

Path 4



INDIVIDUAL PATH4 REPORT FOR **RICHARD RESULTS**

RightPath Resources

5400 Laurel Springs Parkway, Suite 1301 • Suwanee, GA 30024
Tel: 678-845-0400 • Fax: 678-845-0405

www.rightpath.com

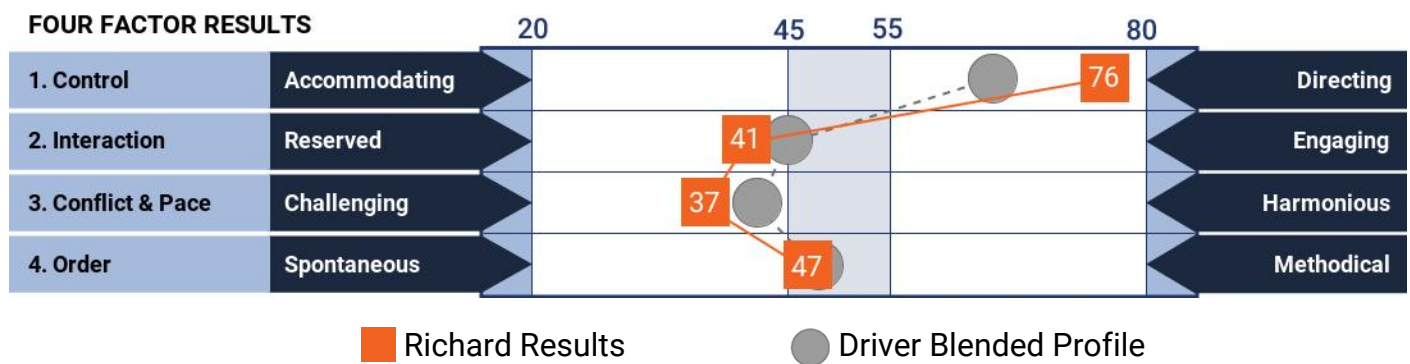
RightPath Resources. All Rights Reserved 2023.
Not to be copied or reproduced without express written permission.

RICHARD RESULTS – Path4 Profile Report

Richard, your natural profile is indicated by the line marked with squares on the graph below. Note also the line marked with circles representing the Blended Profile that most nearly matches your graph: the Driver Blended Profile

Blended Profiles

Sixteen Blended Profiles are used as the baseline for interpreting the combinations of the four basic factors. The information in the next section is derived from the **Driver Blended Profile**. Typically the more closely your graph matches this Blended Profile, the more accurately the information will describe your natural behavioral style.



Richard , your blended profile is: **Driver**

Drivers are people who create activity and set the pace within an organization. Due to their desire to lead, they quickly take charge of work settings by defining goals and delegating tasks. They are not afraid to take risks or strong action in order to achieve the desired results.

STRENGTHS: Drivers are bold, direct, confident, competitive, often pioneering, assertive, frank, independent, responsive to new challenges, and capable of creating a direction focused on results.

STRUGGLES: Drivers may experience struggles, such as being impatient, insensitive to the feelings of others, frustrated with details and routines, poor listeners, impulsive, too blunt, or overbearing.

DRIVER – AT WORK:

The best work situation for **Driver** realize their highest potential with opportunities to:

- Direct
- Be in control
- Create
- Develop
- Decide
- Lead
- Initiate solutions
- Build
- Conceptualize

Work Activities

Drivers will function most effectively when given independence, challenges, obstacles to overcome, problems to solve, and a minimum of details.

Task/People Orientation

Seeing progress and results are top priority for Drivers. As a result, relationships may become secondary to meeting goals.

Stress

Stress is created for Drivers when they are unable to control their work environment, especially the direction, purpose, and goals.

Leadership

Quick to assume authority, Drivers prefer to set the agenda at work. These daring pioneers excel at holding others accountable for producing results.

Communication Style

Drivers can be direct and forceful. As a result, coworkers may perceive Drivers as demanding, impersonal, and dominating.

Relationship To Authority

Drivers are most productive when given independence and freedom to make their own decisions. They typically become frustrated with anything less than strong, competent authority.

Contribution to Work

Drivers are results-oriented people, capable of seeing long range opportunities. To get results, they take charge, define goals, and create pressure.

Mobility Factor

These people like to be active, seek new challenges, have variety, and be relatively free from detail and confining routine.

Performance Improvement

Drivers need to recognize the teamwork required to meet their goals and invite group input. More patience and appreciation for others will help.

Fears

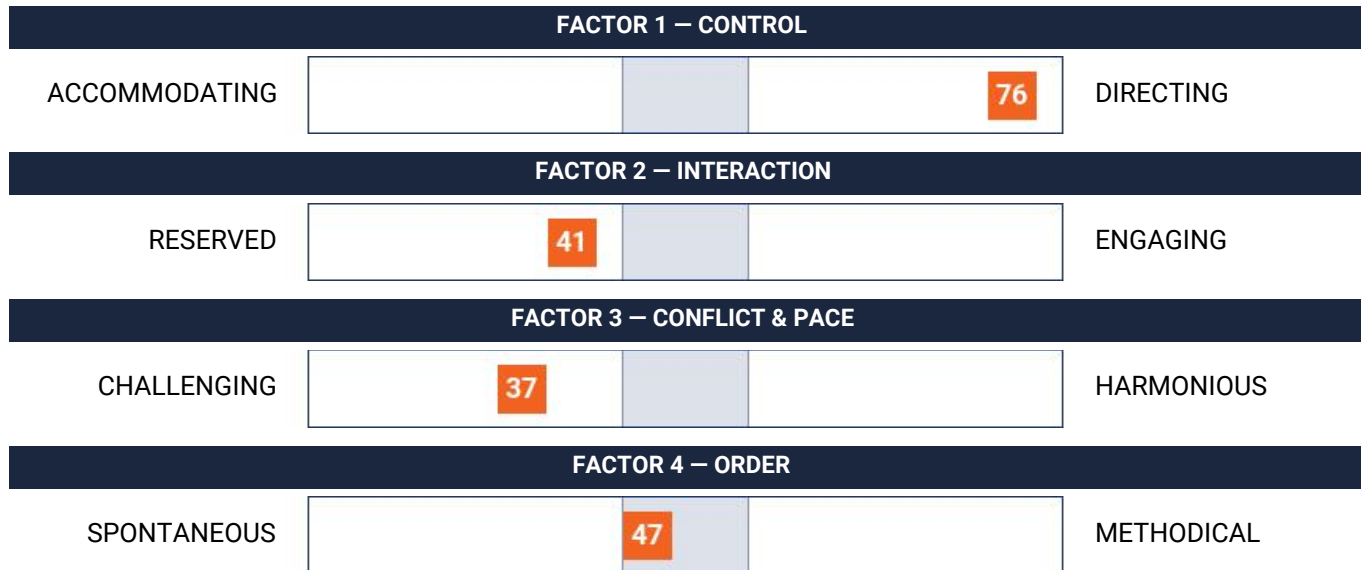
Drivers fear losing control of the work setting, being stripped of authority, being confined, and being taken advantage of.

Measure of Success

Reaching the goal and obtaining successful results defines success for Drivers.

FACTORS OF BEHAVIOR

This report is based on four factors of behavior and each factor has a continuum of behaviors associated with it as shown below.



STRENGTHS AND STRUGGLES

Richard, the strengths and struggles in the next section of the report relate to your RightPATH4 scores for the four individual factors. This information gives more depth to the report and helps you focus on your unique style.

There are many advantages of understanding your unique talents and motivations. You will enjoy operating in some environments more than others simply because they are a better fit for your natural style. **A goal should be to align your work as much as possible with your strengths and minimize exposure in the areas where you may struggle.** On the other hand, we all need to have a self-improvement program to develop our weak areas. As an example, a person who tends to be impatient and not naturally a good listener, can enhance relationships through a focused effort to become an active listener. Also keep in mind that strengths overdone usually lead to problems.

The list of strengths and struggles that follow are typical for people who have scores similar to yours. **Keep in mind that every individual is unique and some of the items may not fit you.**

You should objectively review the list and determine whether or not the description applies.

FACTOR 1 – CONTROL & AGENDA

ACCOMMODATING



DIRECTING

This factor indicates a person's tendency to follow another person's agenda or set their own agenda. Your score on this factor was in the **Directing range**. Typical strengths and struggles associated with your RightPATH4 position are shown below.

DIRECTING STRENGTHS

- Initiating, wants to set the agenda
- Results-oriented
- Speaks directly
- Competitive, takes on challenges
- Moves boldly with confidence
- Prefers multiple projects
- Sees the strategic/future potential

DIRECTING STRUGGLES

- Often discounts ideas/feedback from others
- May be controlling, demanding, and pushy
- May be a poor listener
- Prefers to avoid routine and details
- Can be self-centered and egotistical
- May overcommit what others can do
- Underestimates work needed to achieve goals

FACTOR 2 – INTERACTION



Reserved Vs. Engaging This factor indicates a person's preference for either solitude and private time or extensive interaction with others. Your score on this factor was in the **Reserved range**.

RESERVED STRENGTHS

- Task-oriented
- Serious and modest
- Realistic and practical
- Has a dry sense of humor
- Good at persevering
- Likes to be focused
- Likes closure

RESERVED STRUGGLES

- May appear withdrawn and aloof
- Sometimes comes across as shy
- Tends to be pessimistic
- Can be curt
- May be quietly self-righteous
- May appear skeptical or secretive
- Typically drained by social contact

FACTOR 3 – CONFLICT & PACE

CHALLENGING



HARMONIOUS

Challenging Vs Harmonious. This factor indicates a person's natural motivation to be either cool and objective or warm and compassionate. Your score on this factor was in the **Challenging range**.

CHALLENGING STRENGTHS

- Operates well in conflict
- Objective and cool
- Makes the difficult calls
- Responds quickly
- Works at a fast pace
- Likes and promotes change
- Favors logic over emotion

CHALLENGING STRUGGLES

- Tends to be combative
- May be abrupt
- Can be judgmental and critical
- Too impatient
- Tends toward hyperactivity
- Prone to be discontent
- May appear coldhearted

FACTOR 4 – ORDER & DETAIL

SPONTANEOUS

47

METHODICAL

Spontaneous Vs Methodical. This factor reflects a tendency to be either spontaneous and instinctive or to be prepared and structured. Your score on this factor was in the **Mid-Range**. Your Mid-Range score on the Spontaneous - Methodical factor indicates that you probably are versatile regarding the need for structure in your life. For instance, you may have a strong commitment to accuracy, yet you may struggle with being as organized and detailed as you would like to be. If this is the case, it will be important for you to enlist the assistance of highly organized people and scheduling tools to help you manage your time and activities.

Your versatility will enable you to work well with people who tend to be "perfectionistic" as well as those who like to just "wing it." In fact, you may even find yourself in both camps depending on the issue at hand. Likewise, at times you will want to be very prepared for upcoming events and on other occasions you will react spontaneously. This can be either an advantage or disadvantage, depending on your ability to discern which is appropriate for the situation.

With a Mid-Range score in this factor, it is possible that you will have a bent toward some of the typical behaviors of the left or right side traits. You should review the following lists of Strengths and Struggles and underline or circle any that are clearly the way you consistently operate.

SPONTANEOUS STRENGTHS

- Flexible and versatile
- Works with broad concepts
- Improvises and operates without procedures
- Instinctive, operates spontaneously
- Makes on-the-spot decisions
- Gives a reasonable estimate
- Responds candidly

METHODICAL STRENGTHS

- Organized and scheduled
- Accurate with details
- Follows established procedures
- Prepared, rehearses carefully
- Analyzes before deciding
- Conducts research to determine facts
- Responds diplomatically

SPONTANEOUS STRUGGLES

- Not naturally organized
- May be careless with details
- May ignore rules
- May "wing it" too much
- May be arbitrary and impulsive
- May overlook important details
- Too informal when formality is needed

METHODICAL STRUGGLES

- Tends to be rigid and inflexible
- May be too picky
- Overreliance on rules can be a problem
- May overprepare but lack confidence
- Perfectionistic to avoid mistakes
- May focus on details and miss the goal
- May be too formal, rigid

CONCLUSION

Richard, it can be very empowering to know your unique design. You have many natural behavioral strengths that can be used in your work. As you begin to use the concept of individual differences presented in this RightPATH4 Profile report you will see yourself and others in a new light.

Your knowledge of these differences will equip you to maximize your efforts and work in harmony with people who have very different styles and viewpoints.