

Spann & Associates

Personal Pathfinder

Prepared for:

Demo Sample

- This material is confidential and personal.*
- Please do not read this report unless authorized to do so.*
- The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

Mary Lou Spann, PhD
Spann & Associates
Minneapolis, MN
Telephone: 763 755 5959
Fax: 763 755 5959
E-Mail: mlspann@spannassoc.com
Web: <http://www.spannassoc.com>

7AD9_12450_*_* 1/26/2011 1:16:00 PM

This entire document is subject to the following statement:

Copyright © 2002- 2011 – Axiometrics International, Inc. All rights reserved.

Personal Pathfinder **INTRODUCTION**

The basic questions for all time are enduring: 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose. We are organisms which, at every micro as well as macro level, operate according to purpose. We want to be able to do something worthwhile, to feel good about what we do, to feel comfortable with ourselves. And, most of all, we strive to know and appreciate ourselves at a level that reaches beyond goals, successes, failures and mistakes. We can take comfort in the fact that all people great and small, important and non-important, from the beginning of recorded human history and possibly before, have the same quest to be of value and to know what that value is.

The principles which guide us in this quest are universal and basic. Moreover, these principles form a structure for teaching us how to:

- (1) know and understand why and how we make the decisions we make;
- (2) come in contact with ourselves in a dynamic way capturing the forces which are actively shaping our decisions and our lives;
- (3) plan our lives based on reason and understanding allowing us to be in control of our destiny.

The PERSONAL PATHFINDER is your personal map to help you integrate the principles that 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 those 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 that 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. The reports in this phase of the Pathfinder analysis will get you started on your journey by helping you 'Identify Your Value Talent' and learn to begin 'Developing Your Value Talent'.

Personal Pathfinder

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. Value talent is a measure of your ability:

- (1) to see and filter what is happening around you and in yourself;
- (2) to build concepts and ideas by focusing on what is important to you;
- (3) to translate your ideas and expectations into decisions.

These three activities are the keys to understanding how we make decisions.

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. These individuals have a clearer idea of what is important, can see things which others miss, are very creative problem solvers, make decisions which are always on target, and are sensitive to the needs and concerns of others.

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 Pathfinder 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.

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. For example our strength may be the fact that we have excellent insight into others. We know and understand people, their motivations, their dreams, their perspective on things, their potential, and their flaws. We can translate this strength into a talent by developing our ability to help people better see and understand themselves. Then, we can translate this talent into an opportunity by becoming a teacher.

At the same time, our blocks can interfere with the ability to use our strengths, to develop strengths as a talent and to see opportunities around us. For example, our block may be a tendency to be overconfident that we can get things done. Because we are overconfident, we tend to tell people that we can do anything to win acceptance from them and we tend to overlook our mistakes and potential for error. Our ability to utilize our strength, insight into others, can be limited by our tendency to overestimate what we can do for and with others and to underestimate what we need to live up to the promises we make to others.

Success often hinges more on using the talent that we have rather than the level of development of the 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 this report:

- (1) An analysis of strengths which result from our ability to clearly see, focus on and/or balance our talent as decision makers.
- (2) An analysis of potential blocks which can interfere with our ability to make decisions.

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

Intuitive Insight

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful, and as the ability to see a person, thing, situation or idea in its total meaning.

You have very good intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision and when the direction in which you are heading is your best and most fruitful path.

Practical Problem Solving Ability

Practical problem solving ability (common sense thinking) measures the ability (1) to rely on practical, common sense thinking for identifying and solving problems, (2) to readily see crucial issues in complex, difficult and confusing situations, and (3) to see how to respond with good 'street sense' to attain practical results.

You have excellent practical, common sense ability. This key strength helps you see what is important and needs immediate attention, to identify problems and practical common sense ways for solving them and to see flaws in things and situations. 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. The talent is yours, however, and is available for you to recognize and develop.

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

Keen Insight Into Others

You have a unique and powerful gift. You are a keenly perceptive individual who has an excellent capacity to see and appreciate the worth of others. You have the ability to see both the positive character potential and the potential character flaws in others. You have a genuine gift for identifying and valuing what makes each person unique and special. Moreover, you have the ability to evaluate and understand what is being said, to identify constructive alternatives, and to organize and plan an effective response. Your keen intuitive insight can guide you toward solutions to personal problems.

Your key strength is the ability to compare and evaluate crucial issues and to organize your thinking such that you are aware of what is needed to develop and maintain relationships. You may have difficulty trusting others when you cannot determine your risk. You may also have difficulty accepting others as they are. As a result, you may spend too much time and energy trying to determine the outcome of relationships.

Very Good Practical, Common Sense Thinking

We live our daily lives in a concrete world full of things, events, circumstances, problems, details. We mark time by the passage of events, the growth and deterioration of things, the importance of events and situations. We measure each other by our physical and material successes. Although we know that there is more to us than the physical, we are constantly aware of the need to live and survive in our concrete world.

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, and for operational activities which involve doing, acting, and executing. You pay attention to your immediate circumstances and are sensitive to what needs to be done. Moreover, you are results, oriented focusing your time and energy on getting things done in a practical, common sense way.

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

Very Good Conceptual, Analytical Thinking Ability

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You have a keen appreciation for ideas, plans and strategies. You understand the importance of rules, norms and authority for helping us feel secure. You do tend, however, to be somewhat cautious and skeptical about rules, structured situations and 'black and white' thinking. You tend to be an individualist who will likely covertly or overtly challenge existing ways of thinking, rules, authority and norms for conduct, especially when you think they infringe on personal freedom.

Self Direction and Self Determination

The basic questions for all time are enduring 'Who am I?', 'What am I?' and 'What ought I to be?'. These three questions sum up our quest to be. We want to know that we have a purpose, that our lives have meaning. In fact, our research indicates that the strongest and most consistent motivating factor in all individuals is self direction and self purpose.

You are extremely fortunate to have a powerful combination of insight into inner ideals and a strong commitment to self direction, to the creation and fulfillment of your goals. This combination gives you the capacity to be very goal directed, capable of seeing goals and driving toward them with persistence. Your commitment to personal ideals gives you a sense of self excellence and perfection which can lead you to demand the best out of yourself and a strong moral code which instills a sense of responsibility for your conduct. Your persistence, however, can turn into insistence that your way is right regardless of circumstances.

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

Social, Role Confidence

Our research identifies three key sources for motivation needs, wants and expectations. Expectations define our goals, our sense of meaning and purpose. Needs define our total inner self, including everything from fulfillment to ambition. Our wants focus on what we are doing, what satisfies us, what gives us a sense of enjoyment and makes us feel that we fit into society. Wants then define our social and role self, what we are, and bring to one point in time, what we think we ought to be and who we ultimately are.

You have a good understanding and appreciation of your social and role image. You have a keen understanding of what is required from you. You feel confident about your ability to perform which gives you a sense of personal contribution, competence and satisfaction, a sense of comfort and belonging in the world around you, and a strong need to be recognized for your achievement and effort. You have the ability to see and pay attention to opportunities for development, but you may expect more from your job or more from yourself than is possible.

Dynamic, Positive Attitude Toward The World

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

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

Personal Pathfinder
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Too Much Attention To Social, Role Image And Expectations

How well you perform in your role or job and how you are seen by others is extremely important to you. In fact, you tend to define your self worth through your social image and your job performance. Your concern about how well you are performing and about social recognition can act as a source of confidence and strength. You tend, however, to become too concerned about how other people see you, to place too much emphasis on status and social image, and to overestimate either how much fulfillment you can attain through your achievements or your ability to perform.

You tend to see and value yourself only through your role and through what others think or say about you. As a result, you are likely to be too sensitive to what others think or say. You tend to be overconfident about your ability to perform and are likely to overlook your potential for mistakes, to not see your mistakes and errors, and to be too quick to take on tasks before you have realistically evaluated what you can do.

Cautious, Selective Attitudes Toward Others

You have respect and concern for the worth and individuality of each person; however, this concern will be shown discretely and can be couched in critical advice, impatience, and suspicion of the intentions of others. You tend to be too quick to judge others when they do not measure up to your standards and expectations. You tend to have doubts and questions about the intentions of others and to spend too much time and energy on why things cannot or will not work out. You tend to overlook or discount the needs, interests and concerns of others, especially if they are different from your way of thinking and acting.

Your strong sense of individualism can cause you to stubbornly insist that your way is right potentially leading you to overlook the value of other perspectives, ideas, and opinions. You tend to be hesitant or cautious in close, personal relationships until you are certain of the risk. Your tendency to be too quick to give advice may lead you to be frustrated when others do not readily see, accept and value your thinking.

Personal Pathfinder
IDENTIFYING VALUE TALENT
BLOCKING VALUES
(Sources of Interference)

Individualistic, Potentially Reactive Thinking

The individualism and potentially inventive thinking which can function as a strength for you may interfere with your decision making. You can become so involved with immediate, crisis situations and with finding a way, covertly or overtly, to do things your own way that you develop a reactive, crisis way of thinking which leads to impatience, to frustration, and potentially to a 'chip on the shoulder' attitude things do not happen as you expect.

You can become so caught up with challenging existing ways of thinking and doing things that you do not take the time to think through all of the consequences of your decisions and actions. You tend to overtly or covertly question the authority of rules, norms and institutions, especially if you see them as ineffective or in the way. You will likely feel uncomfortable in rigidly controlled or structured environments and situations. Moreover, you tend to underestimate the need for taking the time to think and plan prior to making your decisions.

Inner Directed Focus In Your Thinking

Your ability to see and accept yourself is a unique gift which can function as a key strength. Your inner directedness, however, can also interfere with your decision making and with your ability to successfully apply your talent. The same inner focus which acts as a source of power can lead you to become impatient and frustrated with the world when your ideas and ways of thinking are not accepted or do not fit. You may be too quick to write off the accepted way of doing things, what others think, and even what objective evidence says if that evidence is different from what you believe is right.

When your thinking is in 'sync' with the rest of the world, you have the ability to push ahead of others who must deal with inner doubts and fears. However, when your thinking is different from or not accepted by the world, you may have difficulty getting things to work out as you expect. Moreover, this lack of fit can lead to stress and anxiety which may interfere with your day-to-day decisions.

Personal Pathfinder

DEVELOPING YOUR VALUE TALENT

How do we develop value talent? How do we improve? What does it mean to improve your value talent? How will we know when we have improved? What should we try to improve? What happens if we try to improve and fail? Are there any secrets to success and improvement which will work every time?

We know that value talent is like any other talent such as musical talent. Each one of us has special abilities, has different value talent. So far, in the Pathfinder analysis, you have experienced your value talent in terms of your special capacities and abilities which are your key strengths and other capacities and abilities which are areas for development. Now, the focus will shift from identification of specific talents to building a strategy for development. The goal is to provide tools for building a MAP for charting your life, instructions for using the tools and steps to take both when you arrive at a destination and are ready to move forward and when you get lost and need help. You will be provided coaching and counseling comments to help you use your talent more effectively and to help you identify and correct blocks which can restrict access to your talent.

Coaching And Counseling Comments

In most of the Value Profiles which we have processed over the years, each person sees the world more clearly than self and pays more attention to the world than to self. The end result is that we become good performers, living a script which is written, produced and directed by someone other than ourselves. Many times, we define the success of our lives by our ability to receive awards for acting out our scripts. There is nothing wrong with achieving awards and living a script to the best of our ability. However, if in doing so we overlook our own needs and personal desires, if we measure our worth only in terms of how well we perform for others, if we do not stop to find out who we are and what we can become, and if we do not feel the success of our success then we may never really know Who We Are, What We Are and What We Can Be.

Your value talent both expresses your possibilities and potential and identifies ways in which you may overlook or discount your talent. One of the key purposes of the Pathfinder analysis is to help you attain freedom of action, that is, to help you utilize your value talent to capture your potential. Each personal strength is an avenue for expression of your talent. Each potential block can restrict your ability to direct yourself and your life.

The Coaching and Counseling Comments can help you find ways to express your talent, to have the freedom to choose. Expressing your talent is a matter of being in charge of the decisions of your life. Choosing for yourself and accepting responsibility for the consequences of your life puts you in control of your destiny. When you choose for yourself, you give yourself the greatest chance to live life at the richest and most spiritual level. Moreover, when you choose for yourself, you blame no one, no system, no act of nature or God for your mistakes and failures.

The Comments identify tips and suggestions for utilizing your strengths as well as for identifying your potential blocks and for preventing these blocks from effecting you. The comments are basically guidelines for building your own mini-max personal decision model. In other words, they can help you direct your energies to maximize your strengths and to minimize the effect of any potential blocks.

Personal Pathfinder
COACHING AND COUNSELING COMMENTS
USING YOUR TALENT

Learn To Rely On:

Your Intuitive Insight

- 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.

Your Practical Problem Solving Ability

- 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.

Your Keen Insight Into Others

- Be confident in your insights about others. Do not hesitate to provide your opinions and advice. - Apply your excellent intuitive insight to yourself to help you be objective about your strengths and limitations and to help you identify fruitful steps for self development. - Use your excellent judgment of others to help you build confidence about whom you can trust and can be open and available to. As a result, you are likely to find that people will become more willing to accept and trust you.

Personal Pathfinder
COACHING AND COUNSELING COMMENTS
USING YOUR TALENT

Learn To Rely On:

Your Practical Thinking Ability

- 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.

Your Individualistic And Inventive Conceptual Thinking

- You have a talent for clear, consistent thinking combined with a sense of individuality and spontaneity. Use this combination to build concepts, plans, rules and codes which are likely to be more readily accepted by others. - Apply your capacity to see and understand personal goals so that you can build a realistic plan for self development. - 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 analytical thinking ability to reduce your tendency for being caught in this trap.

Your Sense of Self Direction

- 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 accompany 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 Pathfinder
COACHING AND COUNSELING COMMENTS
USING YOUR TALENT

Learn To Rely On:

Your Confidence In What You Are Doing

- Your strong 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 of 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.

Your Optimistic Positive Attitude Toward The World

- 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 Pathfinder
COACHING AND COUNSELING COMMENTS
FOCUSING YOUR GROWTH

Spend Time And Energy Developing:

A More Realistic View of Your Social/Role Image

- 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 what you see in yourself that is valuable.

A More Positive Optimistic And Open View of Others

- Remind yourself to allow others to express their ideas without you imposing your viewpoint on them. - Avoid criticizing and advising others when they are simply asking you to acknowledge what they have done. - Make a list of the positive as well as the negative characteristics of others. Ask yourself what you can do to bring out and develop the positive in your personal and business relationships.

An Appreciation of 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.

Personal Pathfinder
COACHING AND COUNSELING COMMENTS
FOCUSING YOUR GROWTH

Spend Time And Energy Developing:

Greater Balance Between Your Awareness and Expectations Of Yourself And The World

- Remember that you measure everything against your standards and expectations. Take time to make certain that your views and expectations are realistic and that you are in touch with what is happening around you. - Be patient when others do not see things as you do or when they do not get things done as well as you think they should. - Build a backup plan which are you confident and ready to rely on when things do not work out as you expect.

Personal Pathfinder

DEVELOPING YOUR VALUE TALENT

DEVELOPING A PERSONAL STRATEGY FOR GROWTH

Defining Strategy

Building a strategy serves as a means of charting our relationship to the world around us and the world inside us. A strategy represents our attempt to define our choice, to choose not to be pushed and pulled by the circumstances around us, to be the masters of our own destiny. Strategy is a model which we can look at, evaluate, test and compare. It provides us an opportunity to build a script outline and decide what roles we want to play, whether we choose to produce and direct our lives, how much we are willing to spend in time, money and energy becoming what we set out to be.

The Pathfinder analysis can provide the tools which will enhance your ability to build a plot outline for the story of your life. The information which you have gained can become woven into a series of picture frames which, when fit together, give you a way to anticipate where your decisions and actions might take you. As a result, you can eliminate some of the negative surprises that creep up on us in the middle and the end of our lives leaving us feeling that we took the wrong road, were afraid to take chances with people or events, that we let opportunities pass us by, or that the past and present are bad but some distant future will give us a chance to find ourselves.

Viewing strategy as the unfolding of our lives rather than the container which we will use to fit our lives into a pre-determined mold increases the chances that what we set out to become we can become. It shifts our thinking about ourselves from 'I Might Be' and 'I Might Have Been' to 'I am' and 'I Can Be'. The information you now know about yourself can help you put flesh on 'I am'. The reasons why you choose as you do gives you the ability to identify your uniqueness, feel good about what you can do, and believe that what you are and who you are has a sense of purpose and destiny that connects you from the neighborhood where you live to the ends of the universe.

Building A Strategy

A strategy is the mapping of your connection with life and to life. Your strategy is your personal revelation about who you are, what you are and what you ought to be. As a result, your strategy will be different from mine and from all others. The strategy building process does have a common structure and framework and a common series of tasks. There are many versions of strategy building available to you. The important choice is not whose model do you use, but to find a model which is based on your own strengths and limitations as well as your own priorities and then build your strategy for life.

Model For Building A Personal Strategy For Development

The following model for strategy building is organized around five key steps: (1) Choose A Place To Begin, (2) Set Priorities, (3) Design A Path For Change, (4) Make An Action Plan, and (5) Put The Plan To Work.

The first step is the most critical. The first step represents the commitment to live with purpose, to be dedicated and disciplined to work toward the goals that you set for yourself, and the willingness to define yourself in terms of your purpose.

Now that you've made the commitment, use the chart below as a tool for defining the remaining steps.

Personal Pathfinder STRATEGY FOR PERSONAL DEVELOPMENT

STEP 2. SET PRIORITIES	STEP 3. DESIGN A PATH FOR CHANGE
Decide What Is Important	Look At The Big Picture
Make Up Your Mind What You Want	Find Out What You Need To Do To Accomplish Your Goal
Decide What You Are Willing To Do Or Give For What You Want	Make Certain That You Start Something You Can Finish
STEP 4. MAKE AN ACTION PLAN	STEP 5. PUT THE PLAN TO WORK
Set Concrete Goals	Build By Taking One Step At A Time
Set A Time Table For Action Which You Are Willing To Follow	Keep Your Sights Set On Where You Are Heading
Create Alternatives And Options For Those Times When Things Don't Work Out	Be Persistent But Know When To Fold

Remember That There Are Always New Beginnings

Take your time to choose a place to begin your strategy. Remember that your strategy is the blueprint for your life. As the blueprint or map, the paths and roadways chart the steps you are taking. The beginning point is the opportunity you take to define yourself, to take as much time to know yourself as you have taken to develop the skills and talents which you perform in your daily jobs, as much time in preparation as you have taken in work, school or in other prospects which are special to you and as much attention to detail as you would take for a special task whether that task is a hobby, a school project or a job\skill requirement.

Use the information you have gained from the Pathfinder analysis to identify your natural thinking habits. Refresh yourself with those values, attitudes and beliefs which are working for you and which are also dominating your decision making.

Carefully weigh the effects of biases in your decision making which can restrict freedom of access to your natural talent. Then, begin the process. You are best when you are being you and when you are expressing your natural talents. Your personal strategy is your blueprint for celebrating your life.