



## **Memo to RightPath session participants or coaching clients.**

**In order to maximize our time together; please complete the following steps before the session. If you have questions, call 678 845 0400 or email [contact@rightpath.com](mailto:contact@rightpath.com).**

- 1. Read and reflect on your *RightPath 4 Profile* and *RightPath 6 Profile* reports.**
- 2. Get feedback on your reports.** Ask someone who knows you well and who can be objective to review your reports and give you their insights into the accuracy.
- 3. Complete the attached My Unique Profile exercise form.** This exercise is designed to help you develop a “snapshot” of your talents and operating style. We will use this form during the session.

**Blended Profile:** Your blended profile is indicated in the first paragraph of your *RightPATH 4* report (page 2) and is also shown in the legend beneath the graph on the same page.

**Strengths and Struggles:** For the strengths and struggles look on or about page 6 of your *RightPath 4* report. You will see bulleted lists of seven strengths and seven struggles for the factors. Focus on the factors that are clearly on the left or right side since they will be your strongest traits. Select strengths and struggles that most clearly describe you and list eight of them in the space provided on the form.

**Note:** if most of your scores are in the mid-range, review the lists of strengths and struggles on both sides and choose those that seem to fit you best.

**Relationship Keys:** Refer to the attached Relationship Keys handout to identify how you like for people to relate/communicate with you. Mark your score range (Left, Right, or Mid-Range) on each of the four continua. Again, look first at the items associated with your traits that are clearly on the right or left side and if most of your scores are mid-range look at both sides. Select items that are important to you and transfer them to the bottom section of the form.

- 4. If you are attending a session, be sure to bring these materials along with your RightPath reports.**

# My Unique Profile

\_\_\_\_\_  
NAME  
\_\_\_\_\_  
BLENDED PROFILE

## Key Strengths and Struggles

Refer to your RightPath® 4 Report beginning on or about page 6. Select the strengths and struggles from each factor that most clearly describe you. If your scores are mid-range, choose from either side.

### Strengths

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- 
- 
- 

### Strengths (cont.)

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- 
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### Struggles

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- 
- 
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## Relationship Keys

Refer to Relationship Keys – Me on the following page. Look at your strongest trait(s) (those that are clearly on the right or left side). Record comments that best describe how you like people to relate to you.

- |   |   |
|---|---|
| - | - |
| - | - |
| - | - |
| - | - |
| - | - |

*Capitalize on the Differences*

# RELATIONSHIP KEYS - ME

## 1 – Control

<b>Accommodating</b>	<b>Mid-Range</b>	<b>Directing</b>
20	45	55
		80

1. Remember my need to **Fit In**
2. Create a relaxed (less intense) environment
3. Encourage my input
4. Be an active listener
5. Remember to focus on the practical

1. Remember my need to **Take Control**
2. Give me direct answers; get to the point
3. Move quickly to the bottom line
4. Offer options so I can decide
5. Don't contradict me; let some time pass

## 2 – Interaction

<b>Reserved</b>	<b>Mid-Range</b>	<b>Engaging</b>
20	45	55
		80

1. Honor my need to **Avoid Attention and Reflect**
2. Allow me time to process my response
3. Present the facts; minimize emotions
4. Do not mistake my lack of response for inattention
5. Avoid over-animated and embellished explanations

1. Accept my need to **Gain Attention and Express**
2. Remember my need for fun and/or excitement
3. Invest time in building the relationship
4. Tell me who is involved
5. Help me transfer my talk to an action plan

## 3 – Conflict & Pace

<b>Challenging</b>	<b>Mid-Range</b>	<b>Harmonious</b>
20	45	55
		80

1. Remember my need for **Change and Logic**
2. Speak/move at a quick pace
3. Expect me to confront you to provide facts
4. Use logic, summaries, and key points
5. Anticipate my immediate responses and quick fixes

1. Remember my concern for **Stability and Compassion**
2. Soften the tone of communication
3. Slow down the pace of communication
4. Give me written policies and procedures
5. Present information, plus your feelings/emotions

## 4 – Order

<b>Spontaneous</b>	<b>Mid-Range</b>	<b>Methodical</b>
20	45	55
		80

1. Allow me plenty of **Freedom and Flexibility**
2. Expect/encourage my thinking out loud
3. Use graphics and verbal communications
4. Resist the temptation to prematurely edit my ideas
5. Expect/encourage my out-of-the-box thinking

1. Consider my need for **Accuracy and Structure**
2. Remember my need to analyze
3. Give me specifics – facts, figures, data
4. Honor my need for structure, schedules, rules
5. Look for ways to minimize the risks

**KEY LEARNING POINT:** Seek first to understand, then to be understood. Effective communications are greatly enhanced when we make the effort to understand each other's unique strengths and struggles.

**APPLICATION POINT:** to improve communications

- Understand differences
- Capitalize on the differences
- Adapt to different people/profiles by using the Platinum Rule – do unto others as they would like to be done unto.