



Bus Concept™



Performance Zone Series

The Personal Development Report
for
Sample Candidate

The Bus Concept
808-575-5116
greg@busconcept.com

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.

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 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
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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.

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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 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.

Suggestions For Utilizing Your Potential

- 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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(Sources of Flow)

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

- 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.

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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'

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Dynamic, Positive Self Attitude

You are extremely fortunate to be one of those individuals who have 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 because you believe that the best is possible.

Suggestions For Utilizing Your Potential

- 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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(Sources of Interference)

A Need For Self Affirmation

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

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.

You tend to be too sensitive to what others think or say about you.

Suggestions for Building 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.

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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, enjoyable and satisfying. Use this list to help you decide what is a good opportunity.