

Thinking Pattern Reports

Personal Pathways

Prepared for

SampleB SampleB



Orchestrating Results

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Personal Pathways

The PERSONAL PATHWAYS report is your personal map to help you utilize the principles which define who you are, what you are and where you are going in your life. The basic premise of the PATHWAYS report is that life is a journey full of tremendous promise and opportunity but also filled with sidetracks, potholes and dangerous curves.

We believe there are keys which can help you unlock your potential and that these keys are driven by preparation, practice and perseverance. We also find that the keys to life's journey may be simple to think about but difficult to implement. The difficulty, however, does not lie so much in life's exciting or challenging moments but in the day to day process of doing the little things which add up to define each one of us.

The beginning of the preparation process is an inventory of your value talent. Each one of us has certain skills and abilities which are natural to us. We also have certain blocks which can restrict our freedom to use our talent. The PERSONAL PATHWAYS report will help you in three ways: (1) to identify your strengths and how you can use these strengths to become better at being yourself, (2) to identify your blocks and what you can do to reduce their effect on you and (3) to chart a course in life based on clear knowledge of what you can do, what you want to do and what you are willing to do.

IDENTIFYING YOUR VALUE TALENT

Your capacity to value is a talent or ability by which you organize your thinking and emotions to make decisions or value judgments. Your ability to make decisions is a natural activity of the mind and is similar to musical talent and ability. Each person has certain inborn skills or aptitudes. Some individuals have an ear for musical notes, others can be taught to recognize the notes. Both types of individuals can develop their natural talent and apply this talent as musicians. In the same way, some individuals have better developed natural talent for making value judgments and can make better decisions.

Value talent, like musical talent or sports talent, can be learned and improved. The first step in developing your value talent is to identify your level of development and the specific types of talent you have. This section of the PATHWAYS analysis is designed to allow you come into contact with your ability to think and make value judgments about yourself and the world around you. This analysis will give you an opportunity to experience the biases which focus your thinking, the natural skills which your mind uses on a-day-to day basis to make decisions, the strengths which belong to you, the areas for development which can improve your ability to be you, and the combination of talent which defines your uniqueness.

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Remember that your value analysis is not an intelligence test, a psychological test or an aptitude test. Your value talent is a measure of your ability to utilize your intelligence, to access your natural and learned skills and to control your emotions. Your value profile describes the unique patterns which belong to you and captures both the unique structure of the way you think on a day to day basis as well as the way you change as you grow and develop. Your value profile is a slice out of time, a cross section of your life's history showing where you are, how well you are using your talent and the stresses and strains which you are experiencing.

EVALUATING YOUR PERSONAL STRENGTHS AND BLOCKS

One of the reassuring features of life is that each one of us has strengths which belong uniquely to us and blocks which can interfere with our ability to use our strengths. Our challenge and opportunity in life is to translate our strengths into talent and to find ways to use our talent. We have researched high and low performers in many companies. What we find is that talent does not guarantee success but it can certainly help. What we do find is that people who are successful are good at being themselves, know what their strengths and blocks are and how to manage them.

There are two parts to THE PATHWAYS REPORT:

- (1) An analysis of strengths or sources of flow which come from our ability to clearly see, focus on and/or balance our talent as decision makers along with coaching comments to help you utilize your talent.
- (2) An analysis of potential blocks which can interfere with our ability to make decisions along with coaching comments to help you keep in check your potential blocks or interferences.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Intuitive Insight

You have very good intuitive insight.

Your intuitive ability can best be described as strong inner feelings which help you immediately know when something is wrong, when someone can be trusted, when a decision is right and when the direction you are heading is best for you.

Suggestions For Utilizing Your Potential

- Use your strong intuitive hunches to guide your thinking to issues which need your attention.
- Apply your intuitive insights to decide on fruitful steps for your own development.
- Allow your strong intuitive feelings to prevent you from overlooking important issues in your life.

Personal Pathways
IDENTIFYING VALUE TALENT
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(Sources of Flow)

Practical Problem Solving Ability

You have excellent practical, common sense ability.

This key strength helps you see what is important and needs immediate attention, helps you identify problems and create practical common sense ways for solving problems.

Our research indicates that many individuals have this talent but either do not recognize it or do not rely on it. As a result, this strength may be a surprise to you and may not be recognized by you or by others who know you.

Suggestions For Utilizing Your Potential

- Use your common sense ability to direct your attention to issues which need your immediate attention.
- Use your practical thinking ability to develop an action plan which will be effective.
- Apply your practical problem solving ability to your own self situations so that you can identify practical workable alternatives to your personal problem situations.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Very Good Insight Into Others

You have a very good ability to identify the needs and interests of others.

You have a strong sense of respect for the rights and individuality of others and concern for the needs and interests of others.

Your concern will likely be cautiously shown and may be couched in giving critical advice.

Your keen intuitive insight will give you strong feelings about what is right and wrong and about what needs attention.

Suggestions For Utilizing Your Potential

- Use your insight into others to help build your confidence about being open and available to others.
- As you experiment with trusting people (more), you are likely to find that others will be more willing to trust and accept you.
- Make certain that your actions reflect the knowledge and understanding you have of others.
- Allow others the time to explain their perspective.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Very Good Practical, Common Sense Thinking

You have a very good ability to be in touch with things and circumstances.

You have the ability to see, understand and appreciate the functional, practical value of things, people, ideas and situations.

You have the ability to function well in such activities as evaluating and analyzing, doing, acting, and executing.

You are results oriented focusing your time and energy on getting things done in practical, common sense ways.

Suggestions For Utilizing Your Potential

- Use your practical common sense ability to direct your attention to issues which need your immediate attention.
- Make certain that your drive for results and workable alternatives does not cause you to overlook the long range consequences of actions and decisions.
- If you are having difficulty seeing and understanding what you want to do, apply your practical problem solving skills to identify workable alternatives.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Individualistic, Unconventional Thinking

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning.

You understand the importance of rules, norms and authority for helping us feel secure.

You are an individualist, however, who feels a sense of caution and doubt about authority, structured situations, and black and white thinking.

You are likely to challenge existing ways of thinking, norms and rules for conduct and to delay planning activities if you feel they interfere with what you need to do.

Suggestions For Utilizing Your Potential

- Use your sense of individualism in your thinking to promote confidence in others which can help them stand on their own feet and do things their own way.
- Make certain that you do not become trapped by a need to reform to the point that you find yourself trying to change or fix things which already work.
- You have a flair for inventive and potentially innovative thinking. Do not allow this talent to become a hindrance by trying to think and be different simply for the sake of being different.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Flow)

Dynamic, Positive Attitude Toward The World

You are extremely fortunate to be one of those individuals who have a dynamic, positive overall attitude toward the world,

Regardless of the difficulties that come your way, you believe that things can and will work out.

Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

Suggestions For Utilizing Your Potential

- You have the ability to maintain a sense of optimism even when circumstances around you in the world do not seem to be flowing in a positive manner. This capacity allows you to spot the positive steps and the positive consequences even when they are not apparent in immediate circumstances.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Interference)

A Need For Self Affirmation

You are currently experiencing a need for others to tell you that you are valuable and worthwhile.

You tend to measure yourself against what you think you ought to be or against what others think you ought to be.

You may feel frustrated and disappointed in yourself even when you are achieving success.

Moreover, you tend to be too sensitive to what others think or say about you.

Suggestions for Building Sensitivity To Your Inner Self Worth

- Pay attention to your own uniqueness and inner self worth apart from what anyone else thinks about or expects from you.
- Examine your sensitivity to what others think of say about you to make certain that you are not being too hard on yourself.
- Spend time doing things which you enjoy and which make you feel good about yourself.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(Sources of Interference)

Indecisiveness and Uncertainty About The Future

You are currently feeling doubts, and questions about which direction is best for you.

You may tend to hold back your energy and commitment until you are more certain about what is best for you.

You may tend to feel anxiety and frustration about where you should direct your energy and talent.

The transition you are experiencing about the future will change as you set goals which give you a strong sense of meaning and purpose and as you redirect your energy into a direction which you believe is worth your focus, time, and energy.

Suggestions for Deciding What Your Future Direction Ought To Be

- Examine the fear and apprehension you have about the future. If you are having difficulty understanding why you feel uncertain about the future seek out someone you trust for advice.
- Carefully examine your current situation to identify potential for development which you may be overlooking.
- Focus your attention on setting goals for your current situation rather than trying to plan too far into the future.

Personal Pathways
IDENTIFYING VALUE TALENT
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Social and Role Transition

You are currently experiencing a feeling of frustration and dissatisfaction about where you are and what you are doing.

You are likely to ask questions about what is best for you, what you want to do with your life, and what are you willing to commit your time and energy to accomplish.

You are likely to feel doubts and questions about whether your current situation will allow you to perform to your potential or whether you can measure up to what you believe is your best.

Suggestions for Building Confidence

- Re-examine your current situation looking for opportunities for development which you may have overlooked.
- Watch out for a tendency to see the 'grass as greener on the other side' to the extent that you discount your current situation.
- Make a list of the things you really enjoy and ask yourself what made them fun, enjoyable and satisfying. Use this list to help you decide what is a good opportunity.