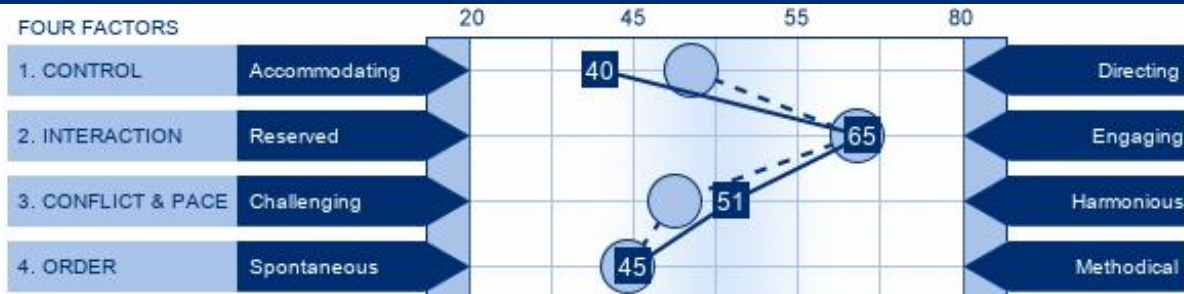


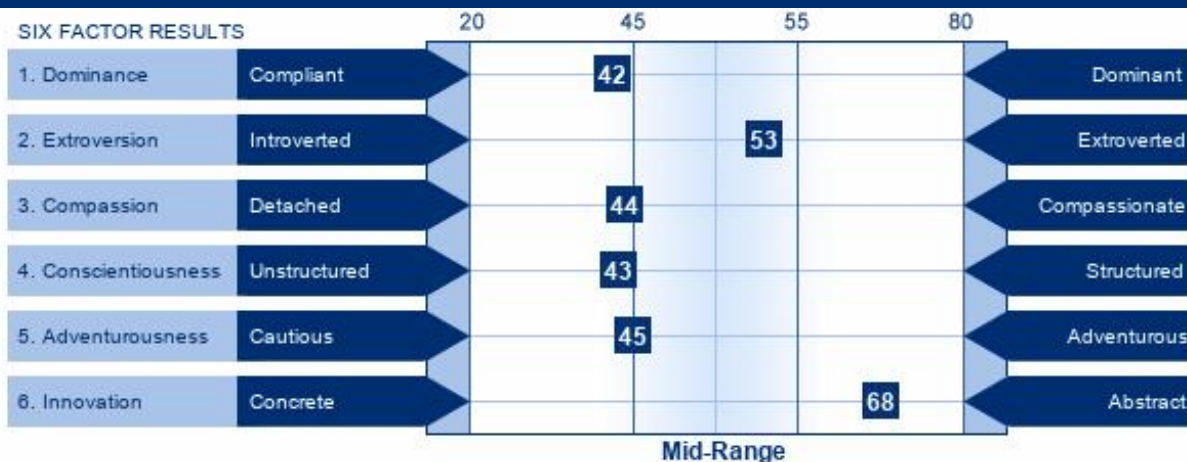
Summary : Path4/6 - Chris Heinz - 05/16/16

**PATH4 FACTORS**



○ Networker : Blended Profile      ■ Chris Heinz

**PATH6 FACTORS**



**PATH6 SUBFACTORS**

1.	Accommodating Collaborative Diplomatic	36 37	61	Assertive Independent Blunt
2.	Serious Reserved Quiet	49 49	56	Enthusiastic Social Verbal
3.	Logical Action-Oriented Challenging	42 44	48	Sympathetic Supportive Tolerant
4.	Generalist Improviser Instinctive	39	46 46	Precise Organized Achieving
5.	Guarded Content	41	52	Daring Ambitious
6.	Experience-Based Practical		56	72 Imaginative Resourceful

# Path **4**

## **Individual Path4 Report for Chris Heinz**

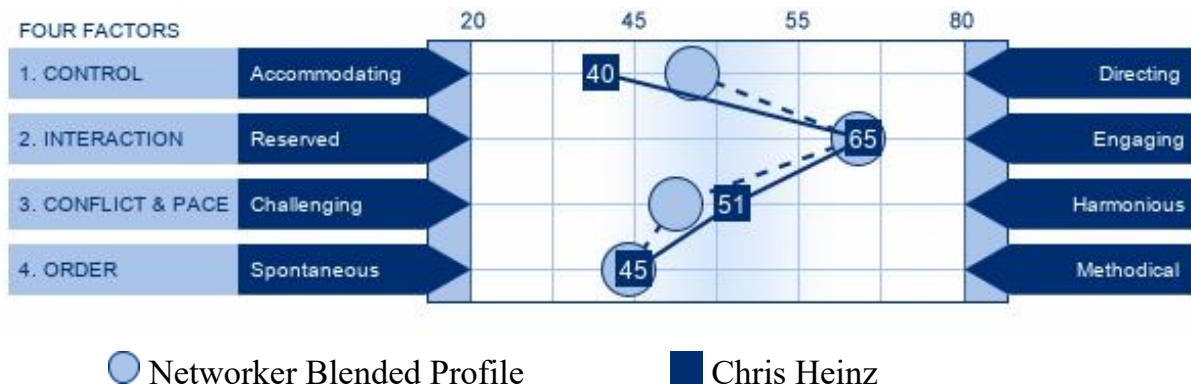


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# Path4 Profile Report

for  
Chris Heinz  
05/16/16

Chris, 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.



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.



## STRENGTHS AND STRUGGLES

Chris, the strengths and struggles in the next section of the report relate to your RightPATH® 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.

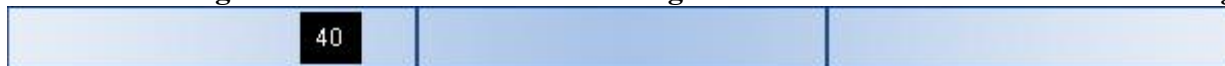
The list of strengths and struggles that follow are typical for people who have scores similar to yours. **Keep in mind that every individual is unique and some of the items may not fit you. You should objectively review the list and determine whether or not the description applies.**

## Factor 1

Accommodating

Mid-Range

Directing



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 *Accommodating* range. Typical strengths and struggles associated with your RightPATH® 4 position are shown below.

### Accommodating Strengths

- loyal - follows the set agenda
- process-oriented
- speaks tactfully
- cooperative - promotes stability
- moves cautiously into new areas
- focused, prefers one thing at a time
- sees the practical for here and now

### Accommodating Struggles

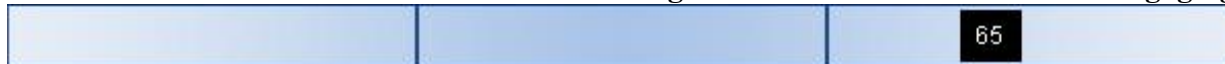
- can be unassertive, timid
- may tend toward being passive
- may be hesitant to speak out
- may avoid taking charge
- tends to underestimate self
- may agree, then regret or resent it
- may lack strategic vision

## Factor 2

Reserved

Mid-Range

Engaging



***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**



**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 **Mid-Range**.

Your Mid-Range score on the Challenging - Harmonious factor indicates a good balance between being eager and patient, between being dynamic and steady. You have the advantage of operating at an even pace that is not plagued by a tendency toward being either too passive or too impulsive. Also, you can naturally be a compassionate listener and still retain a degree of objectivity.

Keeping your balance will be the key to success. By continuing to look on others with warm regard and high respect, and at the same time caring enough to confront when appropriate, you can have great influence over all those with whom you come in contact.

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.

### 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

### Harmonious Strengths

- supportive and promotes harmony
- compassionate and warm
- engaging and a good listener
- patient, willing to wait
- works at a measured pace
- dislikes change, prefers status quo
- works at a consistent pace

### 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

### Harmonious Struggles

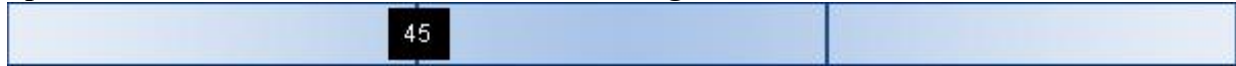
- may compromise too much
- often unwilling to confront
- can be naive and too trusting
- often resists change
- tends to be passive
- may be complacent
- may not verbalize true feelings

## Factor 4

**Spontaneous**

**Mid-Range**

**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

### 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 overlook important details
- too informal when formality is needed
- may focus on details and miss the goal
- may be too formal, rigid

## CONCLUSION

Chris, 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 RightPATH® 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.

## Chris Heinz:

**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: cheinz23

Password: cheinz23

**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

<p><b>CONTROL AND AGENDA</b> Accommodating ↔ Directing</p>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 1</b></div>	<p><b>DOMINANCE</b> Compliant ↔ Dominant</p> <ul style="list-style-type: none"> <li>• Assertive</li> <li>• Independent</li> <li>• Blunt</li> </ul>
<p><b>INTERACTION</b> Reserved ↔ Engaging</p>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 2</b></div>	<p><b>EXTROVERSION</b> Introverted ↔ Extroverted</p> <ul style="list-style-type: none"> <li>• Enthusiastic</li> <li>• Social</li> <li>• Verbal</li> </ul>
<p><b>CONFLICT AND PACE</b> Objective ↔ Harmonious</p>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 3</b></div>	<p><b>COMPASSION</b> Detached ↔ Compassionate</p> <ul style="list-style-type: none"> <li>• Sympathetic</li> <li>• Supportive</li> <li>• Tolerant</li> </ul>
<p><b>ORDER AND DETAIL</b> Spontaneous ↔ Methodical</p>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 4</b></div>	<p><b>CONSCIENTIOUSNESS</b> Unstructured ↔ Structured</p> <ul style="list-style-type: none"> <li>• Precise</li> <li>• Organized</li> <li>• Achieving</li> </ul>
	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 5</b></div>	<p><b>ADVENTUROUSNESS</b> Cautious ↔ Adventurous</p> <ul style="list-style-type: none"> <li>• Daring</li> <li>• Ambitious</li> </ul>
	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"><b>Factor 6</b></div>	<p><b>INNOVATION</b> Concrete ↔ Abstract</p> <ul style="list-style-type: none"> <li>• Imaginative</li> <li>• Resourceful</li> </ul>

# Path 6

## Individual Path6 Report for Chris Heinz



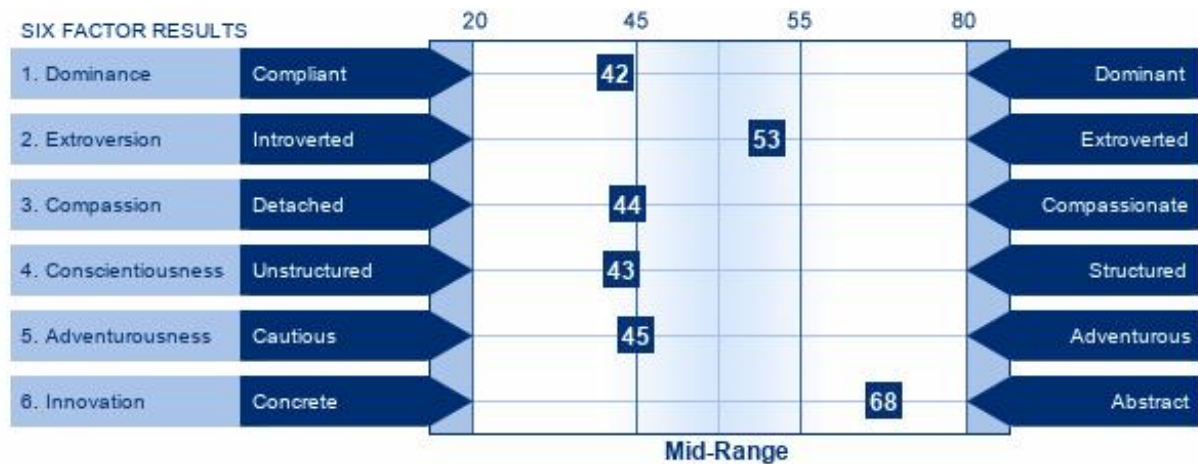
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# RightPATH® 6 Snapshot

**Chris Heinz**  
**05/16/16**

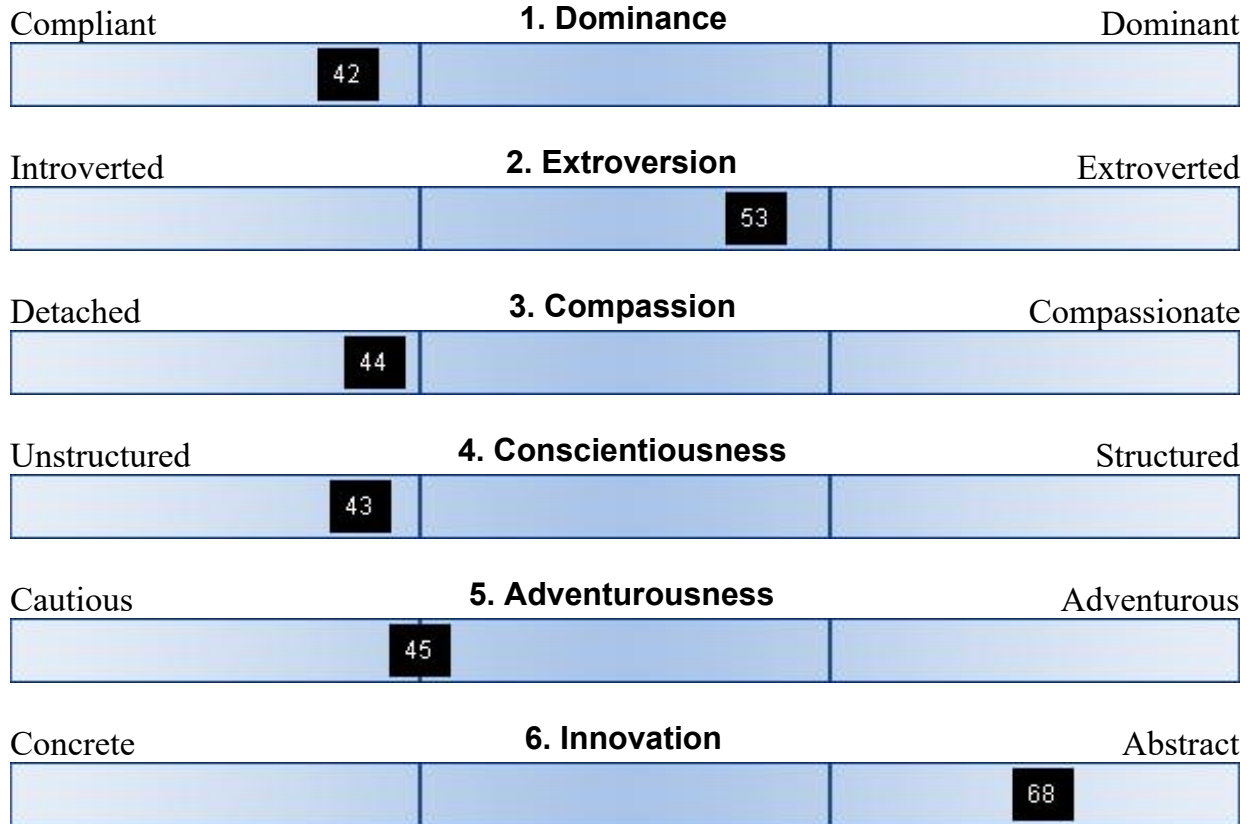
<b>DOMINANCE</b>	Naturally cooperates with others to get the job done. Prefers to lead by working with others, rather than by "taking charge."
<b>EXTROVERSION</b>	Mid-Range Score. Engaging and pleasant with others when approached but also enjoys working alone.
<b>COMPASSION</b>	Objective and not afraid to make difficult decisions; likes to move ahead at a fast pace.
<b>CONSCIENTIOUSNESS</b>	Spontaneous; prefers to operate flexibly and without a lot of details or restrictions.
<b>ADVENTUROUSNESS</b>	Mid-Range Score. Average drive and spirit of adventure but usually prefers not to be a high risk taker.
<b>INNOVATION</b>	Very creative; likes to generate and express new ideas and seek mental challenges.

## SIX FACTOR RESULTS





## Summary Graph for Chris Heinz



### SUBFACTORS

1.	Accommodating Collaborative Diplomatic	36		61	Assertive Independent Blunt
		37			
2.	Serious Reserved Quiet		49	56	Enthusiastic Social Verbal
			49		
3.	Logical Action-Oriented Challenging	42	48		Sympathetic Supportive Tolerant
		44			
4.	Generalist Improviser Instinctive		46		Precise Organized Achieving
		39	46		
5.	Guarded Content	41	52		Daring Ambitious
6.	Experience-Based Practical			72	Imaginative Resourceful
				56	

## 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

- caring leader
- harmonious relationships
- clearly defined mission
- minimum rejection

### EXTROVERSION

- happy alone or with people
- time to recharge after extensive people exposure

### 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

- mixture of mild adventure with some cautious elements
- some variety with new undertakings and a moderate level of ambition

### INNOVATION

- operate with abstract concepts
- intellectual challenge
- opportunities to think and envision
- creative transactions, new products, ideas

# BEHAVIORAL TRAITS



Chris's score in the Compliant range indicates a natural willingness to cooperate with others. Typical strengths are a tactful demeanour, support for others, and the ability to promote harmony. These traits usually indicate a team player who can be depended on to support organization goals. People who score in this range typically are respected by others for their loyalty. They usually are more concerned about getting the job done than who's going to be in charge.

The most common struggle of those who score in this range involves a hesitancy to take action or speak out. When these people hold back, some of their best ideas never get heard. When they do speak up and express ideas, they are often surprised at the respect others have for their input. Chris may need to take advantage of opportunities to be more outspoken in certain situations. Increased assertiveness can also raise confidence, which usually improves effectiveness.



## Accommodating/Assertive Subfactor

- STRENGTHS Usually enjoys supporting the established agenda.
- STRUGGLES May underestimate self; can become intimidated by people and situations.

## Collaborative/Independent Subfactor

- STRENGTHS Self-reliant; confident in own abilities; usually prefers to work alone.
- STRUGGLES May forget that success usually is a team effort.

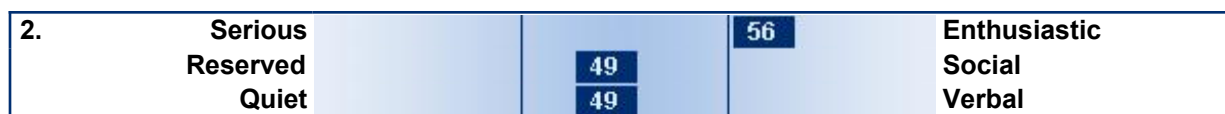
## Diplomatic/Blunt Subfactor

- STRENGTHS Diplomatic in dealing with others.
- STRUGGLES May moderate or withhold true opinions.



This mid-range score on the EXTROVERSION factor indicates a person who probably enjoys a combination of time with others and time alone. People in this profile typically exhibit good verbal skills and are comfortable in meeting others. However, they are more likely to be open and conversational among those they know well. They usually function well with others and find it easy to fit in with various groups.

Typically, they want to have some people interaction each day. On the other hand, they can feel stressed if they have to encounter strangers or large numbers of people on a consistent basis. To best process their feelings and perceptions, they need to balance their time between people activities and time to operate alone. Overall, the ability to be flexible around people, and thus easily adapt to changing situations, gives the advantage of being comfortable in a broad range of social environments.



**Serious/Enthusiastic Subfactor**

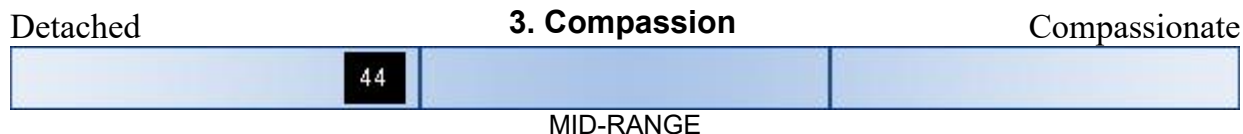
STRENGTHS                      Energetic, positive, and outgoing; likes involvement in many activities.  
 STRUGGLES                      Can be overly optimistic about outcomes and people.

**Reserved/Social Subfactor**

MID-RANGE                      Enjoys people but not highly outgoing. Would probably be drained by situations that require constant interaction with new people.

**Quiet/Verbal Subfactor**

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



Chris'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.



**Logical/Sympathetic Subfactor**

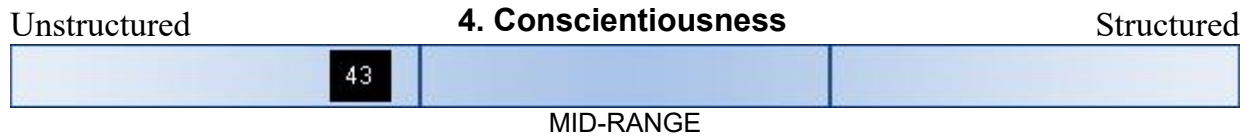
- STRENGTHS                      Able to make difficult decisions and hold people accountable.
- STRUGGLES                    Can sometimes appear insensitive to the needs of others.

**Action-Oriented/Supportive Subfactor**

- MID-RANGE                    Encouraging and pleasant but can be objective.

**Challenging/Tolerant Subfactor**

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



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 Chris 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.



**Generalist/Precise Subfactor**

MID-RANGE

Concerned about accuracy and details but not particular about every area or issue.

**Improviser/Organized Subfactor**

MID-RANGE

Prefers a moderate level of order and structure but needs some flexibility.

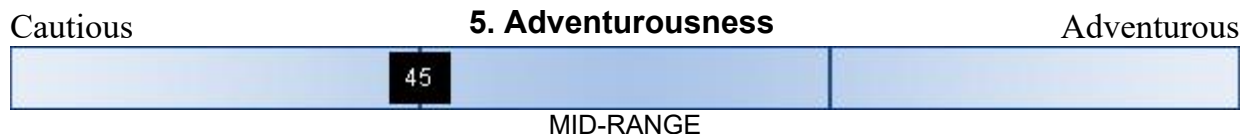
**Instinctive/Achieving Subfactor**

STRENGTHS

Can work flexibly; willing to adjust for the situation.

STRUGGLES

Can sometimes lack full commitment toward goals and waver in accomplishing desired results.



This score on the ADVENTUROUSNESS factor reflects a balance between boldness and caution. This type of person will step out into new areas when appropriate but also likes to prepare for whatever risks may come. Chris will likely find it relatively easy to adapt to changes, yet may not be comfortable with living on the cutting edge or frequently taking risks.

This profile is usually motivated to achieve but not at the expense of others. Typically, this score indicates someone who attempts to balance ambition with time, energy, money, and real-life situations.



**Guarded/Daring Subfactor**

- STRENGTHS                      Cautious and tends to avoid risks.
- STRUGGLES                    May sometimes resist change, even to the point of being overly protective.

**Content/Ambitious Subfactor**

- MID-RANGE                    Average drive and competitiveness.



This score on the INNOVATION factor usually relates to high creativity and a gift for abstract thinking. Typically people with these scores have the ability to consider an idea from many angles. They may excel at envisioning new ideas and new ways of expression. They tend to express their creativity in a variety of ways and often have a high interest in the more artistic ventures, such as writing, music, drama, or visual arts. Since they are so imaginative, some of their ideas may sound a bit unusual to others. Typically resourceful and quick-minded, it may be natural for them to seek mental challenges. They enjoy thinking, almost as an entertainment, and it's easy for them to analyse ideas both in depth and breadth. They should keep in mind that communicating some of their abstract ideas to others who think more concretely can be a challenge for both parties. Although creativity and imagination are strong assets in many situations, they can be overdone if practical steps are not taken to implement new ideas. A potential challenge for those with this profile involves the struggle to stay focused and follow through on projects they start.



**Experience-Based/Imaginative Subfactor**

- STRENGTHS Creative, imaginative, and original; good at coming up with new ideas, approaches, or methods.
- STRUGGLES May become easily bored with established procedures and methods.

**Practical/Resourceful Subfactor**

- STRENGTHS Quick minded; able to grasp abstract concepts.
- STRUGGLES Can become impatient with others who don't catch on quickly.



# 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 Chris Heinz:**

You may reprint your Path 6 report at a later time by going to the website and selecting **Take Profiles** from the menu. **Click on Path 6 Profile Login.** Use your registration information as shown below.

Login ID: cheinz23

Password: cheinz23