



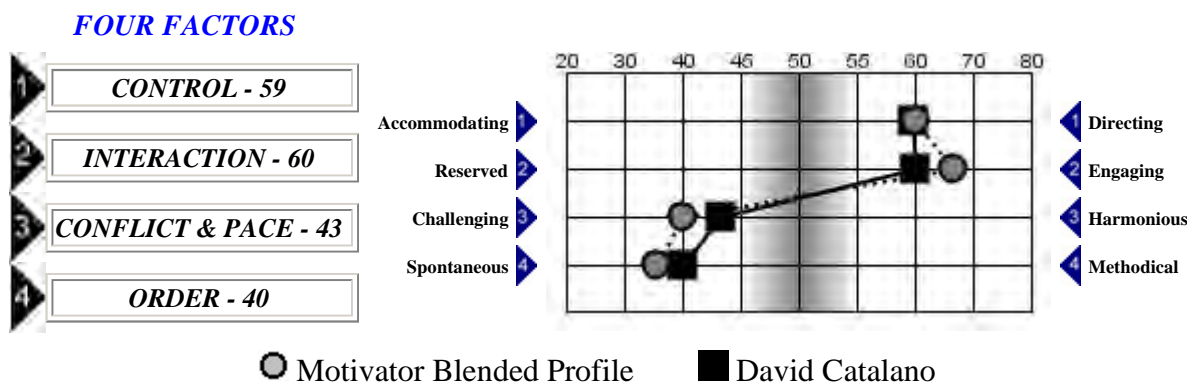
**Individual Report  
for  
David Catalano**



## RightPATH® 4 Profile Report

for  
David Catalano  
03/30/05

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



Motivators excel at blending their high energy and enthusiasm with the desire to achieve goals and results. Their superior communication skills enable them to effectively motivate an audience or workforce and mobilize it to action.

### Typical Strengths

Typically, Motivators are passionate, highly interactive people who love to achieve, influence, and relate with others, especially large groups. They thrive on variety, changes, new challenges, and opportunities to convince others of their viewpoints. They point to the future with great optimism.

### Typical Struggles

When Motivators push their strengths to the extreme, they may exhibit struggles, such as exaggeration, hyperbole, becoming too emotional, or overlooking key details. They may then begin to be controlling, impatient, or impulsive.

## MOTIVATORS AT WORK:

### Work Activities

Because of their desire to achieve and be recognized, Motivators function best when they have access to people and have opportunities to set ambitious goals.

**Contribution to Work**

Motivators use strong communication skills and enthusiasm to sell, convince, persuade, or motivate people toward goals.

**Task/People Orientation**

Motivators strike a keen balance between commitment to people and tasks, which can make them effective leaders.

**Mobility Factor**

Because of their high energy level, Motivators need mobility, and they thrive on variety, changes, and quick closure on goals attained with and through others.

**Stress**

Details and routines are common enemies of Motivators, along with either the lack of rapid progress or access to people.

**Performance Improvement**

Motivators can improve by being less impulsive, using more caution, tempering optimism, and learning to say no.

**Leadership**

Motivators lead by defining challenging goals and motivating the workforce to achieve impressive results.

**Fears**

Having no voice in determining goals, being closed off from groups of people, failing to achieve, loss of respect, or embarrassment are typical fears of Motivators.

**Communication Style**

With their superior verbal abilities, Motivators combine their zeal and passion to motivate groups of people to action.

**Measure of Success**

Motivators arrive at success when they have conquered impressive goals and when others recognize and appreciate their achievements.

**Relationship To Authority**

Motivators enjoy the prestige and respect that come from being in authority. Therefore, they may aggressively seek recognition as such. Periodic reminders of boundaries can be helpful.

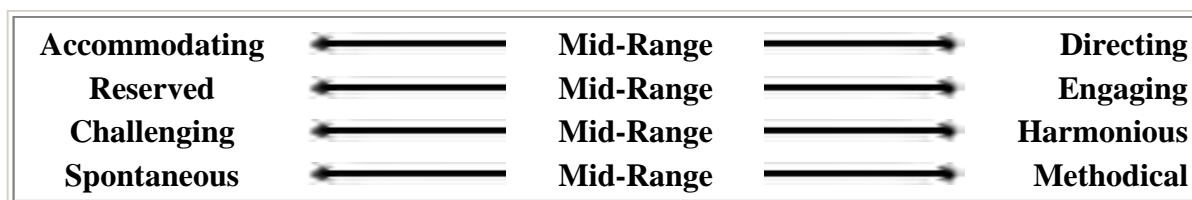
## BEST WORK SITUATION

**Motivators realize their highest potential with opportunities to:**

*Network - Persuade - Create - Relate - Initiate solutions - Communicate - Be in control - Entertain - Gain recognition - Be active*

## 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

David, 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
---------------	-----------	-----------

(59)

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 RightPATH® 4 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

Reserved	Mid-Range	Engaging
----------	-----------	----------

(60)

*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
-------------	-----------	------------

(43)

**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

Spontaneous	Mid-Range	> Methodical
-------------	-----------	--------------

(40)

**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.

#### 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

#### 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

## CONCLUSION

David, 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.

## IMPORTANT INFORMATION FOR David Catalano:

**1. You may reprint your RightPATH® 4 report at a later time** by going to [www.rightpath.com](http://www.rightpath.com) and selecting **Take Profiles** from the left-side menu. Click on Use Login ID and Password and then click on RightPATH® 4 Profile Login. Use your registration information as shown below.

Login ID: DC123252

Password: 24008

URL: [www.rightpath.com](http://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 the behavioral traits presented in the RightPATH® 4 reports. The book provides a chapter on each of the eight traits and then relates strengths and struggles to careers, hiring, teambuilding, leadership, 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](http://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](http://www.rightpath.com) and clicking on **Take Profiles**. Select Use Credit Card and follow the instructions.

**4. 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



<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>• Elusive</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>