

Principles You Self-Guided Training

For Counselors



SCOIR

PrinciplesYou + Scoir

We're excited to partner with PrinciplesYou as the first college and career readiness platform to bring the powerful character assessment to schools across the country.

Because PrinciplesYou is designed for the modern workforce, results give students a better understanding of how they'll fit in, how jobs truly match their tendencies, and how they can work with different personalities in different fields.

The Science Behind PrinciplesYou

PrinciplesYou is a science-backed tool envisioned and funded by entrepreneur investor Ray Dalio and created by world-renowned psychometricians Dr. Adam Grant, Dr. Brian Little, and Dr. John Golden.

Its framework is designed to measure character traits across three orientations: **Cognitive, Interpersonal, and Motivation**. PrinciplesYou underwent a rigorous process of selection, testing, retesting, and validation to ensure the assessment accurately represents and measures underlying traits and facets. They employed psychometric techniques—a century-old sub-discipline focused on quantifying psychological phenomena—to support the process.

PrinciplesYou also created [28 Archetypes](#) which provide an intuitive way for students to understand their results based on traits.

What does a PrinciplesYou assessment accomplish?

- Teaches students which Archetypes they are most like, including tendencies, talents, and opportunities for growth
- Generates comprehensive insights and in-depth reports to help students better understand how they interact and apply themselves with others
- Shows how these insights can translate to work and life
- Provides the ability to share the insights and reports with counselors to help you better guide students through the college search and discovery process
- Tailors insights on how students' results apply to real-life situations, allowing students to see their tendencies in action



How the Assessment Works

The assessment takes less than a class period, or around 30-40 minutes to complete. Students rank questions based on how much they agree or disagree with a particular statement. Once complete, students can download a full report and view career matches in Scoir based on the assessment. Results automatically upload into the students' My Drive for counselors to help guide students through the college and career discovery process.

Principles You Self-Guided Checklist For Counselors

Take the PrinciplesYou assessment yourself

As a counselor, you'll become more familiar with the questions students are being asked by taking the assessment yourself. You'll also learn more about yourself along the way, and this can serve you in future guidance interactions with students.

Study the Archetypes

Better understand and interpret results for students in a conversational way by diving deeper into the [Archetypes and their categories](#).

Review your students' results in their My Drive

When you have a good sense of how your students think, engage with others, and apply themselves, you can better support them in college and career readiness.

Encourage students to study their Scoir career matches

Students will be matched with best-fit careers based on their results. We encourage students to take the assessment their sophomore year, so they can apply the learnings to their college search and career exploration process within Scoir.

Identify opportunities to reinforce student talents

By leaning into their assessment strengths and traits, students will be naturally drawn to postsecondary pathways that align with their tendencies and traits.

Help students find opportunities for growth

Guide students in identifying programs, classes, extracurriculars, and mentors that can help them improve areas of weakness, capitalize on strengths, and form a plan to reach their goals based on their assessment results.



Extend Your Learning With Our PrinciplesYou Certification Program!

If you found our free, self-guided PrinciplesYou training helpful, but want to go a step further, you can become a certified expert! The PrinciplesYou Certification Course powered by Scoir U provides 17 in-depth sessions taught by leading experts in the field.

During the course, you'll:

- Understand research foundations of the PrinciplesYou and Principles Predictor assessments
- Retain key concepts from personality theory and research
- Learn the basics of using personality insight in a counseling or coaching context
- Harness the predictive power of personality insights to help students identify fields of study
- Identify how the six career affinity dimensions in the Principles Predictor report are derived from a student's personality assessment scores
- And much (much) more!

Enjoy a complimentary lesson to see if the PrinciplesYou Certification may be a good fit for you!



Ready to get started?

Enroll Now

