



Personal Pathways

Prepared for:

Demo Sample

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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)

Keen Intuitive Insight and Common Sense Ability

You have excellent intuitive insight and practical, common sense ability.

Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong or when a decision is the right decision.

Your common sense ability helps you immediately size up a situation, know what the problem is, generate alternatives for solutions which are practical and workable, and know what to do to make the solution work.

Suggestions For Utilizing Your Potential

- Trust your intuitive hunches. They are likely to be accurate. Allow them to guide you to crucial issues.
- Use your common sense problem solving ability to build an action plan of steps for immediate action.
- Use your intuitive hunches as a signal to point you to areas in your own life which need attention.
- Use your common sense ability to test your plans and ideas for self development to make certain they are workable.

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)

Outstanding Insight Into Others

You are a keenly perceptive individual with an outstanding capacity to see and appreciate the unique individuality of others.

You have a strong sense of respect for the uniqueness, worth and individuality of each person. You have the ability to readily see and understand another person's point of view.

You are likely to rely on intuitive insights and hunches about others and to emphasize your commitments and obligations to others.

You are selectively open and available to others, being more ready to be available to those who meet your expectations.

Suggestions For Utilizing Your Potential

- Use your insight into others to help them focus their energy on positive building thoughts and actions.
- Make your capacity for outstanding insight into personal problems available to others.
- You have an excellent ability to identify the needs and interests of others. Make certain that you take time to use this knowledge to help others.
- Use your excellent intuitive thinking skill to evaluate your own needs and interests and likes and dislikes.

Personal Pathways
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(Sources of Flow)

Innovative, Inventive Practical Thinking

Your individualistic, unconventional practical thinking ability gives you the capacity to create ways of seeing and doing things which others are likely to overlook because they think in more habitual ways.

You can readily identify crucial issues and generate ways of solving problems which are innovative and practical.

Your individualism can generate novel, creative solutions to problems but can also lead you to spend too much time and energy looking for new ideas and ways to solve problems.

Suggestions For Utilizing Your Potential

- Be patient with those people who cannot see things from your perspective or who do not have patience with your new ideas. Remember that everyone does not have the same talent for innovative and novel thinking.
- Make certain that you do not become caught up in a process of being innovative simply for the sake of being different.
- Make certain that you utilize your natural 'Doubting Thomas' attitudes as a positive tool.

Personal Pathways
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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.

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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 for seeing 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.
- Your sense of loyalty and commitment to what you think is right is very strong. Use this capacity as an anchor to help you weather difficult situations.
- Your persistence is very strong. Make certain that you do not become trapped by a feeling that you have to stay on track regardless of circumstances.

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 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
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Too Much Attention To Social, Role Image And Expectations

How well you perform and how you are seen by others is extremely important to you leading you to define your self worth primarily through either social image or performance.

You are likely to become too concerned about how other people see you and to place too much emphasis on status and social image.

You tend to overestimate how much fulfillment you can attain through your achievements and potentially your ability to perform.

You may be too quick to take on tasks before you know what it takes to get the job done.

Suggestions for Building Realistic Social/Role Expectations

- List the activities which you spend the most time doing. Examine this list to make certain that you are not spending too much time and energy on the social/role aspects of your life.
- Examine your estimation of your ability to get things done. Make certain that you are realistic in what you expect from yourself.
- Imagine yourself apart from your social/role image. List the good things you do for others, the good things others say about you which have nothing to do with improving your status or image.

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Tendency To Be Too Optimistic About Others

You are a very compassionate, feeling person who shows concern and respect for the opinion of others.

You tend to shift from being too open and available, too trusting and too sensitive to others, to being cautious and sometimes skeptical of the intentions of others.

Your concern and optimism about others can lead you to expect people to be better than they can be.

You may be disappointed when you feel that you give more to others than they give back to you.

Suggestions for Building More Realistic Attitude Toward Others

- Make a list of the times when you have been disappointed by others because you expected more from them than they could give.
- Avoid deciding personal issues by relying only on your intuitive feelings.
- Avoid delaying personal confrontations by asking others to help you confront problems in your relationships with them.