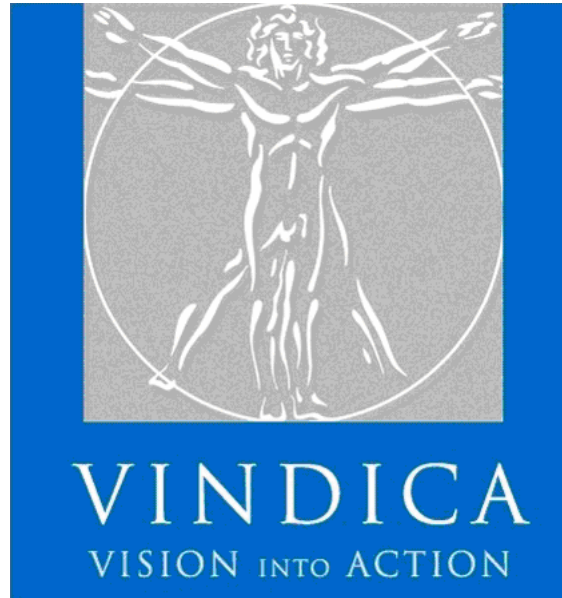


Personal Pathways



Prepared for:

Patrick Murphy

Vindica Ltd.

www.vindica.ie
askus@vindica.ie

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Personal Pathways

The PERSONAL PATHWAYS report is your personal map to help you utilize the principles which 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 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.

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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 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. 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 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 which 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)

Very Good Insight Into Others

You have a very good ability to identify the needs and interests of others.

You have a strong sense of respect for the rights and individuality of others and concern for the needs and interests of others.

Your concern will likely be cautiously shown and may be couched in giving critical advice.

Your keen intuitive insight will give you strong feelings about what is right and wrong and about what needs attention.

Suggestions For Utilizing Your Potential

- Use your insight into others to build your confidence about being open and available to others.
- Experiment by trusting those whom knowledge and experience has proven that you can trust. Use your understanding of others to expand this group. As you build confidence about trusting others you are likely to find that others are more willing to accept and trust you.
- Make certain that your actions reflect the knowledge and understanding you have of others such that you allow them to explain their perspective.

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 very good practical, pragmatic ability but you tend to be somewhat cautious about relying on your common sense.

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

Suggestions For Utilizing Your Potential

- Learn to rely on your practical thinking ability to direct your attention to issues which need your immediate attention.
- Develop confidence in your practical problem solving skills by keeping a record of the problems and solutions which you have correctly identified.
- Apply your practical thinking ability to your own personal problem situations. Make a list of workable alternatives and practical tips for yourself.

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

Attention To Structured, Analytical Thinking

You are a structured and ordered thinker who defines opportunities and alternatives by a preset strategy or plan.

The merits of each action as well as each goal and plan are determined by how well they reflect the overall strategy. Thinking ahead and planning is a necessary ingredient for your ability to make decisions.

You tend to insist on the development of a strategy or plan prior to action and, as a result, (1) you may overlook immediate needs and issues and (2) have difficulty handling changes which you have not anticipated.

Suggestions For Utilizing Your Potential

- You have the ability to pay attention to the consequences of actions and decisions. Use this capacity to generate a strong sense of accountability both in yourself and in others.
- Use your capacity for seeing and understanding ideas to build a realistic plan for your own self development.
- Your need for clarity and order and for consistency and constancy can lead to a stubborn perfectionism. Use your common sense ability or your intuitive feelings to prevent you from falling into 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)

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.

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

Perfectionistic and Stubborn Thinking

Your commitment to what you believe is right and acceptable can lead you to become rigid and 'black and white' in your thinking.

Your stubbornness can lead you to be impatient and intolerant when things do not happen as you expect.

You are likely to insist that things have to be done in the 'right way' or not at all.

You tend to be too demanding and critical in your expectations of others.

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

Suggestions for Building Flexibility And Realism In Your Thinking

- 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.

Personal Pathways
IDENTIFYING VALUE TALENT
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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, enjoyable and satisfying. Use this list to help you decide what is a good opportunity.