Individual Path4 Report
for
Brian Scramlin

Path4 Profile Report
for
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03/15/08

Brian, 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. 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 Networker Blended Profile. Typically the more closely your graph matches this Blended Profile, the more accurately the information will describe your natural behavioral style.

FOUR FACTORS		20	45	55	80	
1. CONTROL	Accommodating		49			Directing
2. INTERACTION	Reserved			70		Engaging
3. CONFLICT & PACE	Challenging		41			Harmonious
4. ORDER	Spontaneous		42			Methodical

⬤ Networker Blended Profile   ■ Brian Scramlin
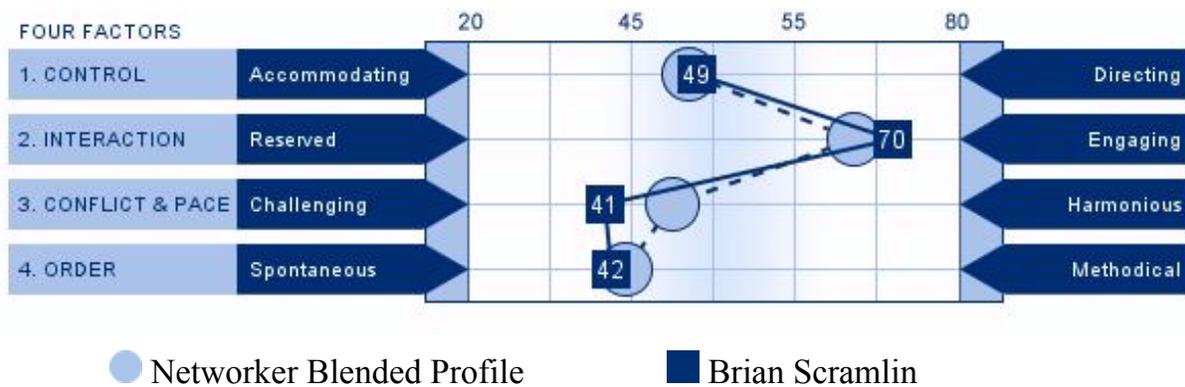
Networkers enjoy new people, new situations, and new environments. They use their people skills to build relationships and interact with an ever-widening circle of contacts. Networkers enjoy using their verbal skills and wit to be very engaging and persuasive.

Typical Strengths

Networkers are normally strong communicators. They are outgoing, engaging, lively, optimistic, gregarious, persuasive, fun-loving, enthusiastic, and inspiring.

Typical Struggles

They can be prone to talking too much; being disorganized, impulsive, too emotional, too optimistic; and exaggerating. Sometimes Networkers tend to overcommit, lose interest and start another project.

NETWORKER: AT WORK:

Work Activities

Networkers function best when given the opportunity to influence, meet, or entertain people. They need variety, opportunities to present their new, creative ideas, along with a minimum of detail work.

Contribution to Work

Networkers influence people through friendship, enthusiasm, humor, and strong communication skills. They enjoy meeting strangers and usually do well in occupations that involve developing contacts, giving presentations and promoting ideas and products.

Task/People Orientation

They typically are engaging and interacting, and function best when their work centers on their people skills.

Mobility Factor

Networkers must have activity, change, variety, and multiple contacts.

Stress

They may be stressed by extensive detail or routine work, isolation from people, and confinement to a desk. They may tend to procrastinate on the detail work and then become stressed by deadlines.

Performance Improvement

Networkers need to organize, prioritize, and learn to say no. Avoiding distractions from new ideas, contacts, and projects until current ones are completed will help them to be more effective.

Leadership

Networkers lead by being in the spotlight and by conveying ideas and visions with high energy, talk, humor, wit, or enthusiasm. They are very convincing.

Fears

Networkers fear being rejected, overlooked, embarrassed, ignored, or having unresolved conflict.

Communication Style

Networkers thrive when given the opportunity to bring people together. They also like to communicate new ideas, concepts, or the latest information to a group of people.

Measure of Success

Networkers feel successful when they see the effects of their influence and gain recognition, prestige, respect, and notoriety.

Relationship To Authority

Networkers delight in pleasing those in authority and will work diligently to earn respect, prestige, and recognition.

BEST WORK SITUATION

Networker: realize their highest potential with opportunities to

Network - Influence - Convince - Encourage - Relate - Communicate - Perform - Entertain - Be active - Interact with strangers

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.

Accommodating	⟵	**Mid-Range**	⟶	**Directing**
Reserved	⟵	**Mid-Range**	⟶	**Engaging**
Challenging	⟵	**Mid-Range**	⟶	**Harmonious**
Spontaneous	⟵	**Mid-Range**	⟶	**Methodical**

STRENGTHS AND STRUGGLES

Brian, the strengths and struggles in the next section of the report relate to your Right**PATH**® **4** 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

Accommodating   **Mid-Range**   **Directing**

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                              49
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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 ***Mid-Range*** . Typical strengths and struggles associated with your Right**PATH**® **4** position are shown below.

Your Mid-Range score on the Directing - Accommodating factor indicates that you are rather balanced in your approach to the issue of control. For instance, you can flex easily and serve as either a leader or follower, depending on the situation. If setting the agenda is part of your designated and accepted responsibility, then you probably will have no problem taking charge. On the other hand, you will be comfortable supporting someone else's leadership when appropriate.

Since your preferred style is probably somewhat people-centered and democratic, you can be a very popular leader. Your greatest risk may be in letting things go too far before taking a stand. Ensuring that clear guidance is given and then followed up with oversight and accountability will be important for your success as a leader.

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.

Accommodating Strengths	**Directing Strengths**
● loyal - follows the set agenda	● initiating, wants to set the agenda
● process-oriented	● results-oriented
● speaks tactfully	● speaks directly
● cooperative - promotes stability	● competitive, takes on challenges
● moves cautiously into new areas	● moves boldly with confidence
● focused, prefers one thing at a time	● prefers multiple projects
● sees the practical for here and now	● sees the strategic/future potential

| **Accommodating Struggles**	**Directing Struggles**
● can be unassertive, timid	● often discounts ideas/feedback from others
● may tend toward being passive	● may be controlling, demanding, and pushy
● may be hesitant to speak out	● may be a poor listener
● may avoid taking charge	● prefers to avoid routine and details
● tends to underestimate self	● can be self-centered and egotistical

- may agree, then regret or resent it
- may lack strategic vision
- may overcommit what others can do
- underestimates work needed to achieve goals

Factor 2

Reserved	Mid-Range	Engaging
		70
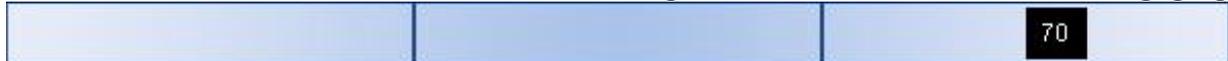
Reserved Vs. Engaging This factor indicates a person's preference for either solitude and private time or extensive interaction with others.Your score on this factor was in the ***Engaging*** range.

Engaging Strengths

- good at making new contacts
- enthusiastic and energetic
- optimistic
- comfortable being in the spotlight
- influencing; good at promoting
- likes to make a good impression
- open to new situations

Engaging Struggles

- needs approval of others
- may talk too much
- can be overly optimistic
- may lose interest if it's not fun
- may display strong emotions
- may be too transparent, uninhibited
- usually not good at working alone

Factor 3

Challenging	Mid-Range	Harmonious

41
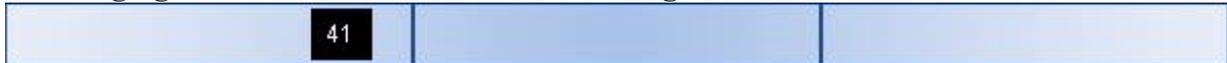
Challenging Vs Harmonious. This factor indicates a person's natural motivation to be either cool and objective or warm and compassionate. Your score on this factor was in the *Challenging* range.

<table>
<tr><th>Challenging Strengths</th><th>Challenging Struggles</th></tr>
<tr><td>

● 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

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● tends to be combative
● may be abrupt
● can be judgmental and critical
● too impatient
● tends toward hyperactivity
● prone to be discontent
● may appear coldhearted

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</table>

Factor 4

Spontaneous   **Mid-Range**   **Methodical**

42		

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 ***Spontaneous*** range.

<u>**Spontaneous Strengths**</u>

- 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

<u>**Spontaneous Struggles**</u>

- 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

CONCLUSION

Brian, 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 Right**PATH® 4** 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.

IMPORTANT INFORMATION FOR Brian Scramlin:

1. You may reprint your PATH 4 report at a later time by going to the website and selecting **Take Profiles** from the menu. Click on **Path 4 Profile Login.** Use your registration information as shown below.

Login ID: APLXJ21642
Password: talents

2. For more insights on the RightPath two-profile system, continue to the next page.

The RightPath Two-Profile System

The RightPath profiling system is unique in that it uses two independent but correlated profiles. There are key advantages to each profile and when taken together the user gains increased confidence due to the cross validation of the results of each.

RightPATH® 4 is a four-factor eight-trait behavior assessment. In a diagnostic sense it is like an X-Ray that gives a snapshot of an individual's natural profile. The key advantage is that it is easy to grasp and provides a powerful learning platform, enabling users to apply the concepts quickly.

RightPATH® 6 is diagnostically more like an MRI because it gives a greater depth and breadth of information by measuring six factors and sixteen subfactors. Additionally, as shown below, the first four factors of the *RightPATH® 6* are positively correlated with the *RightPATH® 4* profile. This provides added confidence to the user when the two profiles show similar results. This also serves as a check against manipulation, since the two are rated and scored quite differently.

Profile Comparison

Path 4   **Path 6**

	Factor 1	
CONTROL AND AGENDA Accommodating ◄──► Directing		**DOMINANCE** Compliant ◄──► Dominant • Assertive • Independent • Blunt
	Factor 2	
INTERACTION Reserved ◄──► Engaging		**EXTROVERSION** Introverted ◄──► Extroverted • Enthusiastic • Social • Verbal
	Factor 3	
CONFLICT AND PACE Objective ◄──► Harmonious		**COMPASSION** Detached ◄──► Compassionate • Sympathetic • Supportive • Tolerant
	Factor 4	
ORDER AND DETAIL Spontaneous ◄──► Methodical		**CONSCIENTIOUSNESS** Unstructured ◄──► Structured • Precise • Organized • Achieving
	Factor 5	
		ADVENTUROUSNESS Cautious ◄──► Adventurous • Daring • Ambitious
	Factor 6	
		INNOVATION Concrete ◄──► Abstract • Imaginative • Resourceful