



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

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 that 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 that focus your thinking, the natural skills which your mind uses on a-day-to day basis to make decisions, the strengths that belong to you, the areas for development that can improve your ability to be you, and the combination of talent that 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 that you are experiencing.

EVALUATING YOUR PERSONAL STRENGTHS AND BLOCKS

One of the reassuring features of life is that each one of us have strengths that belong uniquely to us as well as blocks that 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 also 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 that 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)

Keen Insight Into Others

You are likely to be optimistic about, concerned about and open and available to others.

You are a very compassionate, feeling person who has concern and respect for the opinion of others. You do tend to become too personally involved with others and to be too sensitive about how your actions will affect others.

When you trust others, you are likely to give yourself totally to them and may be disappointed when they do not return the same trust, interest and commitment to you.

Suggestions For Utilizing Your Potential

- Use your keen and objective insights into others to identify the crucial issues and needs and concerns of others, especially in conflicts between others.
- Use your excellent insights to identify the types of people who have similar needs and interests and likes and dislikes as you do.
- Apply your excellent intuitive insight to help you discover steps for development which will maximize your strengths and minimize your limitations.

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

Very Good Conceptual, Analytical Thinking Ability

You have a very good 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 focused on keeping things in order and making certain things are done right.

Suggestions For Utilizing Your Potential

- You have a very good capacity for seeing and understanding the consequences of actions, plans, and ideas. Use this ability 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 and for 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.

Personal Pathways
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BUILDING VALUES
(Sources of Flow)

Self Direction

You have an excellent capacity for seeing and appreciating your inner self order and self direction.

You have an excellent awareness of your self definition and self meaning which gives you a sense of comfort that things will work out for the best.

You understand where you want to go with your life, what will give your life meaning and purpose.

You currently have some doubts and questions about which direction is best for you and may delay decisions concerning self development until you are more certain about what is best.

Suggestions For Utilizing Your Potential

- You have an excellent 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 create steps for an 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 the rule 'do something and if it works do it again and if not do something else' your motto.

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

Social, Role Awareness

You have the ability to correctly identify the type of social and role image which will provide you a sense of competence, confidence and satisfaction.

You understand your place and function in society and feel good about what you are doing.

Even in situations in which you may feel some anxiety when you are not able to achieve what you want or what you think you ought to achieve, your confidence and self assuredness can keep you on track.

You know what it will take to provide you a sense of satisfaction and achievement.

Suggestions For Utilizing Your Potential

- Your strong and realistic confidence in your ability to perform can serve as a gyroscope to help point you in the right direction and as an anchor to provide support in difficult or confusing times.
- You have a sense of comfort about where you are and what you are doing. Make certain that you do not allow this sense comfort to prevent you from pushing ahead with new steps for self development.
- Remember that your social image is only one aspect of your life and cannot take the place of self esteem.

Personal Pathways
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(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)

Doubts and Questions About The Future

You currently have doubts and questions about which direction is best best for you.

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

Even though you can clearly see and understand your goals and plans, you may not be willing to go full force toward their attainment.

Your doubts indicate a transition experience; therefore, any hesitation or anxiety you may be feeling will be pushed aside once you have decided which direction is best for you.

Suggestions for Deciding What Your Future Direction Ought To Be

- Examine doubts and questions you have about your future direction. Look for the source of question and uncertainty.
- Make a list of immediate steps which can help you get started. Examine the positive consequences of these steps. These consequences can become goals which will clearly define your future for you.
- Spend time with individuals who are a good source of advice and motivation.

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

Too Much Attention To Social, Role Image And Expectations

Your attention to social and role expectations, your emphasis on defining yourself through your performance, and your confidence about what you are doing can lead you to become too concerned about your social image and performance.

You may see yourself only through your role or through what others think or say about you.

You are likely to become too sensitive about what others think or say about you.

Your complete confidence in yourself can lead you to expect more from yourself than is possible for you to achieve or to overlook your potential for mistakes.

Suggestions for Building Realistic Social/Role Expectations

- Make a list of all aspects of your life which are important to you. Review this list to make certain that you are not placing too much emphasis on social/role image and role accomplishments.
- Examine your feelings of confidence to make certain that you are not overlooking your own potential for error. Seek out objective advice on this issue.
- Make a list of what you expect to gain from social/role accomplishments. Evaluate whether your expectations are realistic.

Personal Pathways
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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.