

Path 6



INDIVIDUAL PATH6 REPORT FOR **RICHARD RESULTS**

RightPath Resources

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RICHARD RESULTS – Path6 Profile Report

1. DOMINANCE

Confident, self-reliant, naturally wants to take the lead and control the agenda. Results oriented.

2. EXTROVERSION

Very focused, prefers to work alone; private, serious, and reserved; would rather socialize with close associates.

3. COMPASSION

Objective and not afraid to make difficult decisions; likes to move ahead at a fast pace.

4. CONSCIENTIOUSNESS

Likes to be accurate, organized, and prepared; naturally follows rules and prefers structure and predictability.

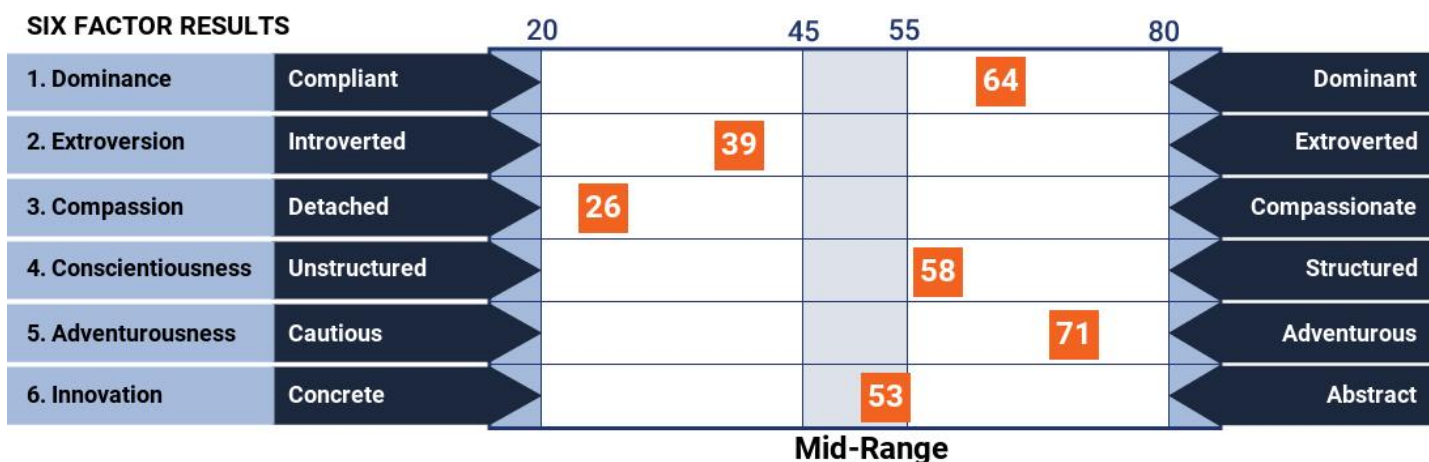
5. ADVENTUROUSNESS

Adventurous, ambitious, and competitive; attracted by a challenge.

6. INNOVATION

Mid-Range Score. Will use a mixture of abstract and concrete ideas to solve problems and initiate change.

SIX FACTOR RESULTS & SUBFACTOR GRAPH



PATH6 SUBFACTORS

1. Dominance	Accommodating			66	Assertive
	Collaborative			61	Independent
	Diplomatic		52		Blunt
2. Extroversion	Serious		38		Enthusiastic
	Reserved		33		Social
	Quiet			52	Verbal
3. Compassion	Logical	26			Sympathetic
	Action-Oriented		30		Supportive
	Challenging		33		Tolerant
4. Conscientiousness	Generalist			54	Precise
	Improviser			59	Organized
	Instinctive			58	Achieving
5. Adventurousness	Guarded			68	Daring
	Content			66	Ambitious
6. Innovation	Experience-Based		52		Imaginative
	Practical			56	Resourceful

IDEAL WORK ENVIRONMENT

This section provides insights that will be helpful in choosing a work environment that matches 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

- well organized and orderly
- predictable but exacting transactions
- time to prepare and process details
- achieve and meet goals

ADVENTUROUSNESS

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

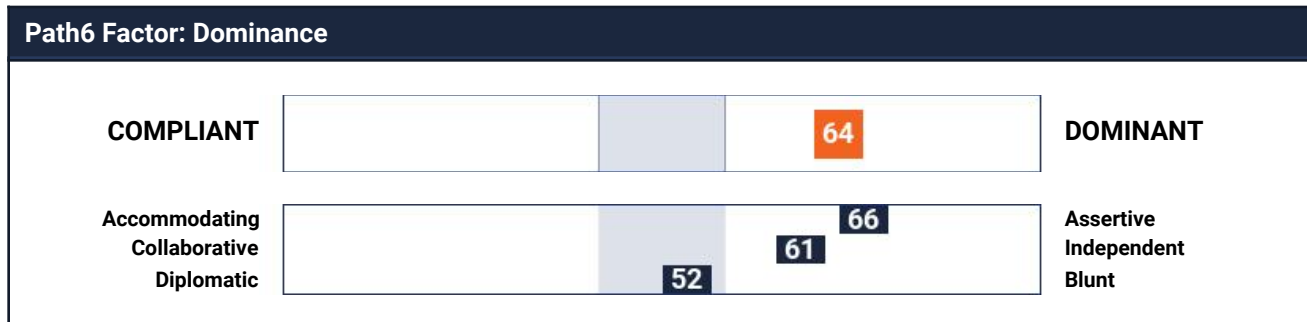
INNOVATION

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

BEHAVIORAL TRAITS

FACTOR 1 – 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.

DOMINANCE Subfactors: Strengths and Struggles

Accommodating/Assertive Subfactor

ASSERTIVE STRENGTHS: Leadership oriented; naturally likes to influence others, be in charge, and control the agenda.

ASSERTIVE STRUGGLES: Can become too forceful in trying to get results and may alienate others.

Collaborative/Independent Subfactor

INDEPENDENT STRENGTHS: Self-reliant; confident in own abilities; usually prefers to work alone.

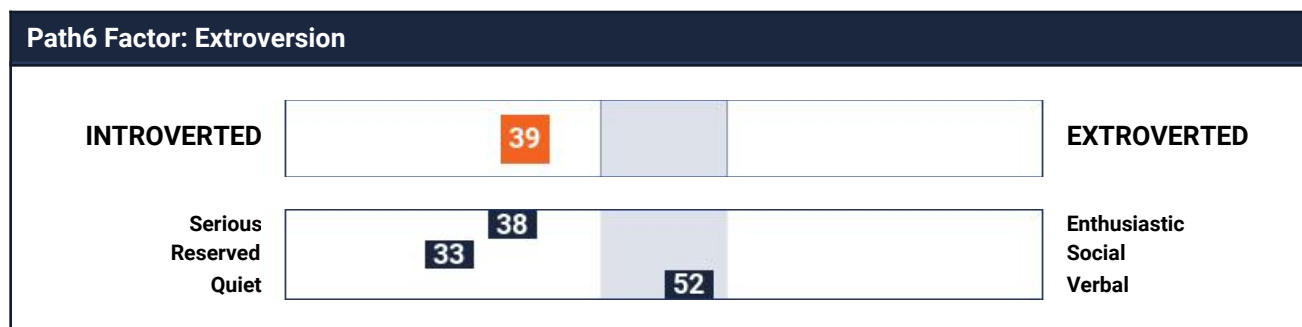
INDEPENDENT STRUGGLES: May forget that success usually is a team effort.

Diplomatic/Blunt Subfactor

MID-RANGE STRENGTHS: Comfortable speaking directly when needed but usually is not blunt.

FACTOR 2 – 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.

EXTROVERSION Subfactors: Strengths and Struggles

Serious/Enthusiastic Subfactor

SERIOUS STRENGTHS: Usually relies more on logic than emotions or optimism.

SERIOUS STRUGGLES: Can sometimes come across as being too serious and unenthusiastic.

Reserved/Social Subfactor

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

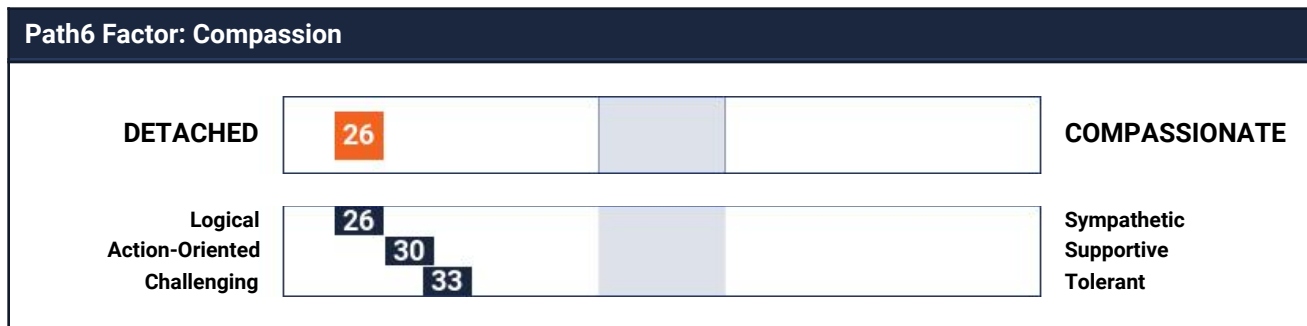
RESERVED STRUGGLES: May be uncomfortable in large groups of people and be perceived as unfriendly.

Quiet/Verbal Subfactor

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

FACTOR 3 – 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.

COMPASSION Subfactors: Strengths and Struggles

Logical/Sympathetic Subfactor

LOGICAL STRENGTHS: Able to make difficult decisions and hold people accountable.

LOGICAL STRUGGLES: Can sometimes appear insensitive to the needs of others.

Action-Oriented/Supportive Subfactor

ACTION-ORIENTED STRENGTHS: Strong goal orientation; will focus on getting results.

ACTION-ORIENTED STRUGGLES: Can be impatient; usually has to work at being a good listener.

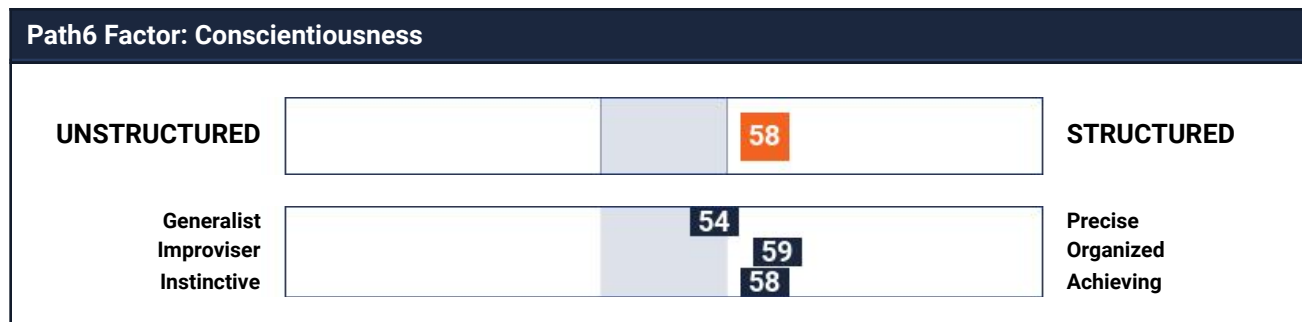
Challenging/Tolerant Subfactor

CHALLENGING STRENGTHS: Able to deal with confrontation and handle difficult situations.

CHALLENGING STRUGGLES: May be overly critical in some situations.

FACTOR 4 – CONSCIENTIOUSNESS

Richard's score in the STRUCTURED range indicates a commitment to being organized and productive. It is usually accompanied by a strong drive to be precise and a natural desire to control quality by maintaining high standards.



It will be important for someone with this score to deal with people who uphold established procedures, produce visible results, and maintain a concern for doing what is right and correct.

Individuals who are highly structured are usually very conscientious and cautious about everything they undertake. They prepare extensively, approach work seriously, and focus on working out solutions that are logical, practical, and economically feasible.

CONSCIENTIOUSNESS Subfactors: Strengths and Struggles

Generalist/Precise Subfactor

MID-RANGE STRENGTHS: Concerned about accuracy and details but not particular about every area or issue.

Improviser/Organized Subfactor

ORGANIZED STRENGTHS: Very organized and structured; likes to follow a plan or schedule.

ORGANIZED STRUGGLES: May tend to resist change; can sometimes be inflexible.

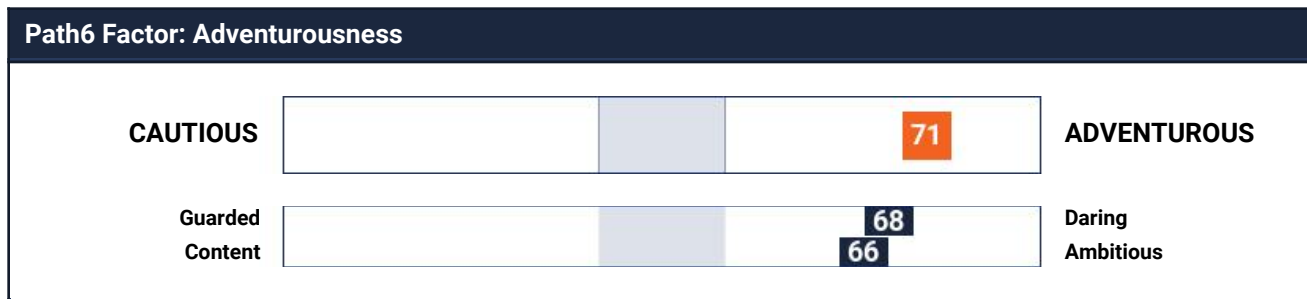
Instinctive/Achieving Subfactor

ACHIEVING STRENGTHS: Very determined to reach goals and accomplish results.

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

FACTOR 5 – 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.

ADVENTUROUSNESS Subfactors: Strengths and Struggles

Guarded/Daring Subfactor

DARING STRENGTHS: Enjoys taking risks; seeks challenge and adventure.

DARING STRUGGLES: Sometimes may take unnecessary risks.

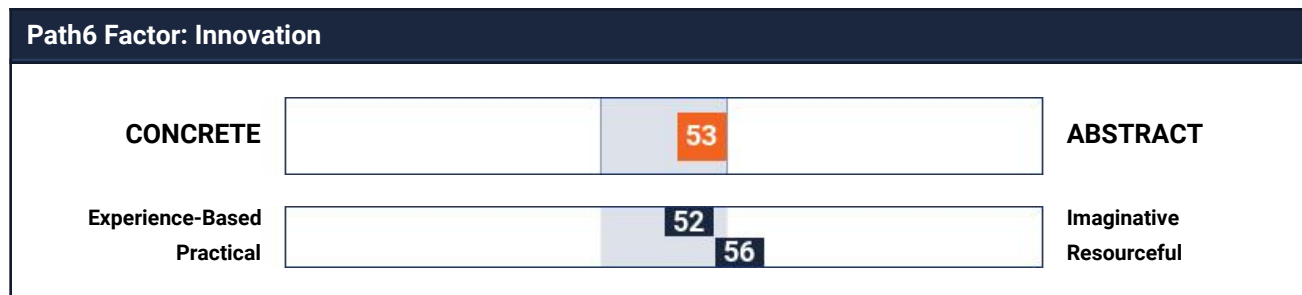
Content/Ambitious Subfactor

AMBITIOUS STRENGTHS: Highly motivated and opportunistic; strong drive to achieve and succeed.

AMBITIOUS STRUGGLES: May get overly focused on personal or business goals and sacrifice a balanced life for success.

FACTOR 6 – 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.

INNOVATION Subfactors: Strengths and Struggles

Experience-Based/Imaginative Subfactor

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

Practical/Resourceful Subfactor

RESOURCEFUL STRENGTHS: Quick minded; able to grasp abstract concepts.

RESOURCEFUL STRUGGLES: Can become impatient with others who don't catch on quickly.

INTERPRETING THE RightPATH6 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 RightPATH6 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 RightPATH6 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.)