Compass™
Card Sort Activity

What are the competencies we need for future success?
How to sort.
You’ll get a link to this page. Just add your nickname (5 characters or more), indicate the sector you work for under ‘group’ and click ‘Join Activity’.
The activity has steps. You’ll complete the ‘Frame’, ‘Sort’ and ‘Piles’ steps on your own pace. Click the Start button next to the ‘Frame’ step.
The ‘Frame’ step reminds you of the exact question we are doing the sort for.
In the ‘Sort’ step you’ll do a first, quick sorting. Don’t overthink it. Look at the card, and press one of the piles at the button. The number between () is the number of cards in that pile.
Extra information when doing the first, quick sort.

You can click on the card. A popup will show where you can press ‘flip to back’ to see the backside of the card when needed.

When you select a pile, the next card is automatically shown. You can go back with the arrows.

You can only go to the next step when all 52 cards are sorted.
In the ‘Piles’ step you can revisit your choices and adapt them. You now need to make sure you have the EXACT number of cards in each pile.

What are the competencies essential for success?

Finalize your sort by moving cards between piles.

<table>
<thead>
<tr>
<th>Essential (15)</th>
<th>Nice to have (23)</th>
<th>Low priority (14)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pick exactly: 17</td>
<td>Pick exactly: 18</td>
<td>Pick exactly: 17</td>
</tr>
<tr>
<td>Team</td>
<td>Initiative</td>
<td>Balance (5)</td>
</tr>
<tr>
<td>Boundary Spanning (6)</td>
<td></td>
<td>Conflict Resolution (14)</td>
</tr>
<tr>
<td>Business and Professional Knowledge (8)</td>
<td></td>
<td>Urgency (50)</td>
</tr>
<tr>
<td>Feedback</td>
<td>Delegating (20)</td>
<td>Creativity (17)</td>
</tr>
</tbody>
</table>

This will be green if the pile has the exact number. This pile is missing two cards for example. What we need is 17 ‘essentials’, 18 ‘nice to have’ and 17 ‘low priority’.

Use the arrows to move cards between piles.
If you need to see the full information on the card again, click this button.

When your sort is final, press the Update button. You can optionally fill in any notes here. You’ll see a message that your progress was saved. That’s it!
After everyone has completed their sort, a report will be available. We will share the results with you in an upcoming newsletter.