



Axiometrics® Personal Pathways

An Evaluation of Value Talent

Based on Wayne Carpenter's research and extensions of the Hartman Value Profile

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Introduction



The **Personal Pathways** report is your personal guide that will help you use the principles that define who you are, what you are, and where you are going in your life. The basic premise of our **Pathways** report is that life is a journey full of tremendous promise and opportunity, but also filled with side-tracks, potholes, and dangerous curves.

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

- Understand why and how we make the decisions we make.
- Come in contact with ourselves in a dynamic way, capturing the forces that actively shape our decisions and our lives.
- Plan our lives based on reason and understanding, allowing us to be in control of our destiny.

Our research has uncovered keys that can help you unlock your potential. We have also found that these keys to life's journey may be simple to think about, but difficult to implement; requiring preparation, practice, and perseverance. 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 that add up to define each one of us.



Each one of us has value talent; certain skills and abilities that are natural to us, but also combined with certain "blockers" that can restrict our freedom to use our talent. It is important to recognize our strengths, but we also need to accept our vulnerabilities and take measures to develop ourselves in order to fulfil our potential.

The **Personal Pathways** report will help you in three ways, assisting you to:

- Identify your strengths and how you can use these strengths to become better at being yourself.
- Identify your blockers and what you can do to reduce their effect on you.
- 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 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.

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 Blockers



One of the reassuring features of life is that each one of us have strengths that belong uniquely to us as well as blockers 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 certainly helps. What we also find is that people who are successful are good at being themselves, know what their strengths and blockers are and how to manage them.

The **Personal Pathways** report has two major areas of focus, assisting you to:

- Evaluate your strengths, or sources of flow, which come from your ability to clearly see, focus on, and balance your talent as a decision maker.
- Expose the potential blockers, or interference, which can get in the way of your ability to make decisions.

The following pages will give you great insight into your unique "sources of flow and interference", allowing you to focus on those areas where you are strongest as well as those where you need to consider development. Each page includes coaching comments and suggestions to help you utilize your strengths, while assisting you in learning how to keep your potential blockers in check. A planning template associated with each coaching point is provided so that you can easily track each of your objectives and the actions you need to take. By the end of the report, you will be ready to finalize the plan of action for your talent development. The last page provides a tried and true outline for developing your unique Strategy For Personal Development.



STRENGTH: 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

Suggestions	Objective	Action Steps	Progress Measures
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.			

STRENGTH: Practical Problem Solving Ability



You have excellent practical, common sense ability.

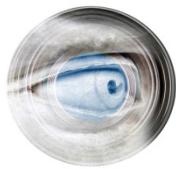
This key strength helps you see what is important and needs immediate attention, helps you identify problems and create practical common sense ways for solving problems.

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

Suggestions	Objective	Action Steps	Progress Measures
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.			

STRENGTH: Outstanding Insight Into Others



You are a keenly perceptive individual with an outstanding capacity to see and appreciate the unique individuality of others.

You have a strong sense of respect for the uniqueness, worth and individuality of each person. You have the ability to readily see and understand another person's point of view.

You are likely to rely on intuitive insights and hunches about others and to emphasize your commitments and obligations to others.

You are selectively open and available to others, being more ready to be available to those who meet your expectations.

Suggestions For Utilizing Your Potential

Suggestions	Objective	Action Steps	Progress Measures
Use your insight into others to help them focus their energy on positive building thoughts and actions.			
Make your capacity for outstanding insight into personal problems available to others.			
You have an excellent ability to identify the needs and interests of others. Make certain that you take time to use this knowledge to help others.			
Use your excellent intuitive thinking skill to evaluate your own needs and interests and likes and dislikes.			

STRENGTH: Excellent Conceptual, Analytical Thinking Ability



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 but you may become too concerned about keeping things in order.

Suggestions For Utilizing Your Potential

Suggestions	Objective	Action Steps	Progress Measures
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.			

STRENGTH: 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

Suggestions	Objective	Action Steps	Progress Measures
You have a very good capacity for seeing 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.			
Your sense of loyalty and commitment to what you think is right is very strong. Use this capacity as an anchor to help you weather difficult situations.			
Your persistence is very strong. Make certain that you do not become trapped by a feeling that you have to stay on track regardless of circumstances.			

STRENGTH: Social, Role Awareness



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

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

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

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

Suggestions For Utilizing Your Potential

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

BLOCKER: A Need For Self Affirmation



You are currently experiencing a need for others to tell you that you are valuable and worthwhile.

You 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.

Development Areas; Using Your Potential

Development Area	Development Objective	Action Steps	Progress Measures
Pay attention to your own uniqueness and inner self worth apart from what anyone else thinks about or expects from you.			
Examine your sensitivity to what others think of say about you to make certain that you are not being too hard on yourself.			
Spend time doing things which you enjoy and which make you feel good about yourself.			

BLOCKER: 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 and may feel frustration and anxiety when things do not work out exactly as you expect.

Development Areas; Using Your Potential

Development Area	Development Objective	Action Steps	Progress Measures
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.			

BLOCKER: Perfectionistic and Stubborn Thinking



Your commitment to what you believe is right and acceptable can lead you to become stubborn and perfectionistic in your thinking and actions.

This stubbornness about how things ought to be done can lead you to be impatient when things do not happen as you expect.

You tend to insist that things have to be done the 'right way' or not at all and to be too demanding and critical of yourself.

You are susceptible to anxiety and frustration when things do not work out or when others challenge or reject your way of thinking.

Development Areas; Using Your Potential

Development Area	Development Objective	Action Steps	Progress Measures
Examine evidence both for and against your decisions.			
Examine alternatives for solving problems which are different from your own. Make believe that these ideas are your own and create supporting arguments for them.			
Remind yourself that you tend to see things as they ought to be rather than as they are.			
Watch for a tendency to blow up the imperfections of others.			

STRATEGY FOR PERSONAL 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
5. Put The Plan To Work



STEP 1. CHOOSE A PLACE TO BEGIN

The first step is the most critical. It 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.

STEP 2. SET PRIORITIES <ul style="list-style-type: none">• Decide What Is Important• Make Up Your Mind What You Want• Decide What You Are Willing To Do Or Give For What You Want	STEP 3. DESIGN A PATH FOR CHANGE <ul style="list-style-type: none">• Look At The Big Picture• Find Out What You Need To Do To Accomplish Your Goal• Make Certain That You Start Something You Can Finish
STEP 4. MAKE AN ACTION PLAN <ul style="list-style-type: none">• Set Concrete Goals• Set A Time Table For Action Which You Are Willing To Follow• Create Alternatives And Options For Those Times When Things Don't Work Out	STEP 5. PUT THE PLAN TO WORK <ul style="list-style-type: none">• Build By Taking One Step At A Time• Keep Your Sights Set On Where You Are Heading• Be Persistent But Know When To Fold

Remember That There Are Always New Beginnings