

Thinking Pattern Reports

Personal Pathways

Prepared for

Sample Sample



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.

Personal Pathways

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)

Keen Intuitive Insight and Common Sense Ability

You have excellent intuitive insight.

Your intuitive ability gives you knowledge that is accurate and reliable which can immediately help identify when something is wrong, when someone can be trusted, when a decision is the right decision.

Your intuitive feelings can guide you in the right and most productive path.

Suggestions For Utilizing Your Potential

- Trust your intuitive hunches. They are likely to be accurate Allow them to guide your thinking to focus on important issues
- Apply your excellent intuitive insight to decide on fruitful steps for your own development.
- Use your strong intuitive feelings to let you know what needs attention in your life.

Personal Pathways
IDENTIFYING VALUE TALENT
BUILDING VALUES
(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)

Keen Insight Into Others

You are a keenly perceptive individual who has an excellent capacity to see and appreciate others.

You have an excellent capacity for identifying both strengths and flaws in others. You have keen intuitive insight that guides you about what is right and wrong.

You have an excellent ability to see and appreciate the point of view of others.

You have respect for the individuality and rights of others but you tend to be selectively optimistic, opening up more readily to individuals who meet your biases and expectations.

Suggestions For Utilizing Your Potential

- Use your insight into others to help them focus their energy on positive building thoughts and actions.
- You have an excellent ability to see and accept the needs and interests of others. Make certain that you apply this knowledge to help others.
- Use your excellent intuitive thinking skill to identify your own needs and interests and likes and dislikes.
- Make certain that you are just as willing to see and accept your worth as quickly as you accept the worth of others.

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

Inventive, Individualistic Analytical Thinking

You tend to be a highly innovative, individualistic thinker and planner who constantly looks for new ways to express ideas and to organize your thinking and your environment.

You are likely to concentrate your time and energy developing innovative ideas and will tend to develop and maintain a level of spontaneity and individualism in your decisions and actions.

You have the ability to identify problems and see potential solutions which others are likely to overlook or which are not always apparent on the surface.

Suggestions For Utilizing Your Potential

- You have the capacity for inventive, novel, and possibly creative thinking. Apply this ability to create unique approaches to problems and to find ways of solving problems others may overlook.
- Some people either will not have patience with your individuality or simply will not understand your thinking. Remember to have patience and look for concrete examples which help people to see the value of your ideas.
- Make certain that you are not constantly trying to be innovative simply for the sake of being different.

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

Self Direction and Self Determination

You have a powerful combination of insight into inner ideals and a strong commitment to self direction, to the creation and fulfillment of your goals.

You have the capacity to be very goal directed, capable of seeing goals and driving toward them with persistence.

Your commitment to personal ideals leads you to demand the best out of yourself and generates a strong moral code which instills a sense of responsibility for your conduct.

Your persistence can turn into insistence that your way is right regardless of circumstances.

Suggestions For Utilizing Your Potential

- You have a very good capacity to see where you are and where you ought to be headed. First, write out your goals. Then use your common sense ability to make a steps for immediate action list to accomplish your goals.
- You know what direction is best but need to develop a technique for simply going ahead and pushing out. You may try sharing your goals with others and let them build your confidence that it is time to push ahead.
- Make your motto 'do something, if it works do it again; and if not, try something else'

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

Dynamic, Positive Self Attitude

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

You genuinely believe that, regardless of the circumstances, you will be able to find a way out of your difficulties.

You can see opportunities for development and ways to utilize your mistakes as learning experiences.

You have the inner courage to keep trying even when things do not work out for you.

The best is possible because you believe that the best is possible.

Suggestions For Utilizing Your Potential

- Rely on your confidence that the best can and will happen for you as an anchor in difficult or confusing times.
- You have the ability to balance negative or cautious feelings about yourself out by looking for positive alternatives for action. This ability can prevent you from becoming trapped in indecision and can help keep you moving in positive directions

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

Perfectionistic Self Image and Expectations

Your commitment to personal goals and ideals produces drive and persistence but can potentially lead you to put blinders on and become too focused on what you think is right for you.

You can become stubborn about what you must do turning persistence into insistence that your way is right regardless of circumstances.

You tend to set goals which are challenging but are not rewarding.

You tend to feel that you have no choice but to 'do what you have to do' leading to frustration and anxiety when things do not work out as you expect.

Suggestions for Building Realistic And Fulfilling Self Goals

- Examine your goals and plans for self development to make certain that they are realistic and attainable.
- Examine your drive to measure up and your tendency to measure the world against your expectations. Watch out for a tendency to blow up imperfections and to stubbornly insist that your way is right no matter what.
- Ask yourself whether you are trying to force yourself to live up to an image of yourself that is too perfectionistic and unrealistic.

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

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.

Personal Pathways
IDENTIFYING VALUE TALENT
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Individualistic, Potentially Reactive Thinking

Your strong sense of individualism can lead you to challenge existing ways of thinking and doing things.

You tend to spend too much of your time and energy looking for novel, inventive ideas and ways of doing things.

You will likely question the authority of rules, norms, and institutions, especially if you see them as ineffective or in your way.

You tend to feel uncomfortable in rigidly controlled or structured environments and situations.

Suggestions for Building Order And Consistency In Your Thinking

- Examine the proper place and functional value of rules, structure, conformity, and authority.
- Pay attention to planning for the consequences of your actions.
- Spend time focusing on your successes and failures. Use this information to build an action list of things to do which will increase your chances for success. After you have carried out the steps of this action list build a longer range plan to help you repeat your successes.