machinery and production systems that turn materials into finished work. This is the cluster that covers manufacturing, fabrication, production engineering, and the technician and operator roles that keep the line moving. The work is physical, measured, and unforgiving of inattention. A bad part shows up in the next station and a missed adjustment shows up in the yield report. People who fit here read machines the way some people read faces, and they take pride in output you can count. The careers split between hands-on production roles and the engineering and supervisory roles that surround them. Your list shows you the shape of both.

Food Production Worker AR-4

Processing food products through steady production work under strong safety and quality requirements.

PAY

\$36,000 to
\$49,000

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Textile Production Worker AR-4 **DUAL-FIT**

Producing fabric and textile outputs through steady, repeatable, machine-based production work.

PAY

\$36,000 to
\$49,000

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Welder (Manufacturing) AR-4

Joining metal components through high-skill, physical, precision-sensitive production work.

PAY

\$46,800 to
\$63,000

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Water Treatment Plant Operator AR-3

Operating water systems through governed technical plant control with exact standards and episodic high-pressure response periods.

PAY

\$48,000 to
\$74,800

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Long-term on-the-job
training

Fabricator AR-4

Cutting, bending, and assembling materials through hands-on production and build-focused execution.

PAY

\$46,800 to
\$63,000

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Textile Production Specialist AR-4

Designing and producing textile materials through steady, tangible, technically informed work.

PAY

\$58,600 to
\$91,700

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: Less than 5 years

Training: None

Assembly Worker AR-3

Putting together products on standardized lines through structured, repetitive production work.

PAY

\$37,400 to
\$51,200

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Electronics Manufacturing Technician AR-3

Assembling and testing electronic components through structured, exacting production work.

PAY

\$60,300 to
\$98,700

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training



Customer & Guest Work

SE. You draw energy from people, and customer-facing work depends on the contact you're naturally drawn to.

Fast Food Crew Member AR-3

Scripted order-taking, cooking, and assembly work with real-time manager oversight, checklists, and high-volume standardized execution.

PAY

\$27,700 to
\$36,100

TRAINING AND EDUCATION

No formal educational
credential

Experience: None

Training: Short-term on-the-job
training

Recreation Worker AR-4

Activity-centered service work with high interaction, high pace, strong physical engagement, and constant task switching.

PAY

\$31,800 to
\$43,500

TRAINING AND EDUCATION

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

Stock Associate AR-4

Planogram-driven restocking and shelving work with manager sign-off, exact lists, and productivity tracking.

PAY

\$29,900 to
\$38,700

TRAINING AND EDUCATION

No formal educational
credential

Experience: None

Training: Short-term on-the-job
training

Food Service Worker AR-4

High-interaction food service work with fast pace, frequent switching, physical activity, and variable scheduling.

PAY

\$27,700 to
\$36,100

TRAINING AND EDUCATION

No formal educational
credential

Experience: None

Training: Short-term on-the-job
training



Operations & Coordination

SR. A steady operational rhythm fits how you sustain attention over the long arc of a project or a team.

Construction Flagger AR-3

Procedural traffic flagging and lane management under site supervisor direction with variable traffic flow and mixed daily conditions.

PAY

\$63,400 to
\$101,500

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: 5 years or more

Training: None

Inventory Specialist AR-3

Tracking and organizing stock through structured, system-based inventory control work.

PAY

\$38,200 to
\$51,600

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

Recreation Manager AR-3

Managing recreation and leisure activity systems through people-centered, structured service work.

PAY

\$61,100 to
\$104,800

**TRAINING AND
EDUCATION**

Bachelor's degree

Experience: Less than 5 years

Training: None

Commerce Coordinator AR-3

Commercial coordination work balancing structured processes with moderately high interaction, pace, and switching.

PAY

\$62,600 to
\$114,000

**TRAINING AND
EDUCATION**

Path varies

**Public Safety & First Response**

You protect people and respond when something goes wrong, holding the line so others can carry on. This is policing, firefighting, emergency medical services, dispatch, corrections, and the security and protective roles that keep the public-facing systems running through the worst of it. The work runs on training that has to be muscle memory by the time it's needed, on the ability to stay calm when the situation isn't, and on a kind of duty that doesn't read the news cycle. People who fit here accept the trade the job asks for and don't look back. Your list points at the officers, responders, operators, guards, and dispatchers who carry the cluster.

Private Security Guard AR-4

Site protection and access control work with moderate physical demands and structured security protocols.

PAY

\$35,200 to
\$46,200

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

Supervised Security Guard AR-4

Patrol-based site security under dispatch and supervisor oversight with variable incident frequency and mixed shift conditions.

PAY

\$35,200 to
\$46,200

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

Corrections Officer AR-4

Facility-based custody and inmate management work with high social exposure, structured routines, and moderate consequence pressure.

PAY

\$59,900 to
\$103,300

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: Less than 5 years

Training: None

EOD Technician AR-4

Hazardous ordnance identification and neutralization under strict military or law enforcement protocols with maximum consequence and surge-activated deployment.

PAY

\$35,400 to
\$54,900

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

Nuclear Reactor Operator AR-4

NRC-licensed reactor operations under absolute procedural control with maximum consequence, shift-based structure, and moderate team coordination.

PAY

\$109,400 to
\$130,500

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Long-term on-the-job
training

Nuclear Power Plant Operator (Non-Licensed)

AR-4

Supervised reactor support operations under licensed operator and NRC protocol authority with maximum consequence, shift structure, and surge-driven emergency response.

PAY

\$79,700 to
\$119,100

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Long-term on-the-job
training

SWAT Officer AR-4

High-stakes tactical response and team operations under extreme consequence and live surge conditions.

PAY

\$59,300 to
\$97,600

**TRAINING AND
EDUCATION**

High school diploma or
equivalent

Experience: None

Training: Moderate-term
on-the-job training

Search and Rescue Team Member AR-5

Sudden mission activation with terrain, weather, and victim variables creating total daily unpredictability.

PAY

\$35,400 to
\$54,900

TRAINING AND
EDUCATION

High school diploma or
equivalent

Experience: None

Training: Short-term on-the-job
training

The Compass

YOUR COORDINATES

Environment **N 9E.MRKAY W BN.64TQ5 ALT RSVD**

Preference **S A8.4A6CA86 E A8.66C84CE ALT RSVD**

Most career assessment websites give you a list of jobs and forget you.

Your Compass keeps working for you, for as long as you need it.

How it works

1. Your coordinates are printed above, and on your cover. They are your signal, and they do not expire.
2. Go to compavra.com/compass and choose the Both view.
3. Enter both coordinates, name any career, and answer a few quick questions about it. The Compass weighs your coordinates against your answers and tells you whether each career fits you, and why, on both the environment you can sustain and the work you prefer.

Bring the Compass to any career, any time.

Where to go next

THE COMPAVRA COMPASS

Environment

Preference

Both

Enter your compass coordinates

N 9E.MRKAY W BN.64TQ5 ALT RSVD

Continue

How to Use This Report

The Collaborative Anchor

This report is meant to be read carefully and returned to. The insight isn't in any single sentence. It's in seeing your profile as a whole, recognizing the pattern across the dimensions, and using that pattern as a lens for the choices in front of you.

If you're considering a specific career, hold it up against the structural requirements of your profile. If the role doesn't provide what your profile genuinely needs, it will wear on you regardless of how appealing the work itself sounds. Interest is real, but it isn't enough on its own.

If you're currently in a role that doesn't fit, this report can help you name what's missing. The next move isn't always changing jobs. Sometimes it's shifting which parts of your current role you lean into, or what kind of environment you're looking for next. The clarity is the first step.

If your circumstances change, a major life shift, a new field, several years of new experience, your profile may shift with them. Compavra is built to be retaken when things change, not as a one-time verdict. Your signal is a measurement of how you're calibrated today, not a permanent label.

Most importantly: this report is a tool, not a prescription. The work of choosing well is yours. What this report gives you is a clearer view of the conditions under which that choice is most likely to land well.

This bundle combines two assessments that answer different but related questions. The first half describes how you are built to operate, the second describes what work fits that. Read them together, not separately. The signal lives in the overlap.



The Collaborative Anchor

Your Compavra signal is calculated from locked scoring rules applied to your assessment responses. The same inputs always produce the same output.