

# *Spann & Associates*

## **Personal Pathfinder**

**Prepared for:**

***Demonstration Samples***

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## ***Personal Pathfinder*** **INTRODUCTION**

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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'.

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## ***Personal Pathfinder***

### **IDENTIFYING YOUR VALUE TALENT**

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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.

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

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### **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.

### **Keen Insight Into Others**

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You have an excellent ability to readily identify the needs and interests of others. You have a genuine gift for helping people to see what makes them unique and special. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of 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.

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

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**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 lead you to spend too much time and energy trying to challenge existing ways of doing things and to develop novel ideas and solutions to problems.

You have very strong intuitive insights and hunches about what is a fruitful direction. 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. In any case, you will overtly or covertly seek to get things done in the way which you feel is most practical even when you must find ways around accepted practices.

**Excellent 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 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. You may become too concerned about keeping things in order and, as a result, may feel frustrated when things do not work out as you expect.

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

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**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.

**Dynamic, Positive Self Attitude**

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 do not always occur 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 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 for you because you believe that the best is possible.

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

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**Attention To The Worth of Others**

The ability to be sensitive to the unique worth of others is a powerful talent which connects directly to what is most valuable in our universe. You are very fortunate to have this talent. You are sensitive to the needs and issues of others and to the protection of the individuality and freedom of others. You are likely to shift from (1) being open and available to others, trusting of others and attentive to the positive potential of others to (2) becoming cautiously discrete and suspecting of others when things do not work out as you expect or when you suspect the intentions of others. You can become unrealistically optimistic about others, expecting them to be better than they can be.

You emphasize the importance of allowing others to express their ideas with their own flavoring and of paying attention to the effect of your response on others. Your concern for others may lead you to avoid conflicting or difficult subjects and situations and to spend too much time and energy trying to satisfy others.

**Creative, Individualistic Problem Solving Ability**

Problem solving is typically seen as a three stage process recognizing what the problem is, identifying alternatives for solving the problem and developing potential solutions. Within the boundaries of these problem solving stages, there are three general types of problems or issues problems which deal with individuals, practical, concrete problems, and problems which deal with thinking and planning for the consequences of decisions. Moreover, there are three corresponding types of problem solving skills intuitive insight, practical, common sense thinking, and conceptual, analytical thinking and planning.

You have a powerful combination of gifts for problem solving. You are a highly creative, innovative thinker and problem solver. You have the ability to have insight into problems which others are likely to miss because they think more habitually. You will likely be an individualist who will covertly or overtly get things done regardless of circumstances. Your potential creativity can generate spontaneity and energy in your problem solving activities.

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

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### **A Need For Self Affirmation**

One of the most consistent factors we have seen in over seventy percent of all individuals is a tendency to not give themselves enough credit. We have seen this factor in individuals who are top achievers as well as individuals who are not achieving any success in their careers. We call this factor a need for self affirmation, that is, a need to do something such that other people will affirm that you are worthy and have value.

You are currently experiencing this common need for self affirmation. As a result, you will tend to measure yourself against what you think you ought to be or against what others think you ought to be. You may feel frustrated and disappointed in yourself even when you are achieving success. Moreover, you tend to be too sensitive to what others think or say about you. Because you do have a good understanding of your inner self worth, the need for self affirmation will likely function as a motivating factor building a strong need to achieve recognition and attention to your worth.

### **Perfectionistic Self Image and Expectations**

Sometimes the strength which results from our focused attention and energy can become a blocking, restrictive force. We are all familiar with examples of persons of enormous talent in sports, academics, or politics who are highly successful in their work but have difficulty handling relationships, running their businesses or simply coping with normal problems. These individuals act as though they have blinders on seeing only what is in front of them.

Your commitment to personal goals and ideals which produces drive and persistence can potentially lead you to put blinders on and become too focused on what you think is right for you. As a result, 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 leading you to either loose interest in them or not feel satisfied when you achieve them. Moreover, you may 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 exactly as you expect.

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***Personal Pathfinder***  
**IDENTIFYING VALUE TALENT**  
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**Social and Role Transition**

We tend to spend so much of our time focusing on what we believe we have to do that we do not stop to ask ourselves whether what we are doing is best for us. As a result, there never seems to be enough time or the right opportunity for us to redefine our goals and ideals and to probe what we really want to do with our lives. You are currently experiencing a feeling of frustration and dissatisfaction about where you are and what you are doing which will lead you to ask questions about what is best for you, what you really want to do with your life, and what are you willing to consistently commit your time and energy to accomplish.

The uncertainty about what is best in your current situation can generate a sense of caution or hesitancy about pushing ahead until you are certain which steps are best, a sense of doubt 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, and a restless, dissatisfied feeling which can lead you to overlook opportunities for development in your current environment.

**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, however, to shift from being too open and available, too trusting and too sensitive to others, to being cautiously discrete and skeptical of the intentions of others when they do not live up to your expectations. Your concern for and optimism about others can lead you to expect people to be better than they are or better than they can be. You may be disappointed when you feel that you give more to others than they give back to you.

Your concern for others may lead you to avoid conflicting or difficult subjects and situations, to delay stressful encounters until they become a crisis and to overlook flaws and inadequacies in others. When you trust someone, you make a total commitment to them. In return, you tend to expect the same total acceptance and commitment from others. In some cases, you may demand more from others than they can give or expect more from them than they are willing to give.

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## ***Personal Pathfinder***

### **DEVELOPING YOUR VALUE TALENT**

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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.

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***Personal Pathfinder***  
**COACHING AND COUNSELING COMMENTS**  
**USING YOUR TALENT**

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**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 Keen Insight Into Others**

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 limitations.

**Your Individualistic, Novel Practical Thinking Ability**

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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***Personal Pathfinder***  
**COACHING AND COUNSELING COMMENTS**  
**USING YOUR TALENT**

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**Learn To Rely On:**

**Your Excellent Conceptual Thinking**

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.

**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.

**Your Optimistic Positive Self Attitude**

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.

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***Personal Pathfinder***  
**COACHING AND COUNSELING COMMENTS**  
**USING YOUR TALENT**

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**Learn To Rely On:**

**Your Concern for Others**

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.

**Your Inventive and Unconventional Problem Solving Ability**

You have a talent for seeing and understanding things in novel and innovative ways.

Use this talent to identify crucial issues in problem situations and to help others find solutions for problems in ways which they are likely to overlook.

Apply your talent to yourself to help you (1) identify unique and innovative steps for self development and (2) understand your problems in a refreshing way turning problem situations into opportunities to be creative.

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***Personal Pathfinder***  
**COACHING AND COUNSELING COMMENTS**  
**FOCUSING YOUR GROWTH**

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**Spend Time And Energy Developing:**

**Sensitivity To Your Inner Self Worth**

Pay attention to your own uniqueness and self worth. Spend time with people who make you feel worthwhile and doing things which give you a sense of satisfaction and fulfillment.

Examine any self doubts. Look for the source of your inner doubts and questions to make certain you are not being too hard on yourself.

**Realistic And Fulfilling Self Goals**

Examine your goals and plans for self development to make certain that they are realistic and attainable.

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.

Examine your drive to measure up to your personal expectations. Make certain that you are not being too hard on yourself.

**Confidence About What You Can And Want To Do**

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.

Examine your past jobs. Make a list of activities which you really enjoyed and were good at and a list of those things which created the most dissatisfaction.

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***Personal Pathfinder***  
**COACHING AND COUNSELING COMMENTS**  
**FOCUSING YOUR GROWTH**

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**Spend Time And Energy Developing:**

**A More Realistic And Objective View of 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.

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***Personal Pathfinder***  
**DEVELOPING YOUR VALUE TALENT**  
**DEVELOPING A PERSONAL STRATEGY FOR GROWTH**

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### **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.

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### *Personal Pathfinder* STRATEGY FOR PERSONAL DEVELOPMENT

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<b>STEP 2. SET PRIORITIES</b>	<b>STEP 3. DESIGN A PATH FOR CHANGE</b>
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
<b>STEP 4. MAKE AN ACTION PLAN</b>	<b>STEP 5. PUT THE PLAN TO WORK</b>
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.