



**Individual Report
for
Richard Results**



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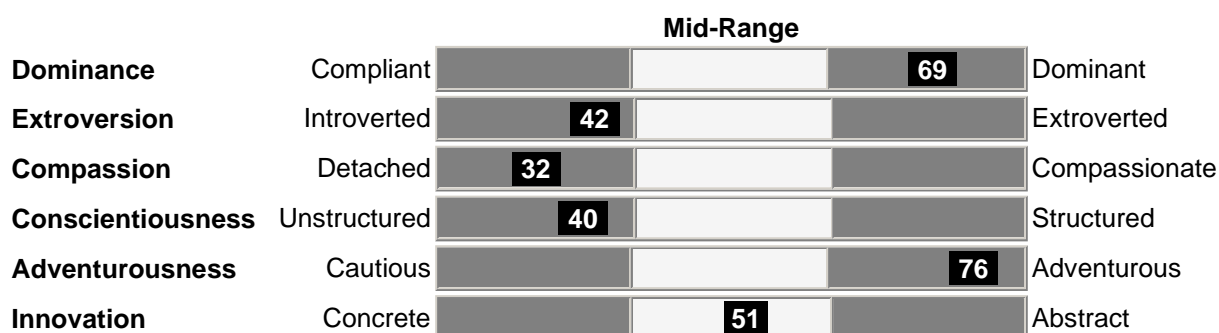
RightPATH® 6 Snapshot

Richard Results

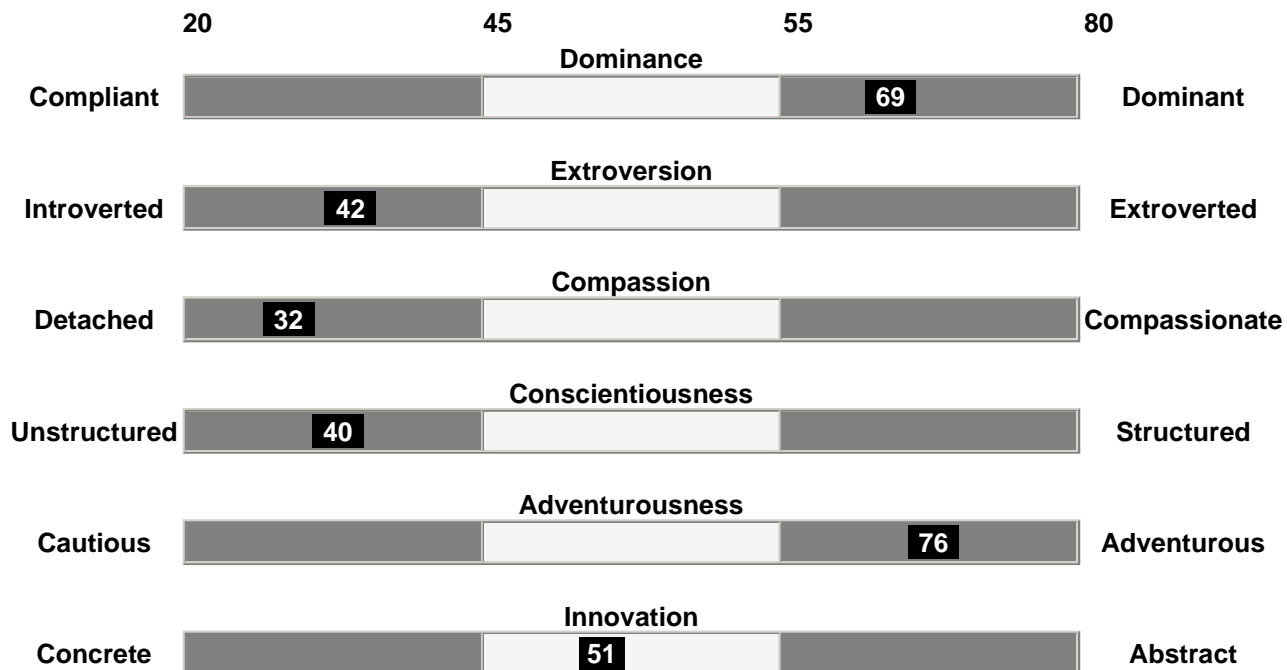
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| | |
|-------------------|--------------------------------------------------------------------------------------------------------------------|
| DOMINANCE | Confident, self-reliant, naturally wants to take the lead and control the agenda. Results oriented. |
| EXTROVERSION | Very focused, prefers to work alone; private, serious, and reserved; would rather socialize with close associates. |
| COMPASSION | Objective and not afraid to make difficult decisions; likes to move ahead at a fast pace. |
| CONSCIENTIOUSNESS | Spontaneous; prefers to operate flexibly and without a lot of details or restrictions. |
| ADVENTUROUSNESS | Adventurous, ambitious, and competitive; attracted by a challenge. |
| INNOVATION | Mid-Range Score. Will use a mixture of abstract and concrete ideas to solve problems and initiate change. |

SIX FACTOR RESULTS



Summary Graph for Richard Results



SUBFACTORS

| | | | | |
|-------------------|---------------------------------------|----|----|----|
| Dominance | Assertive Independent Blunt | | 53 | 71 |
| | | | | 67 |
| Extroversion | Enthusiastic Social Verbal | 36 | 49 | |
| | | | 46 | |
| Compassion | Sympathetic Supportive Tolerant | 40 | | |
| | | 36 | | |
| | | 25 | | |
| Conscientiousness | Precise Organized Achieving | 33 | | |
| | | 41 | | 58 |
| Adventurousness | Daring Ambitious | | | 76 |
| | | | | 66 |
| Innovation | Imaginative Resourceful | | 49 | |
| | | | 53 | |

IDEAL WORK ENVIRONMENT

This section provides insights that will be helpful in choosing a work environment that matches Richard's behavioral strengths. The more closely the work environment matches these elements and opportunities, the greater the likelihood of high productivity and job satisfaction.

DOMINANCE

- make decisions; set agendas and pace
- plan for the future, create strategy
- initiate changes
- get results

EXTROVERSION

- needs quiet environment
- opportunity to stay focused
- factual, unemotional, without hype
- limited relational expectations

COMPASSION

- fast pace
- high objectivity
- comfortable with frequent changes
- able to multi-task

CONSCIENTIOUSNESS

- minimum of procedures and sequential tasks
- minimum of detail
- may improvise
- spontaneous and unpredictable situations

ADVENTUROUSNESS

- pioneer, take risks
- achieve high goals, compete
- face new challenges
- start new projects

INNOVATION

- mixture of concrete and abstract
- opportunities to be resourceful
- a variety of problem solving
- some originality required

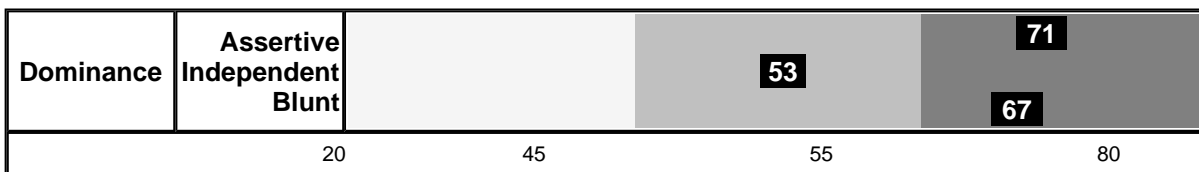
BEHAVIORAL TRAITS

Dominance



Richard's score in the Dominant range indicates a person who naturally seeks to be in control of the environment and operate independently. Whether planning a trip, driving a car, or setting priorities, these people naturally trust themselves more than anyone else and want to be in charge. Their desire to set and control agendas and get results can contribute to success in a variety of occupations.

Those who score in this range are typically confident and decisive. With strongly held opinions and ideas about how things should be done, it's typical for them to speak out or give advice. They naturally see the big-picture and have a unique ability to anticipate changes and conceptualise new ideas for operating in the future. This "visionary" gift is a key strength of the people with this profile. There are several struggles shared by those who have this dominant nature. Their assertive nature may precipitate "turf" wars, unless there are clearly defined areas of responsibility. Also, with their high confidence, they may assert strong opinions in areas in which they lack sufficient expertise. They often discount the amount of detail work needed to bring their big-picture ideas to fruition. Balance is provided by taking a more cautious approach and seeking and listening to the sound advice of others who are opposite from them in personality and work style.



Assertive Subfactor

- STRENGTHS Leadership oriented; naturally likes to influence others, be in charge, and control the agenda.
- STRUGGLES Can become too forceful in trying to get results and may alienate others.

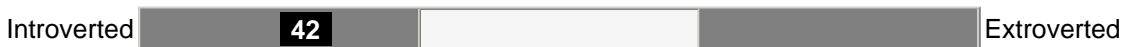
Independent Subfactor

- MID-RANGE Will enjoy both independence and working with others in team situations.

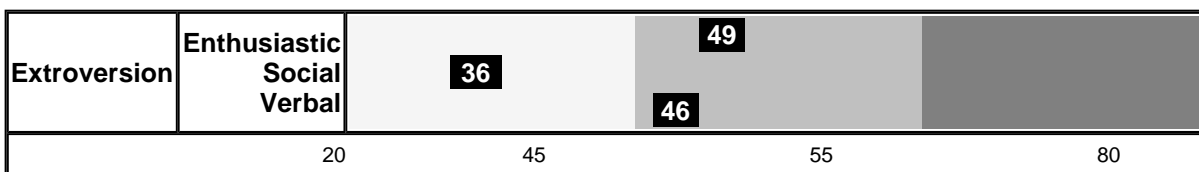
Blunt Subfactor

- STRENGTHS Very straightforward, candid, and direct.
- STRUGGLES Ignores the fact that many people are not comfortable being direct.

Extroversion



This score on the EXTROVERSION factor is typical of people who tend to be more reserved. They usually prefer socializing with a few close associates, rather than attending events involving larger groups or making small talk with strangers. In groups, they more often come across as being quiet and reserved, rather than being loud and uninhibited. A key strength of those who score like Richard is the ability to keep a clear focus on the issues at hand. They tend to reserve their efforts for the important tasks, rather than trying to go in many directions at once. Typically they spend much of their energy observing, thinking, and listening. When they do speak, their comments usually have substance and are to the point. As careful listeners, others value their ability to hear what is being said and respond in a practical way. They tend to take a realistic view of people and events, rather than getting caught up in the hype that often motivates others to make emotional or spontaneous decisions. An environment that gives protection from extreme people interaction will be welcomed. As with any trait, a strength overdone can become a struggle. A reserved nature can be a tremendous strength, because it enables a person to operate in a highly focused and efficient manner. On the other hand, most of us are part of a team -- in business and in other areas of life -- which makes the ability to relate crucial to good communications and success. Unless good ideas are shared, they may not be discovered and used. Practicing behaviours that are more outgoing and seeking more people involvement can create a better balance.



Enthusiastic Subfactor

MID-RANGE Upbeat with average energy and enthusiasm.

Social Subfactor

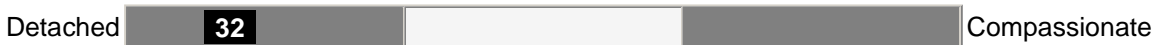
STRENGTHS Comfortable operating alone, rather than waiting for support from others.

STRUGGLES May be uncomfortable in large groups of people and be perceived as unfriendly.

Verbal Subfactor

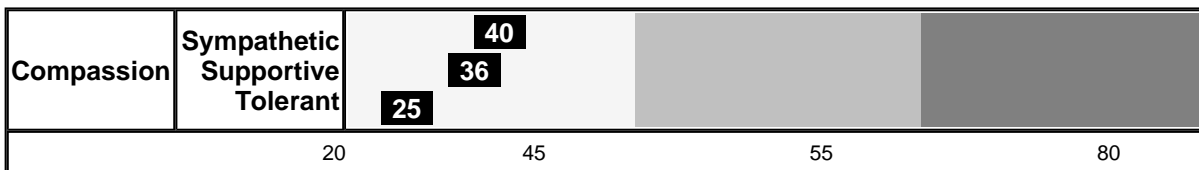
MID-RANGE Most comfortable with a balance of talking and listening.

Compassion



Richard's score on the COMPASSION factor indicates a person who tends to be quick reacting, objective, and direct in dealing with other people. This profile is often viewed as being impatient and change-oriented, with a strong concern for rapid results and getting things done.

A key strength of this profile is the ability to deal with conflict and have candid communication. This allows a person to effectively operate in a hostile or nonsupportive environment. This type of person is not easily intimidated by rejection or conflict, and that can be a significant advantage in many business situations. The struggle associated with scores in this range is a tendency to be unaware or insensitive to the needs of others. Not being attuned to the feelings or needs of others can come across as being insensitive, even when not intended. The lack of patience normally associated with this trait, along with the desire for a fast pace of activities and decisions, may make it easy to be demanding and intolerant of others who do not operate with the same energy level, intensity, or standards. A more open, tolerant, and patient approach toward others, coupled with increased listening skills, can balance this trait and enhance effectiveness in interactions with others.



Sympathetic Subfactor

- STRENGTHS Able to make difficult decisions and hold people accountable.
- STRUGGLES Can sometimes appear insensitive to the needs of others.

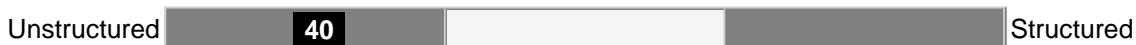
Supportive Subfactor

- STRENGTHS Strong goal orientation; will focus on getting results.
- STRUGGLES Can be impatient; usually has to work at being a good listener.

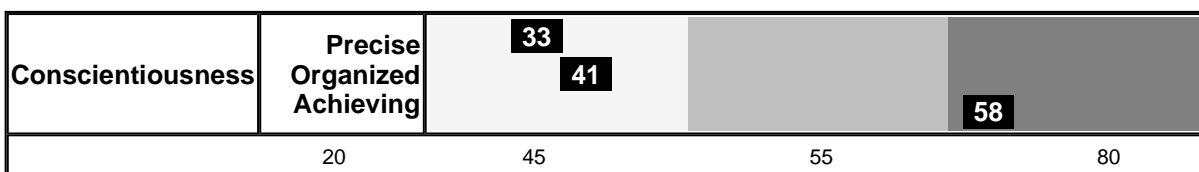
Tolerant Subfactor

- STRENGTHS Able to deal with confrontation and handle difficult situations.
- STRUGGLES May be overly critical in some situations.

Conscientiousness



This score on the CONSCIENTIOUSNESS factor indicates a general desire to function in an unstructured manner and deal with generalities more than details. Typically, this type of person prefers to establish his or her own standards and set priorities spontaneously, rather than having them set by others. People who score like Richard in this factor typically prefer the here and now and may excel at overcoming unexpected challenges. Often, they prefer new situations that offer the opportunity to be spontaneous and improvise on the spot. These same strengths can lead to negative consequences when overdone. Mastering some level of detail is usually necessary in order to survive and succeed financially. Advance preparation and reliance on established procedures also can be beneficial for those who prefer the "let's just wing it" style of operation. An intentional focus on balancing the drive for spontaneity and autonomy with self-imposed structure, time management, and organization, places the unstructured person in the best position to achieve full potential.



Precise Subfactor

STRENGTHS

Can make broad assessments in a timely manner.

STRUGGLES

May overlook important facts or data in order to reach a quick conclusion.

Organized Subfactor

STRENGTHS

Can respond "on the spot" without extensive planning or preparation.

STRUGGLES

May lack focus or structure and jump from one idea or subject to another.

Achieving Subfactor

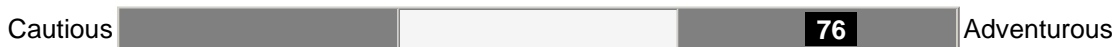
STRENGTHS

Very determined to reach goals and accomplish results.

STRUGGLES

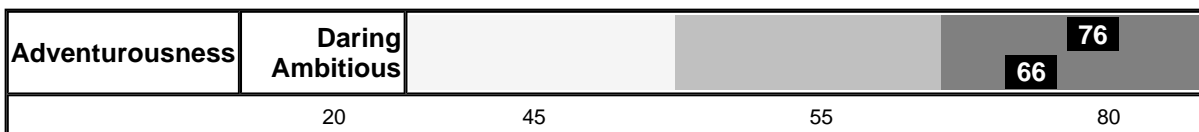
Can become overly focused on goals and neglect health, family, and the needs of others.

Adventurousness



Richard's score on the ADVENTUROUSNESS factor is indicative of a person who welcomes new challenges. Richard is probably comfortable in undertaking activities that entail risk. This type of pioneering spirit typically allows for moving ahead into new opportunities with little hesitation.

A key strength shared by those with this profile is a high level of boldness and initiative and a strong desire for achievement. This type of person sets lofty goals and then drives to succeed. With high ambition and a very competitive spirit, there is a natural tendency to press for results that can be seen and measured. Richard will likely expect success in opportunities undertaken. The struggles that often accompany an ADVENTUROUSNESS score are generally a result of overdoing the strengths associated with this factor. There may be a tendency to become overly competitive and step over or manipulate others in order to "win" or achieve a goal. With a strong natural confidence level in their ability to succeed, there is a tendency for these people to think they are right on everything. A key to balance within this profile is having advisers who will disagree and give the other side of issues. Finally, balancing natural boldness with a measure of caution and more initial analysis can enhance effectiveness.



Daring Subfactor

STRENGTHS Enjoys taking risks; seeks challenge and adventure.
 STRUGGLES Sometimes may take unnecessary risks.

Ambitious Subfactor

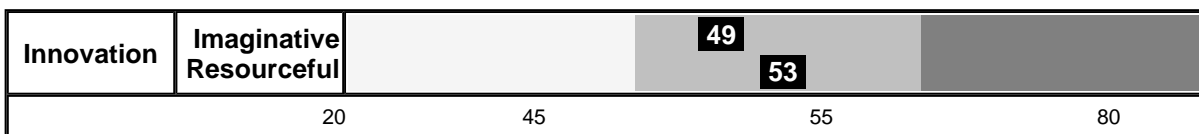
STRENGTHS Highly motivated and opportunistic; strong drive to achieve and succeed.
 STRUGGLES May get overly focused on personal or business goals and sacrifice a balanced life for success.

Innovation



This mid-range score on the INNOVATION factor indicates a person who innovates through both abstract and concrete thinking. More than likely, Richard will exhibit a very flexible approach toward problem solving and creativity. At times those who score in the mid-range will enthusiastically initiate ideas that are quite imaginative. At other times they may find themselves holding to the status quo and relying heavily on their experience for innovation and problem solving.

Since everyone has some area of creative genius, Richard should try to identify key areas that have high personal appeal and potential for innovation. Focusing on these situations will help a person capitalize on his or her strengths for success.



Imaginative Subfactor

MID-RANGE Uses a mixture of imagination and experience to be innovative.

Resourceful Subfactor

MID-RANGE Projects average resourcefulness and ingenuity.

INTERPRETING THE RightPATH® 6 PROFILE

USE OF BEHAVIORAL PROFILES

In this report, the term behavior refers to the way a person most naturally operates or acts. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers and others are naturally cautious.

There may be a tendency to think that some behavioral profiles are inherently better than others, but that is not the case. All profiles and styles are equally valid, and all are needed in society and the workplace. All styles and all people have strengths and struggles. The key point to remember is that people can be the most successful when they understand and maximize the positive aspects of their own natural and unique styles.

The RightPATH® 6 Profile report is intended to assist in the discovery and understanding of a person's natural behavioral traits and the application of these traits in the work environment. This knowledge can be empowering to individuals and organizations as they jointly seek to match the needs of the person to positions, roles, and teams in the workplace.

This report also can be used by teams to promote harmony and cooperation, as members learn about their individual differences. Mutual respect, trust, and effective communications can be increased significantly as team members gain insight into their different styles and associated strengths and struggles.

KEY POINTS TO REMEMBER

The RightPATH® 6 Profile:

- Describes normal behavioral traits only.
- Recognizes that every person is special and will have a unique style.
- Emphasizes that there are no good or bad behavioral profiles.
- Describes general traits that are typical for people who receive similar scores.
- Should be personalized since all statements may not apply to all people.
- Has been established as a valid and reliable instrument for measuring normal behavioral traits.
- Is one of the most powerful tools available for career planning, but choices should not be made solely based on behavior. (Other areas, such as vocational interests, skills and personal goals should also be considered.)

IMPORTANT INFORMATION FOR Richard Results:

1. You may reprint your RightPath® 6 report at a later time by going to www.rightpath.com and selecting **Take Profiles** from the left-side menu. Click on Use Login ID and Password and then click on RightPath® 6 Profile Login. Use your registration information as shown below.

Login ID: rrrr33

Password: rrrr333

URL: www.rightpath.com

2. We encourage you to gain further insights into the concepts in your report by reading our new book *Leading Talents, Leading Teams: aligning people, passions and positions for maximum performance*. It contains an in-depth discussion of most of the behavioral traits presented in the RightPath 6 reports. The book relates behavioral strengths and struggles to careers, hiring, teambuilding, leadership, coaching and personal growth.

In addition, each book contains a free profile offer - a great way to have a family member or friend take the RightPath profiles also. Check our website at www.rightpath.com to order or read more about this offer.

3. If you would like to purchase additional profiles you can do so by going to our website at www.rightpath.com and clicking on **Take Profiles**. Select Use Credit Card and follow the instructions.