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PERSONAL PATHFINDER

The PERSONAL PATHFINDER 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 PATHFINDER 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 PATHFINDER 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 PATHFINDER 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.

IDENTIFYING VALUE TALENT  
BUILDING VALUES  
FOR -- DEMO

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— Sources of Flow: —  
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— Very Good Insight Into Others —  
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— 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. Moreover, you have the ability to feel a close kinship, —  
— a common bond with others. You have a deep concern for, interest —  
— in, and attentiveness to each person. —

— You are willing to spend time and energy helping others with their —  
— problems. You may tend to become too personally involved and to rely —  
— too heavily on intuitive feelings and hunches about others. —  
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— Suggestions For Utilizing Your Potential —  
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— Use your concern for and attention to others to build —  
— strong bonds of friendship which can be there for you —  
— when you need help. —

— Make certain that you do not demand others to show you the —  
— same interest and concern that you naturally show them. —  
— Some people, for whatever reason, will not be capable of —  
— your compassion and commitment. Expecting others to act —  
— as you do can build stress for you and them. —

— Show the same concern for yourself as you do for others. —  
— Make certain that you pay attention to your unique worth. —  
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IDENTIFYING VALUE TALENT  
BUILDING VALUES  
FOR -- DEMO

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— Sources of Flow: —  
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— Innovative, Inventive Practical Thinking —  
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— 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. —  
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— Suggestions For Utilizing Your Potential —  
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— 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. —  
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IDENTIFYING VALUE TALENT  
BUILDING VALUES  
FOR -- DEMO

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— Sources of Flow: —

— Excellent Conceptual, Analytical Thinking Ability —

— You have an excellent ability for seeing and appreciating the need —  
— for order, structure and conceptual meaning. —

— You have a keen appreciation of ideas, plans and strategies. —

— You will likely pay attention to keeping things consistent, doing —  
— things right, focusing on clear, orderly thinking and being concerned —  
— about the results and consequences of your thinking. —

— You understand the importance of rules, norms and authority for —  
— helping us feel secure but you may become too concerned about —  
— keeping things in order. —

— Suggestions For Utilizing Your Potential —

— You have an excellent ability to see and understand the —  
— consequences of actions, plans, and ideas. Use this —  
— capacity to develop and maintain a sense of comfort and —  
— confidence which comes from believing that things will —  
— work out as expected. —

— Your capacity for analytical thinking, consistency and —  
— clarity can create a tendency to think when you should —  
— either feel or act. Use your proactive ability to reduce —  
— your tendency to be caught in this trap. —









IDENTIFYING VALUE TALENT  
BLOCKING VALUES  
FOR -- DEMO

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— Sources of Interference: —  
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— Perfectionistic Self Image and Expectations —  
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— 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 may set goals which are challenging but are not rewarding. —  
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— You may feel also feel that you have no choice but to 'do what you —  
— have to do' leading to frustration and anxiety when things do not —  
— work as you expect. —  
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— Suggestions for Building Realistic And Fulfilling Self Goals —  
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— Examine your goals and plans for self development to make —  
— certain that they are realistic and attainable. —  
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— Examine the principles and expectations which you use to —  
— guide your life. Make certain that you understand the —  
— difference between excellence and perfection, between doing —  
— things right and insisting on doing things your way all —  
— of the time. —  
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— Examine your drive to measure up to your personal —  
— expectations. Make certain that you are not being too —  
— hard on yourself. —  
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VALUE ANALYSIS OF CRITICAL  
SUCCESS SKILLS

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PRIORITY LIST OF TEN TOP CRITICAL SUCCESS SKILLS

DEMO

Listed below are the Top Ten Critical Success Skills. These skills are listed order of the talent you currently display for paying attention to and Valuing them. The first Talent is your strongest, followed by the rank order of the remainder of the behaviors.

1. Pays attention to long range strategic issues.(SYS)
2. Sees to it that things are done right.(SYS)
3. Is willing to take risks for what they believe is right.(SE)
4. Makes and keeps realistic commitments.(SE)
5. Willing to listen to others.(PEO)
6. Gives advice without being critical.(PEO)
7. Is willing to make mistakes and learn from them.(SE)
8. Pays attention to consequences of decisions.(SYS)
9. Knows how to set priorities and take care of them.(TSK)
10. Is sensitive to needs, concerns, and attitudes of others.(PEO)

PEO = PEOPLE SKILLS  
SYS = SYSTEM SKILLS

TSK = TASKS SKILLS  
SE = SELF SKILLS

VALUE ANALYSIS OF CRITICAL  
SUCCESS SKILLS

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PRIORITY LIST OF FIVE KEY DEVELOPMENT AREAS FROM THE  
CRITICAL SKILLS

DEMO

Listed below are Five Development Areas from the Critical Success Skills. These skills are listed in order of the area which needs the most development followed by the other four in the order of their rank.

1. Tends to set goals too high and become frustrated or too low and become bored.(SYS)
2. Has difficulty changing directions.(SE)
3. Does not always seek help from others to improve themselves.(SE)

PEO = PEOPLE SKILLS            TSK = TASKS SKILLS  
SYS = SYSTEM SKILLS          SE = SELF SKILLS

VALUE ANALYSIS OF CRITICAL  
PEOPLE SUCCESS SKILLS

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PRIORITY LIST OF TEN CRITICAL SUCCESS SKILLS

DEMO

Listed below are the Critical Success Skills for Interpersonal Relations. These skills are listed by the order of the talent you display for paying attention to and valuing them. The first talent is your strongest, followed by the rank order of the remainder of the skills.

1. Willing to listen to others.(PEO)
2. Gives advice without being critical.(PEO)
3. Is sensitive to needs, concerns, and attitudes of others.(PEO)
4. Deals with conflicting issues in a positive responsible manner.(PEO)
5. Keeps word and personal commitments.(PEO)
6. Makes an effort to be pleasant, courteous and tactful.(PEO)
7. Is open to the ideas and opinions of others.(PEO)
8. Treats others fairly.(PEO)
9. Addresses issues clearly and directly.(PEO)
10. Knows what to say and how to say it.(PEO)

PEO = PEOPLE SKILLS  
SYS = SYSTEM SKILLS

TSK = TASKS SKILLS  
SE = SELF SKILLS

VALUE ANALYSIS OF CRITICAL  
TASK SUCCESS SKILLS

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PRIORITY LIST OF TEN CRITICAL SUCCESS SKILLS

DEMO

Listed below are the Critical Success Skills for Interpersonal Relations. These skills are listed by the order of the talent you display for paying attention to and valuing them. The first talent is your strongest, followed by the rank order of the remainder of the skills.

1. Knows how to set priorities and take care of them.(TSK)
2. Knows what needs to be done and how to get things done.(TSK)
3. Is willing to get things done.(TSK)
4. Takes care of daily detail work.(TSK)
5. Pays attention to getting things done on time.(TSK)
6. Is willing to be creative and inventive.(TSK)
7. Understands the difference between crisis issues and minor problems.(TSK)
8. Responds quickly to immediate problems.(TSK)
9. Evaluates problems from all perspectives.(TSK)
10. Does not jump to conclusions to quickly solve problems.(TSK)

PEO = PEOPLE SKILLS  
SYS = SYSTEM SKILLS

TSK = TASKS SKILLS  
SE = SELF SKILLS



VALUE ANALYSIS OF CRITICAL  
SYSTEM SUCCESS SKILLS

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PRIORITY LIST OF TEN CRITICAL SUCCESS SKILLS

DEMO

Listed below are the Critical Success Skills for Interpersonal Relations. These skills are listed by the order of the talent you display for paying attention to and valuing them. The first talent is your strongest, followed by the rank order of the remainder of the skills.

1. Pays attention to long range strategic issues.(SYS)
2. Sees to it that things are done right.(SYS)
3. Pays attention to consequences of decisions.(SYS)
4. Creates backup plans for situations when things do not work out.(SYS)
5. Takes the time to keep things organized.(SYS)
6. Pays attention to planning and organizing.(SYS)
7. Takes time to do analyze problems thoroughly.(SYS)
8. Pays attention to what is needed to reach goals.(SYS)
9. Pays attention to short range and long range issues.(SYS)
10. Sets goals which are challenging but attainable.(SYS)

PEO = PEOPLE SKILLS  
SYS = SYSTEM SKILLS

TSK = TASKS SKILLS  
SE = SELF SKILLS

VALUE ANALYSIS OF CRITICAL  
SELF SUCCESS SKILLS

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PRIORITY LIST OF TEN CRITICAL SUCCESS SKILLS

DEMO

Listed below are the Critical Success Skills for Interpersonal Relations. These skills are listed by the order of the talent you display for paying attention to and valuing them. The first talent is your strongest, followed by the rank order of the remainder of the skills.

1. Is willing to take risks for what they believe is right.(SE)
2. Makes and keeps realistic commitments.(SE)
3. Is willing to make mistakes and learn from them.(SE)
4. Knows how to set goals which are challenging and attainable.(SE)
5. Sticks by a decision once it is made.(SE)
6. Is optimistic and believes that the best can and will happen.(SE)
7. Makes decisions with confidence.(SE)
8. Believes in and communicates a sense of vision and purpose.(SE)
9. Seeks help from others to improve themselves.(SE)
10. Is willing to change directions when necessary.(SE)

PEO = PEOPLE SKILLS  
SYS = SYSTEM SKILLS

TSK = TASKS SKILLS  
SE = SELF SKILLS