

# DBeard Consulting, LLC

*"When Accountability and Performance Matter ...  
Get the Right People, in the Right Seat, on Your Bus"*

## Personal Pathways

**Prepared for:**

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- *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.*

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## **Personal Pathways**

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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)**

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**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**  
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**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.

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**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**  
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**Excellent Practical, Common Sense Thinking**

You have an excellent ability to be in touch with things and and circumstances.

You have the ability to readily identify what needs to be done and what is important and needs attention.

You have keen insight into practical, pragmatic thinking but do tend to be somewhat cautious about relying on your practical, common sense.

You may delay decisions and actions until all of the options are evaluated. You may concentrate more of your energy on assessing why things will not work rather than on making them work.

**Suggestions For Utilizing Your Potential**

- Use your excellent practical thinking ability to identify problem areas which need your immediate attention and crucial and important issues which should be brought to everyone's attention.
- Use your practical thinking ability to build 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.

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**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.

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**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**  
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**(Sources of Interference)**

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**Perfectionistic Self Image and Expectations**

Your commitment to personal goals and ideals produces drive and persistence but can potentially lead you to put blinders on and become too focused on what you think is right for you.

You can become stubborn about what you must do turning persistence into insistence that your way is right regardless of circumstances.

You may set goals which are challenging but are not rewarding.

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 as you expect.

**Suggestions for Building 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.

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**Social and Role Transition**

You are currently experiencing a feeling of frustration and dissatisfaction about where you are and what you are doing.

You are likely to ask questions about what is best for you, what you want to do with your life, and what are you willing to commit your time and energy to accomplish.

You are likely to feel doubts and questions 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.

**Suggestions for Building Confidence**

- 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.
- Make a list of the things you really enjoy and ask yourself what made them fun, enjoying and satisfying. Use this list to help you decide what is a good opportunity.

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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.