



Help your clients find a career that fits

Evaluate workplace personality, aspirations and competencies,
and working styles with a suite of tools designed to provide
a complete picture of employee needs.

Self-Directed Search[®]

WVI[™] | WORK VALUES
INVENTORY[™]

WSA[™] | WORKING STYLES
ASSESSMENT[™]

Learn more at parinc.com/SDS, parinc.com/WVI, or parinc.com/WSA

Purpose Assesses workplace needs, style, and personality

Age SDS: 11–70 years;
WVI: 18–70 years;
WSA: 17–70 years

Format Paper and pencil; online administration and scoring for WSA available via PARiConnect; SDS available online via self-directed-search.com

Time SDS: 30 minutes to administer; 10 minutes to score;
WVI: 10 minutes to administer; 5 minutes to score
WSA: 25 minutes to administer; 10 minutes to score

Qual A



Use together for a well-rounded picture of employment needs

The SDS, WVI, and WSA identify what is important to job seekers. Knowing who they are, what they want, and what they need from a job helps clients find the right career fit.

- **Work personality and interests**—the SDS gauges aspirations, activities, competencies, and level of interest in different occupations.
- **Work needs**—the WVI identifies what employees need in a job, such as independence, support, or recognition.
- **Working style**—the WSA evaluates work preferences and approaches such as initiative, cooperation, and innovation.



SDS, WVI, and WSA Facets

Work Interests (SDS)	Work Values (WVI)	Working Styles (WSA)
Aspirations	Achievement	Drive
Activities	Independence	Interpersonal Skills
Competencies	Support	Adjustment
Occupations	Relationships	Responsibility
Abilities	Working Conditions	Problem-Solving Skills
	Recognition	

Kits

FLYS-11254-KT	Standard SDS Kit	\$349 VALUE	\$336
FLYS-11085-KT	WVI Introductory Kit	\$309 VALUE	\$205
FLYS-10608-KT	WSA Introductory Kit	\$302 VALUE	\$216
FLYS-11096-KT	WVI and WSA Combination Kit	\$418 VALUE	\$368
FLYS-11270-KT	Standard SDS, WSA, and WVI Combination Kit.....	\$753 VALUE	\$540

Manuals, books, and equipment

FLYS-11256-TM	Standard SDS Professional Manual	\$94
FLYS-11086-TM	WVI Professional Manual (includes Fast Guide).....	\$90
FLYS-10611-TM	WSA Professional Manual (includes Fast Guide).....	\$88

Forms and booklets

FLYS-11257-AB	Standard SDS Assessment Booklets (pkg/25)	\$80
FLYS-11258-AB	Standard SDS Occupations Finders (pkg/25).....	\$106
FLYS-11259-IA	Standard SDS You and Your Career Workbooks (pkg/25).....	\$66
FLYS-11260-AB	SDS Educational Opportunities Finders (pkg/25).....	\$94
FLYS-11089-AB	WVI Assessment Booklets (pkg/25)	\$72
FLYS-11091-SF	WVI Score Summary Sheets (pad/25)	\$35
FLYS-11090-AB	WVI Occupations Indexes (pkg/25).....	\$90
FLYS-10612-AB	WSA Assessment Booklets (pkg/25).....	\$81
FLYS-10613-RF	WSA User's Workbooks (pkg/25).....	\$52
FLYS-10642-SF	WSA Score Summary Sheets (pad/25).....	\$30

Available on PARiConnect

FLYS-10675-IC	WSA i-Admins (minimum/5).....	\$3.50 each
FLYS-10676-II	WSA Interpretive Reports (minimum/5).....	\$5.90 each
FLYS-10677-II	WSA Personnel Selection Reports (minimum/5).....	\$9.30 each

Note: Prices subject to change.