

Spann & Associates

Personal Pathways

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 1:18:00 PM

This entire document is subject to the following statement:

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

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.

Personal Pathways

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)

Intuitive Insight

You have very good intuitive insight.

Your intuitive ability can best be described as strong inner feelings which help you immediately know when something is wrong, when someone can be trusted, when a decision is right and when the direction you are heading is best for you.

Suggestions For Utilizing Your Potential

- 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.

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

Practical Problem Solving Ability

You have excellent practical, common sense ability.

This key strength helps you see what is important and needs immediate attention, helps you identify problems and create practical common sense ways for solving problems.

Our research indicates that many individuals have this talent but either do not recognize it or do not rely on it. As a result, this strength may be a surprise to you and may not be recognized by you or by others who know you.

Suggestions For Utilizing Your Potential

- Use your common sense ability to direct your attention to issues which need your immediate attention.
- Use your practical thinking ability to develop an action plan which will be effective.
- Apply your practical problem solving ability to your own self situations so that you can identify practical workable alternatives to your personal problem situations.

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

Keen Insight Into Others

You are a keenly perceptive individual who has an excellent capacity to see and appreciate the worth of others.

Your strength lies in your 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 accepting others as they are. As a result, you may spend too much time and energy trying to determine in advance the outcome of your relationships prior to putting yourself at risk.

Suggestions For Utilizing Your Potential

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

Very Good Practical, Common Sense Thinking

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, doing, acting, and executing.

You are results oriented focusing your time and energy on getting things done in practical, common sense ways.

Suggestions For Utilizing Your Potential

- 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.

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 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 and authority.

Suggestions For Utilizing Your Potential

- 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.

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

Self Direction and Self Determination

You have a powerful combination of insight into inner ideals and a strong commitment to self direction, to the creation and fulfillment of your goals.

You have the capacity to be very goal directed, capable of seeing goals and driving toward them with persistence.

Your commitment to personal ideals leads you to demand the best out of yourself and generates a strong moral code which instills a sense of responsibility for your conduct.

Your persistence can turn into insistence that your way is right regardless of circumstances.

Suggestions For Utilizing Your Potential

- You have a very good capacity 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 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 your motto 'do something, if it works do it again; and if not, try something else'

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

Too Much Attention To Social, Role Image, And Expectations

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

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

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

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

Suggestions for Building Realistic Social/Role Expectations

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

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

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 couched in critical advice, impatience, and suspicion.

You tend to be too quick to judge others, to have doubts and questions about the intentions of others.

You tend 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.

Suggestions for Being More Positive and Optimistic About 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 relationships.

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

Individualistic, Potentially Reactive Thinking

Your individualism can lead you to challenge existing ways of thinking and doing things and to overlook consequences of decisions.

You tend to question the authority of rules, norms and codes of conduct, especially if you disagree with them.

You will likely feel uncomfortable in rigidly controlled or structured environments and situations.

You tend to underestimate the need for thinking and planning prior to making your decisions.

You tend to develop a 'chip on the shoulder' attitude when things do not happen as you expect.

Suggestions for Building 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.