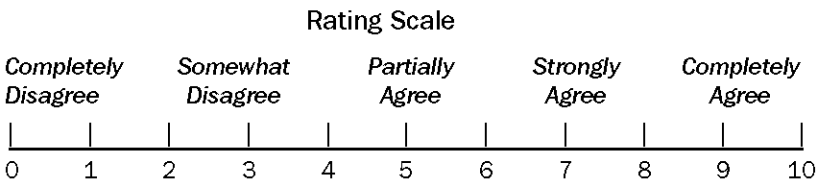


Directions

Review each of the 20 items in the assessment and use the following rating scale to assess how true each statement is for you at this stage of your life.

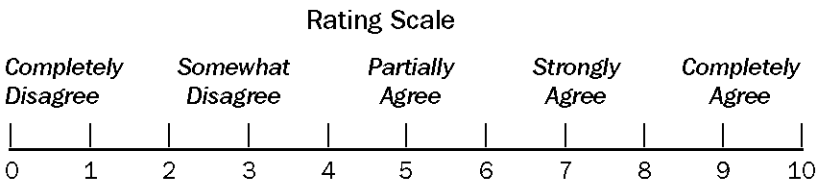


Write the number you have selected as your rating for each of the 20 items in the open boxes, as shown in the following example:

What are your intentions for the next chapter of your life?

	A	B	C	D
1. I want to continue working but am looking to make a career switch or start my own business.		8		
2. I intend to continue in my work full-time and to be fully productive for many more years.	1			

When you have completed all 20 items, tally up your scores in each of the four columns (A, B, C, and D).



What are your intentions for the next chapter of your life?

	A	B	C	D
1. I want to continue working but am looking to make a career switch or start my own business.				
2. I intend to continue in my work full time and to be fully productive for many more years.				
3. I expect to quit working soon to enjoy a more stress-free, relaxing and leisure-filled life.				
4. I'm ready for an employment-free lifestyle and intend to challenge myself in new ways.				
5. There are still many things I want to do and achieve in work before retiring.				

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Completely Disagree Somewhat Disagree Partially Agree Strongly Agree Completely Agree

0 1 2 3 4 5 6 7 8 9 10

A B C D

A B C D

Graphing Your Profile

Plot your total scores from columns A, B, C, and D along the corresponding axis of Figure 4-1. After plotting your scores, connect all four of your marked scores to obtain a visual representation of your preferences. Note in which quadrant(s) your scores are highest and lowest for insights as to what themes hold the most promise for the next chapter of your life.

FIGURE 4-1. PICTURING THE THEMES OF YOUR NEXT LIFE CHAPTER.

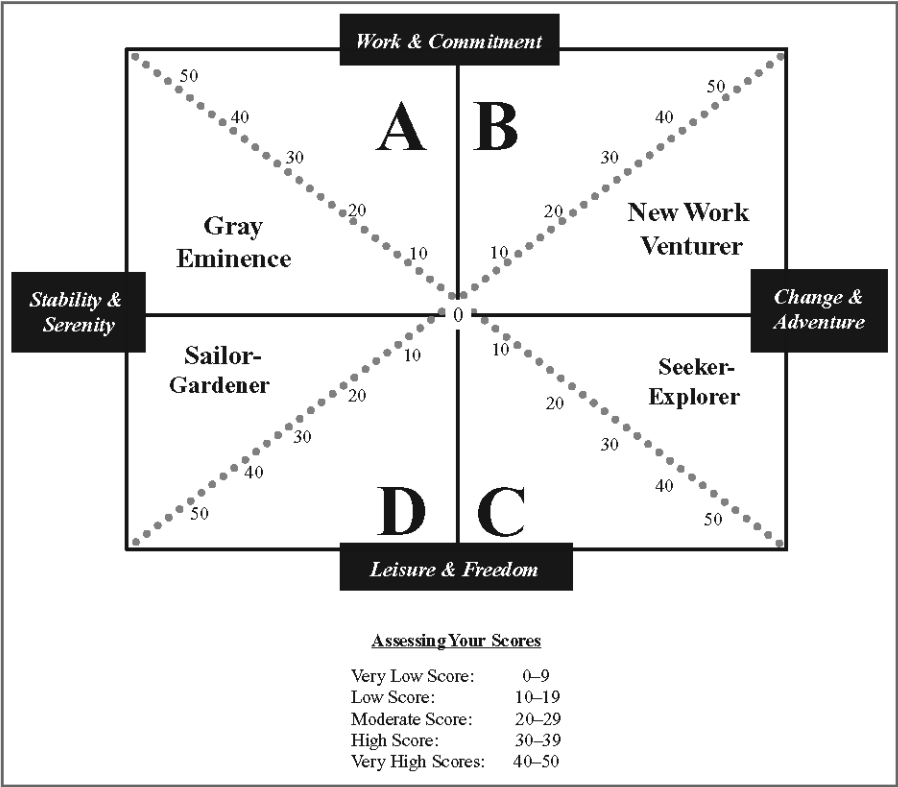
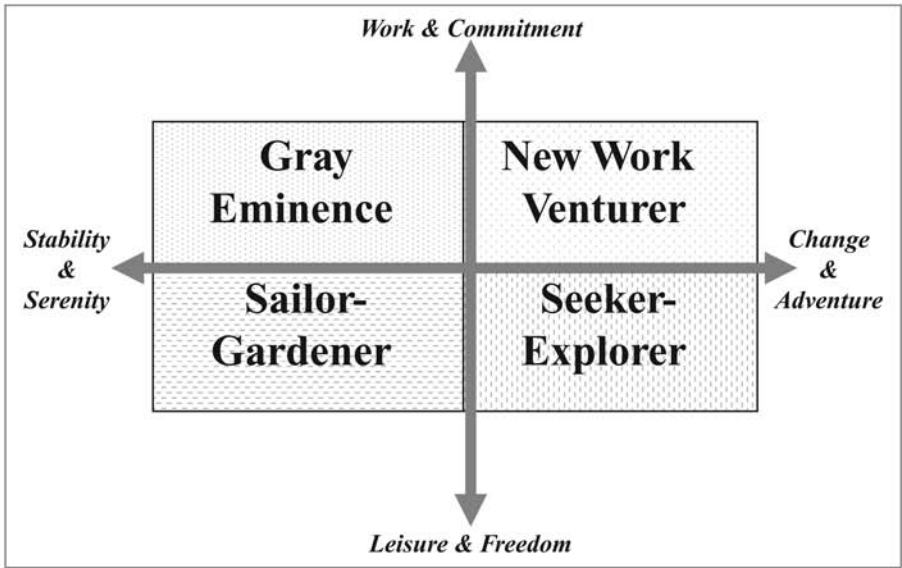


FIGURE 4-2. LIFE THEMES PROFILER.



Part I: Identity-Based Roles

Define the roles you have been playing and those you want to play in the future.

<input type="checkbox"/>	Analyst: penetrating thinker	<input type="checkbox"/>	Crone: wise older woman
<input type="checkbox"/>	Animal lover	<input type="checkbox"/>	Conservative
<input type="checkbox"/>	Accommodator: adaptable	<input type="checkbox"/>	Conservationist
<input type="checkbox"/>	Adventurer	<input type="checkbox"/>	Coach: mentor, supporter
<input type="checkbox"/>	Authority in my field	<input type="checkbox"/>	Conformist: traditional
<input type="checkbox"/>	Attractive person, handsome	<input type="checkbox"/>	Christian, Jew, Muslim, etc.
<input type="checkbox"/>	Aesthetic: love art and beauty	<input type="checkbox"/>	Dabbler: variety seeker
<input type="checkbox"/>	"A" Type: hard driver	<input type="checkbox"/>	Dancer: ballroom, folk, etc.
<input type="checkbox"/>	Artist	<input type="checkbox"/>	Diplomatic
<input type="checkbox"/>	Biker	<input type="checkbox"/>	Devil's Advocate: reactor
<input type="checkbox"/>	Brother: sibling and/or friend	<input type="checkbox"/>	Designer: dreamer, envisioner
<input type="checkbox"/>	Balanced: fair, well-rounded	<input type="checkbox"/>	Discriminate: shrewd, careful
<input type="checkbox"/>	Charmer: debonair, suave	<input type="checkbox"/>	Dispassionate: unemotional
<input type="checkbox"/>	Critic: sharp wit and tongue	<input type="checkbox"/>	Educator: enlightener
<input type="checkbox"/>	Compassionate person	<input type="checkbox"/>	Emotional: excitable
<input type="checkbox"/>	Competitor: challenger	<input type="checkbox"/>	Empower: encourager
<input type="checkbox"/>	Consensus builder	<input type="checkbox"/>	Entrepreneur: venturesome
<input type="checkbox"/>	Computer whiz: nerd	<input type="checkbox"/>	Ebullient person: effervescent
<input type="checkbox"/>	Creator: original, inventive	<input type="checkbox"/>	Executive: business leader
<input type="checkbox"/>	Connoisseur: person of taste	<input type="checkbox"/>	Extrovert: outgoing
<input type="checkbox"/>	Catalyst: change agent	<input type="checkbox"/>	Factual: exact, accurate
<input type="checkbox"/>	Club/Association member	<input type="checkbox"/>	Family Man/Woman

	Farsighted: future thinker		Industrious: productive, diligent
	Fast: do things quickly		Introvert: reflective, introspective
	Flamboyant: colorful, flashy		Influencer: makes views known
	Facile: fluent, smooth		Implementer: makes plans happen
	Firm: stand fast for beliefs		Innovative, imaginative, ingenious
	Follower: adherent, supporter		Instigator: gets things going
	Fun lover: bon vivant		Inquiring mind
	Fickle: changeable, mercurial		Inspirer: motivator, encourager
	Fastidious: particular, picky		Inscrutable: mysterious, elusive
	Firebrand: agitator		Insensitive: cold, indifferent
	Frank: candid, direct, plainspoken		Intellect: brainy, thinker
	Grump: surly, testy, crusty		Intense: forceful, concentrated
	Gardener: love to work in the yard		Individualist: one of a kind
	Gentle spirit: benevolent		Intimate: affectionate, loving
	Golfer		Intimidator: imposing, tough
	Goal-minded/focused/determined		Investor: financially planning
	Generous spirit		Intractable: headstrong
	Grandparent		Intuitive: instinctive, psychic
	Handyman/woman		Irreverent: saucy, brazen
	Harmony seeker/Harmonizer		Jocular: jesting, witty, roguish
	Helper/Helpmate, supporter		Judgmental: opinionated
	Homebody, Homemaker,		Judicious: levelheaded, wise
	Hiker		Kindhearted: compassionate
	Historian: history enthusiast		Knowledgeable: well-informed
	Hobbyist: defining leisure activity		Leader: pacesetter, pathfinder
	Horse person: equestrian		Liberal: open-minded, flexible
	Humanitarian: philanthropist		Listener: attentive, focused
	Humorist: entertaining person		Loving man/woman
	Husband/Wife: devoted mate		Loquacious: talkative, verbose
	Iconoclast: nonconformist, rebel		Magnanimous: generous,
	Idealist: romantic, dreamer		Manager: implementer
	Impish: puckish, playful, roguish		Masculine: manly, hardy, virile
	Incorruptible: honest, trustworthy		Matriarch: female family head
			Meticulous: methodical, neat
			Moderate: judicious, measured
			Matron: stately older woman

<input type="checkbox"/>	Modest: humble, unassertive	<input type="checkbox"/>	Reserved: aloof, formal
<input type="checkbox"/>	Musician/music lover	<input type="checkbox"/>	Reconciler: unifier, mediator
<input type="checkbox"/>	Mysterious: enigmatic	<input type="checkbox"/>	Reflective: deep thinker
<input type="checkbox"/>	Naive: guileless, unjaded	<input type="checkbox"/>	Reformer: improves things
<input type="checkbox"/>	Negotiator: mediator	<input type="checkbox"/>	Researcher: inquiring mind
<input type="checkbox"/>	Nihilist: skeptic, agnostic	<input type="checkbox"/>	Resilient: adaptable, flexible
<input type="checkbox"/>	Objective: impartial, unbiased	<input type="checkbox"/>	Resourceful: ingenious, clever
<input type="checkbox"/>	Observant: vigilant, mindful	<input type="checkbox"/>	Reticent: cautious, restrained
<input type="checkbox"/>	Opportunist	<input type="checkbox"/>	Risk taker: enjoys taking chances
<input type="checkbox"/>	Optimist: positive in outlook	<input type="checkbox"/>	Romantic: sentimental, idyllic
<input type="checkbox"/>	Pacifist: antiwar, peace maker	<input type="checkbox"/>	Robust: vigorous, active, hearty
<input type="checkbox"/>	Parent: father, mother	<input type="checkbox"/>	Sailor: enjoy sailing, boating
<input type="checkbox"/>	Partner: collaborator	<input type="checkbox"/>	Scholar: learned, intellectual
<input type="checkbox"/>	Party person: fun lover	<input type="checkbox"/>	Sedate: calm, composed, cool
<input type="checkbox"/>	Patient person: persevering	<input type="checkbox"/>	Self-assured: confident, cocky
<input type="checkbox"/>	Patriot: loyalist, nationalist	<input type="checkbox"/>	Self-contained: self-reliant
<input type="checkbox"/>	Passionate, inspired, zealous	<input type="checkbox"/>	Sister: sibling and female friend
<input type="checkbox"/>	Pessimist: negative in outlook	<input type="checkbox"/>	Sensible: wise, prudent, discreet
<input type="checkbox"/>	Philosophical: theoretical	<input type="checkbox"/>	Sensual: erotic, sexy, physical
<input type="checkbox"/>	Poised: composed, calm, assured	<input type="checkbox"/>	Sociable: affable, friendly
<input type="checkbox"/>	Practical: down-to-earth	<input type="checkbox"/>	Shopper: loves to store explore
<input type="checkbox"/>	Professional: career specialist	<input type="checkbox"/>	Son/Daughter
<input type="checkbox"/>	Provocateur: stir things up	<input type="checkbox"/>	Spiritualist: mystic, psychic
<input type="checkbox"/>	Public servant : loyal	<input type="checkbox"/>	Sportsman/womanTactful: diplomatic, discreet
<input type="checkbox"/>	Raconteur: skilled story teller	<input type="checkbox"/>	Tolerant person
<input type="checkbox"/>	Reader: read widely and avidly	<input type="checkbox"/>	Traditional: conventional
<input type="checkbox"/>	Reasonable person	<input type="checkbox"/>	Visionary: farsighted, prophet
<input type="checkbox"/>	Rebel: dissenter, non-conformist	<input type="checkbox"/>	World traveler
<input type="checkbox"/>	Refined: genteel, polished, suave	<input type="checkbox"/>	Writer: poet, communicator
<input type="checkbox"/>	Reclusive: withdrawn, private		

Directions for Part II

1. *Identify your 10 top identity-shapers:* From the list of roles that you have marked with an **M** and **S**, identify and circle the 10 that you feel have been the most significant in shaping your self-concept in the current chapter of your life.
 - Record these on the “Identity-Based Roles Profiler” in order of priority (importance in the contribution to your ego-identity). List them in the column headed “Current Life Chapter Roles.”

2. *Assess what roles to continue and which to abandon:* From your prioritized list of identity shapers in your current life chapter, decide which of your current roles you will want to:
 - Continue in your next life chapter: Circle these.
 - Leave behind: park them (record them) in the “Roles to Be Abandoned” parking lot.
3. *Consider new role possibilities:* Record all roles from the assessment that you marked with a D (of possible interest to your future) in the “Desired Roles” section of the “Identity-Based Roles Profiler.”
4. *Deciding on your Future “Top Ten:”* Decide which roles you wish to feature as most important to recreating a new identity for the next chapter of your life:
 - From those you have circled in the “Current Life Chapter Roles” and those you have listed in the “Desired Roles” box, choose the 10 you feel are the most important for the next chapter of your life.
 - Record those top 10, in priority order (most important in the #1 spot, next most important in the #2 spot, etc.) in the box headed “Next Life Chapter Roles.”
5. *Importance versus priority:* In the parking lot for “Valued Roles—No Available Space,” record any roles that you have identified as desired that didn’t make it into your top 10. These should serve as a reminder to keep focused on your top priorities and not get sidetracked with lesser priorities.

The following Identity-Based Roles Profiler is an example of what a completed assessment might look like.

Part II: Identity-Based Roles Profiler

Sample

<i>Current Life Chapter Roles</i>	<i>Next Life Chapter Roles</i>
1. Authority in my professional field	1. Spiritual person
2. Leader/Manager	2. Husband
3. Problem Solver	3. Grandfather
4. Husband	4. Gardener
5. Industrious	5. Golfer
6. Implementer	6. Writer
7. Grandfather	7. Humanitarian
8. Intimidator	8. Reader
9. Investor	9. Observer
10. Negotiator	10. World traveler

Parking Lots

<i>Desired New Roles</i>	<i>Roles to Be Abandoned</i>	<i>Valued Roles— No Available Space</i>
Gardener	Authority in my professional field	College professor
Golfer	Leader/Manager	Historian
Writer	Industrious	Problem solver
Humanitarian	Implementer	Investor
Reader	Intimidator	
Observer	Negotiator	
World traveler		
Spiritual person		

Part II: Identity-Based Roles Profiler

<i>Current Life Chapter Roles</i>	<i>Next Life Chapter Roles</i>
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.
10.	10.

Directions for Part I

Step 1: Assess what defines your success in the current era of your life by assigning a rating to each of the items in the list of Success Criteria.

- Use the following rating scale to record your choices in the left-hand column headed “Current Life Chapter.”
- Use the blank spaces at the end of the assessment to add any additional items that should be on your list.

Assessment Rating Scale for Success Criteria

- 4 = completely true for me
3 = significant degree of relevance for me
2 = some relevance for me
1 = little relevance for me
0 = absolutely no relevance for me
-

Step 2: Review the list of Success Criteria again and rate each item for how important you want it to be in the next chapter of your life.

- List your ratings in the right-hand column headed “Next Life Chapter.”
- List any additional criteria you deem important to your future in the blank spaces at the end of the chart.

Part I: Assessing What Success Means to You

<i>Current Life Chapter</i>	<i>Success Criteria: The Bedrock Values of Personal Fulfillment</i>	<i>Next Life Chapter</i>
	Receiving promotions in work	
	Having financial well-being	
	Living a well-balanced life	
	Being respected for who I am	
	Receiving recognition as a top performer in my professional field	
	Having autonomy (reporting to no one but myself)	
	Engaging in work I enjoy	
	Having a nine-to-five job	
	Enjoying a hobby/leisure activity	
	Knowing that what I do makes a difference	

	Using and developing my talent	
	Traveling and exploring the world	
	Being entrepreneurial	
	Being in a committed love relationship	
	Learning and growing as a person	
	Being physically fit and healthy	
	Presenting an attractively appealing appearance	
	Enjoying quality time with my family life	
	Enjoying solitude, quality time to myself	
	Owning a pleasingly comfortable home	
	Being creative	
	Engaging in interesting challenges	
	Contributing to future generations	
	Gaining recognition for my achievements	
	Feeling at ease and comfortable about myself	
	Enjoying status—prominence by position or achievement	
	Being in a position of power and influence	
	Working for a cause I care deeply about	
	Affiliating with a prestigious organization	
	Excelling in a sport or athletic activity	
	Living true to my religious or spiritual beliefs	
	Having access to a wide array of cultural activities	
	Being actively involved in community life	
	Applying my knowledge and wisdom	
	Socializing with friends	
	Having great toys (car, boat, motorcycle, etc.	
	Other:	

Directions for Part II

From your assessment results, complete the following chart to determine your values priorities from your current life chapter and those that you intend to establish as your priorities for your next life chapter. As much as possible, identify and list your values in priority order. Which single value do you hold most deeply? Which is next? What's after that?

This may not be an easy task. You may find many values competing for top billing on the current and futures stages of your life. Should you find that narrowing your list down to the top 10 might be too challenging, you might wonder why you should bother. Don't give up!

Here are some ways that having clearly defined and prioritized values can benefit your quality of life:

- Making choices and decisions with better prospects can lead to a sense of personal success and fulfillment.
- You can learn to manage your behavior so that it's congruent with what's most important to you at this stage of your life.
- You can minimize inner conflict by understanding which inner motivations competing for your attention take precedence over others.
- You can manage stress and conflict with others by knowing what issues connect with values you are willing to go to the mat for, and which issues you can let pass by with minimal engagement on your part. In other words, clarifying your values priorities provides key insights for knowing which battles you are going to fight and why. You will also be more adept at identifying which issues you are going to minimize or ignore, and your reasons for doing so.

Begin the following process by first prioritizing what have been your core values in your "Current Life Chapter." Then proceed to your desires for the "Next Life Chapter." You might want to work with pencil and have a good eraser nearby, since you're likely to be making changes as you think about your choices.

Begin by reviewing those values that you rated 4s in Part I for selecting your "top 10." Draw on your intuition in completing this process and "trust your gut" in selecting your choices.

Part II: Prioritizing Your Personal Success Criteria

<i>Current Life Chapter</i>	<i>Next Life Chapter</i>
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.
8.	8.
9.	9.
10.	10.

Directions for Part III

Step 1: From those core values you prioritized in Part II under “ Next Chapter of Your Life,” list your top seven values on the chart in Part III, “Applying Your Criteria for Personal Success.”

- Record your top seven values in the space “Bedrock Values for Assessing How Successful You Will Be in the Your Next Life Chapter.”
- As you transcribe this list, you might want to think through your values priorities again and put them into your own words.

Step 2: This step asks you to determine how fully those values you have identified as top priorities in the next chapter of your life are being met in the current chapter of your life. Use the following scale in making your determination:

Rating Scale

- ++ value fully satisfied in current situation
 - + value mostly satisfied in current situation
 - +− value moderately satisfied in current situation
 - − value mostly unsatisfied in current situation
 - −− value completely unsatisfied in current situation
-
-

Step 3: Focus on the column headed “What Has Defined Your Sense of Success in the Current Life Chapter?” Use this column to determine as best as you can the degree to which a core value is currently being satisfied.

- If you have rated the value as being either partially or fully satisfied in your current situation, try to identify the conditions, situations, and actions that have proved satisfying.
- An example is provided for what a completed matrix looks like. For Bernard, for example, completing his personal success matrix helped him examine his current life situation and determine what would provide future fulfillment.

Step 4: Focus on the column headed “What Has Been Missing in Your Current Life Chapter that Would Provide You with a Fuller Sense of Success?”

- Use this column to determine, as best you can, what it would take in your current life situation to more fully satisfy your core values.
- You might again find Bernard’s sample profile to be helpful. It follows the form that you will use for “Applying Your Criteria for Personal Success.”

Part III: Applying Your Criteria for Personal Success

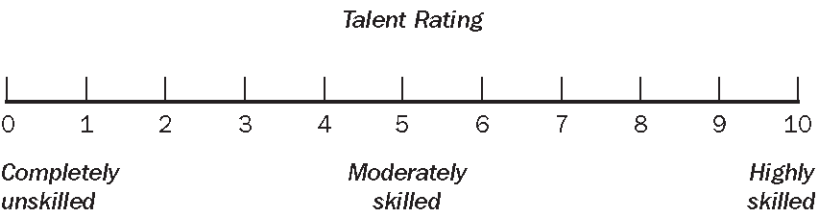
<i>P r i o r i t y</i>	<i>Bedrock Values for Assessing How Successful You Will Be in the Next Life Chapter</i>	<i>R a t i n g</i>	<i>What Has Defined Your Sense of Success in the Current Life Chapter? (conditions, situations, actions)</i>	<i>What Has Been Missing in Your Current Life Chapter that Would Have Provided You with a Fuller Sense of Success? (conditions, situations, actions)</i>
1				
2				
3				
4				
5				
6				
7				

Bernard's Example

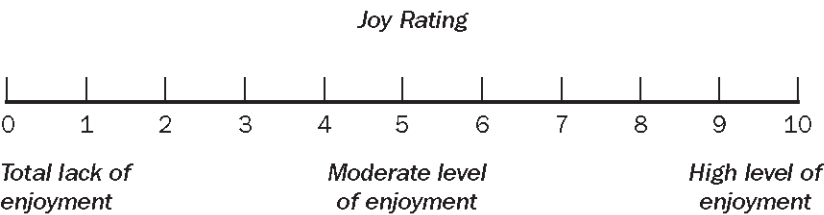
<i>P r i o r i t y</i>	<i>Bedrock Values for Assessing How Successful You Will Be in the Next Life Chapter</i>	<i>R a t i n g</i>	<i>What Has Defined Your Sense of Success in the Current Life Chapter? (conditions, situations, actions)</i>	<i>What Has Been Missing in Your Current Life Chapter that Would Have Provided You with a Fuller Sense of Success? (conditions, situations, actions)</i>
1	Living and growing spiritually	+	Involved in a church with an active adult education program. Reading and discussions with wife and friends.	A disciplined meditation agenda to quiet the mind and experience a sense of inner calm and stillness.
2	A committed love relationship	+ +	The relationship with my wife is a source of great satisfaction in my life. It's something we both work at and neither takes it for granted.	While being confident of our mutual love, I appreciate our needs for separate interests and also for continuing to explore and discover new areas of mutual interests.
3	Enjoying my family	+	Relish and enjoy our kids and grandkids. Love watching and helping the grandkids learn and grow.	With kids and grandkids in different areas, providing equal time and attention is challenging.
4	Using and developing my top talents and strongest interests	+	Have enjoyed using and developing my creative and coaching abilities in work with adults and in writing.	While I feel my writing skills have been improving, I've been falling behind in the creative applications available now with the Web.
5	Work I enjoy	+ -	Enjoy my work in coaching adults and creating useful resources. Growing weary of the travel and time away.	Looking to create some new ventures in which I can contribute creatively but be at home more.
6	Having fun with good friends	-	Have a great group of friends and growing number of friendships in our new community.	We enjoy time with friends, which is an important need. But want to better balance that with time for ourselves.
7	A home in which I feel at ease and comfortable	+ +	Love our new home and enjoy my wife's artistic enhancements.	Would like more time to putter around the yard and do some light gardening.

Use the following rating scales for making these assessments:

Rating Your Competencies



Rating Your Enjoyment Potential



Use the following descriptions as aids in determining what suggested actions to undertake.

- Feature (F): those you rated 7 or higher in both the Talent and Joy columns.
- Develop (D): those you rated 7 or above in the Joy column, but 5 or lower in the Talent column
- Minimize (M): those in which you are highly competent but have little interest
- Avoid (A): those you rated 5 or lower in both Talent and Joy

<i>Analytic Thinker Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Quantitative work: studying things statistically through numbers and hard data			
Analyzing: understanding and solving problems by breaking things down into fundamental elements			
Investigating: conducting detailed examination or inquiry into the facts to discover the truth of something			
Abstract problem solving: posing hypotheses about why something might be as it is			

<i>Analytic Thinker Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Intellectual curiosity: being intensely interested in the phenomenon of things—a mental explorer			
Evaluating: forming, reassessing, and reforming opinions based on observing things in practice			
Objectivity: having ability to perceive, describe, or react to something logically via the facts without being influenced by personal feelings or preconceived notions			
Dispassionate decision making: having ability to step back from situations to evaluate and select options strictly on the basis of hard reason			
Scientific observation: using scientific methods to study something by carefully controlled observation			
Deductive reasoning: having ability to draw sound conclusions from an examination of the facts			
Technical or scientific writing: preparing carefully researched and precisely detailed reports and position papers			
Researching: conducting a study of a problem situation by uncovering and examining all available facts and data and their probable implications			
Diagnosing: identifying the cause and effect of something by careful analysis and interpretation of available facts			
Prognosticating: predicting the future likelihood of something based on trend analysis			

<i>Coordinator-Organizer Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Administering: overseeing the affairs of some kind of a business or social program			
Coordinating: managing and bringing together a complex enterprise involving people, activities, and resources			
Executing: carrying out an activity, a plan, or policy; moving a plan into action; getting things going			
Planning ahead: making preparation or arrangements for the future			
Business acumen: having ability to make quick, accurate judgments involving business and organizational matters			
Inspecting: critically examining an organizational process to assess its compliance with expectations			
Budgeting: allocating the available resources to accommodate the needs of a particular operation			
Detailed follow-through: assuring that a task, plan, or situation is progressing in an orderly manner			
Prioritizing: ability to understand the relative urgency of things and rank them in order of importance			
Time management: organizing your time to effectively accomplish an agenda within a prescribed time frame by minimizing distractions			
Supervising: taking charge of a group or team of people to ensure that a task is adequately accomplished			
Logistics management: overseeing projects to assure goods and services arrive where and when needed			
Policy planning: establishing procedures governing the actions of individuals, groups, or organizations			
Directing: controlling individuals, groups, or teams by providing instructions, directions, and guidance			

<i>Artisan-Craftsperson Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Physical dexterity: being skilled in physical movement, especially in coordinated use of body and hands in manipulating objects			
Operating equipment: skillfully working with various types of equipment, apparatus, tools, machines or instruments			
Mechanical intelligence: being adept at understanding how things work mechanically and how to use tools safely and cleverly			
Technical problem solving: excelling at finding the cause of technical problems and figuring out how to fix them			
Constructing: being good at building things, knowing how to make structural things with quality and efficiency			
Workmanship: being skilled in the artisan crafts; adept at producing high-quality products			
Handcrafting: having ability to skillfully make things using manual skills and artistic inclinations			
Performing to specification: accomplishing technical work according to a plan or compliance with instructions			
Quality control: maintaining equipment, materials, tools in top working condition			
Gardening: having a green thumb; exceptionally adept at growing healthy, vibrant plants			
Precision manual work: performing exacting work requiring keen hand-eye coordination and self-control.			
Crafting: being skillful at making attractive things by hand			
Repairing: fixing something broken, damaged, or deteriorated; restoring something to good condition			
Remodeling: renovating or altering the structure or style of something such as a building, room, vehicle, or furniture			

<i>Mystical Intuitive Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Creating: drawing on the imagination to invent things, generate ideas, and engage in out-of-the-box thinking			
Originality: departing from traditional or previous forms; bringing new ideas, concepts, or other mental creations into existence			
Conceptualizing: imagining how seemingly disparate things could fit together in a big picture perspective; seeing patterns and associations			
Imagination: having ability to form images and ideas in the mind in novel ways—minds-eye inventiveness			
Vision/envisioning: having ability to anticipate possible future events and developments			
Intuition: being aware of or knowing something instinctively without having to see or calculate it—inner knowing without benefit of conscious thought			
Subjective interpretation: understanding things through feelings rather than from rational analysis			
Original composition: creating an original work of art or innovative work of some kind through the sheer power of imagination			
Speculation: skilled in guesswork, drawing on intuition to devise possible explanations for a certain phenomenon and developing hypotheses			
Creative problem solving: generating numerous ideas, usually of a nonlinear sort, to solve problems			
Hypothetical thinking: developing imaginative reasons to explain why something could possibly be as it is			
Inventiveness: creating new things, ability to draw upon the imagination to create or design new things			
Mystical thinking: delving into the mysterious, the supernatural, or that which defies all objective logic			
Clairvoyance: ability to see and know things beyond the range of normal human perception			

<i>Nurturer-Inspirer Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Enlightening: expanding minds through imparting knowledge, know-how, and wisdom			
Counseling/coaching: helping others improve their performance, problem solving, and decision making			
Nurturing/empathizing: supporting others with compassion and relating to their feelings			
Persuasive writing: ability to influence people's views and opinions through the power of the written word			
Championing a cause: ability to create enthusiasm and commitment from others for a heartfelt cause			
Communicating with impact: ability to deliver presentations that produce emotion-generating reactions			
Healing presence: a natural ability to comfort, console, and heal through the power of compassion and empathy			
Active listening: ability to deepen interpersonal communications by reflecting what you've heard, responding both to the verbal and nonverbal			
Consensus building: getting people with different views to invest in and commit to an idea, action, or plan			
Compassion: attending to others in genuine, loving appreciation for who they are and their circumstances			
Facilitating personal development: ability to motivate others to be and become their best			
Change catalyst: influencing change in individuals and groups through gentle persuasion and subtle creativity			
Humanitarian idealism: seeing goodness in the human heart and being gifted in helping others improve their lives			
Mentoring: drawing on the wisdom of years to assist, support, and nurture those younger and less experienced			

<i>Playful Performer Style</i>	<i>Talent Rating</i>	<i>Joy Rating</i>	<i>Suggested Action</i>
Entertaining: engaging others or an audience by providing amusing or interesting material			
Performing: showing good stage presence, able to project an image that engages the attention of an audience			
Composing: fashioning artistic works that entertain, such as music, dance, poetry, drama, and comedy			
Physical grace: having fluidity of movement that enables one to excel in physical activities such as dance and sport			
Culinary arts: showing a flair for cooking that stimulates the senses, delights the eye, and engages sensuous feelings			
Hosting: possessing a gracious presence that makes people feel welcome, comfortable, and special			
Promoting: having a natural ability to market, advertise, or promote a product, cause, or organization			
Improvising: possessing a talent for thinking quickly and creatively without preparation or scripted text			
Negotiating: interacting intuitively and creatively to achieve agreement on disputed issues			
Emergency responding: being adept at spontaneously reacting quickly and effectively to unexpected and urgent situations, remaining calm in the process			
Comedic sense: seeing the funny side of things and being able to amuse others through spontaneous interaction and a keen sense of humor			
Joviality: having ability to completely lose the self in the current moment; showing full enjoyment and cheerful absorbance of the gifts of the present			
Resourcefulness: having extraordinary ability to get things done in uniquely creative ways			
Flexibility: being able to change or be changed according to current circumstances			

Prioritizing Your Favorite Talent Groups

Based on your assessments in the six groups of skills, determine which are your favorite talent groups. Rank them from your most favorite (#1 group) to your least favorite (#6 group).

After ranking these groups, make a rough estimate of how much you would like to be using these talents over the next three to five years in work, fun, and learning.

<i>Talent Group</i>	<i>Your Priority Rating (1 to 6)</i>	<i>Approximate Percentage of Time You Hope to Use This Talent Group in the future</i>
Analytic Thinker		
Coordinator-Organizer		
Artisan-Craftsperson		
Mystical Intuitive		
Nurturer-Inspirer		
Playful Performer		

Summarizing Your Assessment Results

Use the following chart to summarize your results from the Motivated Strengths Assessment.

<i>Capitalize on These Strengths</i>	<i>Develop These Strengths</i>
<i>Minimize These Strengths</i>	<i>Avoid These Strengths</i>

Applying Your Motivated Strengths

The following chart is provided for help in generating ideas in how you might wish to apply your preferred strengths in your future work, leisure, and learning. Check off the items that are of interest to you.

Sample Work/Volunteer/Learning/Leisure Activities for Left-Brain Styles

<i>Analytic Thinker</i>	<i>Coordinator-Organizer</i>	<i>Artisan-Craftsperson</i>
<input type="checkbox"/> Study science and history. <input type="checkbox"/> Read and/or write detective stories. <input type="checkbox"/> Join a chess club, play chess online. <input type="checkbox"/> Study the stock market and invest with care. <input type="checkbox"/> Teach math, science, or history. <input type="checkbox"/> Join archeological expeditions. <input type="checkbox"/> Become a member of a science or intellectual club (Mensa, American Historical Association). <input type="checkbox"/> Consult with a think tank in your field. <input type="checkbox"/> Write articles for science and history publications. <input type="checkbox"/> Join a professional association. <input type="checkbox"/> Devise computer systems for groups and businesses of interest. <input type="checkbox"/> Develop mind games involving math, history, and/or science. <input type="checkbox"/> Take up astronomy. <input type="checkbox"/> Become a tour guide at a science or history museum. <input type="checkbox"/> Conduct research for a professional association. <input type="checkbox"/> Trace and record the family lineage. <input type="checkbox"/> Join a computer information network or design Web pages.	<input type="checkbox"/> Assume a management position with a civic organization or social club. <input type="checkbox"/> Become involved in local politics, run for office, volunteer to support a political campaign. <input type="checkbox"/> Take on a position of responsibility in a professional association or community service group such as Boy or Girl Scouts. <input type="checkbox"/> Work as a volunteer with the handicapped. <input type="checkbox"/> Teach a course in a business area related to your field of interest. <input type="checkbox"/> Become a board member of a bank, auditing firm, or school district, or an officer/elder in your church. <input type="checkbox"/> Consult with the Small Business Administration. <input type="checkbox"/> Chair a fact-finding committee. <input type="checkbox"/> Volunteer work at a hospital or health clinic. <input type="checkbox"/> Become a nutrition consultant. <input type="checkbox"/> Start a business selling antiques, heirlooms, or classics you value. <input type="checkbox"/> Work as a logistics expert with a police or fire department.	<input type="checkbox"/> Buy and repair antique furniture for fun or profit. <input type="checkbox"/> Join a motorcycle club. <input type="checkbox"/> Compete in a clay pigeon shooting association. <input type="checkbox"/> Restore classic cars. <input type="checkbox"/> Take up scuba diving. <input type="checkbox"/> Start a landscape, lawn maintenance or I-Can-Fix-It business. <input type="checkbox"/> Knit, crochet, sew, cross-stitch, quilt. <input type="checkbox"/> Take up sailing. <input type="checkbox"/> Assist in a greenhouse or plant nursery. <input type="checkbox"/> Start a bike repair business. <input type="checkbox"/> Teach courses in cooking, gardening, car or home repair. <input type="checkbox"/> Start a business repairing old homes, building boats, or restoring antique clocks or cars. <input type="checkbox"/> Pilot your own plane and/or glider, take up fly fishing, guide hunters into remote areas. <input type="checkbox"/> Compete in physically engaging sports such as racquetball or golf. <input type="checkbox"/> Do carpentry work with Habitat for Humanity. <input type="checkbox"/> Learn glass blowing. <input type="checkbox"/> Make jewelry or yard sculpture.

Sample Work/Learning/Leisure Activities for Right-Brain Styles

<i>Mystical Intuitive</i>	<i>Nurturer-Inspirer</i>	<i>Playful Performer</i>
<ul style="list-style-type: none"> <input type="checkbox"/> Study abstract art, ancient music, or dance. <input type="checkbox"/> Study the desert mystics, Buddhism, or other enlightenment and intuitive disciplines. <input type="checkbox"/> Take-up a disciplined meditation practice. <input type="checkbox"/> Write original works of fantasy along the lines of <i>Lord of the Rings</i>, <i>Star Wars</i>, or the Harry Potter series. <input type="checkbox"/> Create original works of abstract art for fun and profit. <input type="checkbox"/> Visit/explore/write about mythical and mysterious places such as Findhorn, the Delphi, the Pyramids, or Machu Picchu. <input type="checkbox"/> Study and teach a psychic discipline such as ESP, telepathy, or clairvoyance. <input type="checkbox"/> Invent and design original games that enhance intuition and creativity. <input type="checkbox"/> Design and sell clothes, toys, or art objects for those with a flair for the creative and unusual. <input type="checkbox"/> Become certified as a spiritual director/coach and set up a practice. <input type="checkbox"/> Start a business to help create homes in line with people's spiritual orientations. 	<ul style="list-style-type: none"> <input type="checkbox"/> Read psychology, human development, self-help, biographies, spirituality. <input type="checkbox"/> Assume a leadership role in a cause you care about. <input type="checkbox"/> Undertake a career change in a helping profession such as counseling, ministry, art therapy, life coaching, or vocational rehabilitation. <input type="checkbox"/> Study, teach, write in a heartfelt subject area in the humanities, the arts, literature, or psychology. <input type="checkbox"/> Take up a healing practice such as massage therapy, Reiki, or aromatherapy. <input type="checkbox"/> Write for a publication, Blog, or organization committed to personal development and mental/emotional health. <input type="checkbox"/> Work with an institute involved in self-help education, healing, and life enhancement therapy, such as the Canyon Ranch, Omega. and Esalen Institutes. <input type="checkbox"/> Do advocacy and/or personal care work for Hospice, disaster-relief counseling teams, or grief support groups. <input type="checkbox"/> Volunteer for groups that help migrant workers or single moms. 	<ul style="list-style-type: none"> <input type="checkbox"/> Teach and/or study music, sculpting, ceramics, pottery, dance, painting. <input type="checkbox"/> Compete in ballroom dancing. <input type="checkbox"/> Volunteer teaching for young children. <input type="checkbox"/> Become credentialed as a mediator in an area dear to your heart. <input type="checkbox"/> Undertake a new career as a nurse, physician's assistant, or social worker. <input type="checkbox"/> Train in and/or teach yoga, physical fitness, or a martial art such as tai chi, karate, or tae kwon do. <input type="checkbox"/> Master a musical instrument and join a group for pay or play. <input type="checkbox"/> Become a tour guide at an art museum or for an organization such as Elderhostel. <input type="checkbox"/> Perform in local theater productions. <input type="checkbox"/> Compose music, poetry, and/or plays. <input type="checkbox"/> Master conflict resolution and negotiation skills and join a team doing work in these areas. <input type="checkbox"/> Create toys for kids or design and carry out engaging activities for those confined to nursing homes.