



Scan to score any career against your signal.

WORK ENVIRONMENT

The Collaborative Anchor

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

SE / ST / SR

ENVIRONMENT · CONTROL · RHYTHM



Prepared for Madison Sample · June 16, 2026

YOUR COMPASS COORDINATES

N 9E.MRKAY W BN.64TQ5 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.
---	---	--

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.

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	WHAT DRAINS 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	• 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.

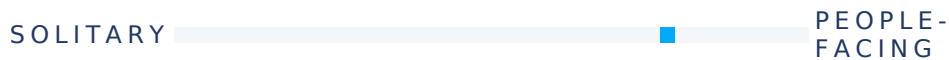
WHAT THIS SECTION IS FOR

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.



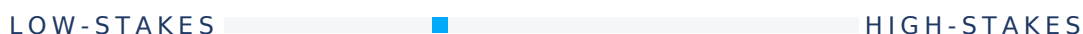
EMOTIONAL LOAD

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.



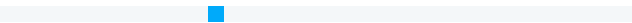
CONSEQUENCE PRESSURE

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.



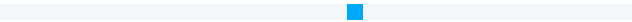
P H Y S I C A L E N G A G E M E N T

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

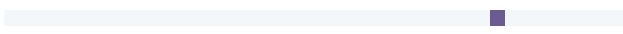
You sit near the middle. A deliberate, thorough pace suits you, with comfortable moderate urgency and no need for constant high-speed decisions. Roles with periodic urgency inside an otherwise measured rhythm fit you well.

DELIBERATE  FAST-PACED

TASK SWITCHING

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.

SINGLE-FOCUS



TASK-SWITCHING

04

Where Your Profile Thrives

The Collaborative Anchor

ABOUT THESE CAREER EXAMPLES

The careers below are not recommendations to pursue. They are examples of work environments that match your profile based on your assessment today. Your specific path depends on factors this assessment doesn't measure: your interests, your skills, your circumstances, your timing. What this report tells you is what kind of environment you'll thrive in. The career choice within that environment is yours.

CUSTOMER WORK

Merchandising, Outbound Telemarketer, Retail Sales, Account Management

WHY THIS SURFACED

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

OPERATIONS

Construction Traffic Controller, Leisure Studies, Commerce, Human Resources

WHY THIS SURFACED

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

LEARNING WORK

Adult Education, Education, Corporate Training, Foreign Language

WHY THIS SURFACED

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

TRANSPORTATION

Home Delivery Driver (Supervised Fleet), Distribution, Delivery Services, Ground Transportation

WHY THIS SURFACED

Your operating signal doesn't share this cluster's most common pattern, but transportation and logistics surfaced in your matches. Worth exploring as work where your strengths would surface in planning, analysis, or specialty paths within the field rather than on the line.

HEALING WORK

Supervised Community Support Worker, Direct Care Staff (Group Home), Supervised Home Health Aide, Mental Health Technician (Inpatient)

WHY THIS SURFACED

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

SKILLED TRADES

Dietary Aide (Hospital), Hotel Housekeeper, Commercial Janitor, Painting (Construction)

WHY THIS SURFACED

SR. A steady rhythm is part of how mastery in the trades actually builds, and that fits how you sustain effort over time.

The Compass

YOUR COORDINATES

N 9E.MRKAY W BN.64TQ5 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 Environment view.
3. Enter your coordinates, name any career, and answer a few quick questions about it. The Compass weighs your coordinates against your answers and tells you whether the career fits how you are built, and why.

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.



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.