

PERSONAL DIRECTIONS®



Prepared for | Chris Williams
ABC Company
January 10, 2019



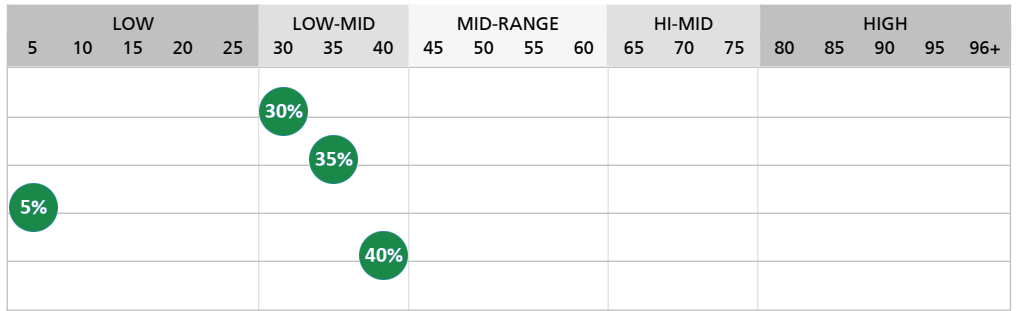
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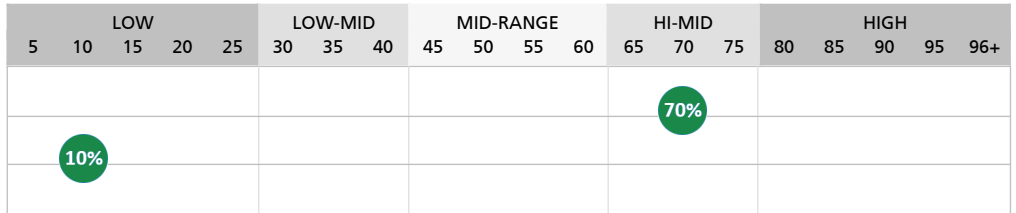
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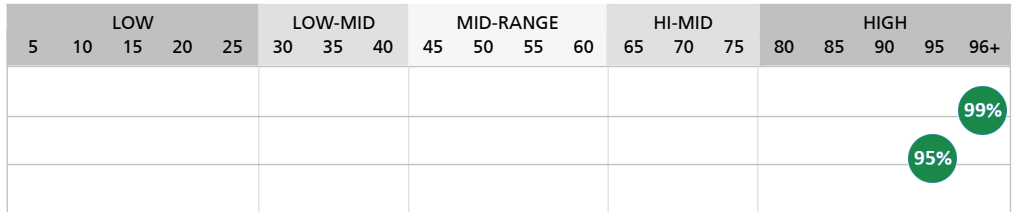
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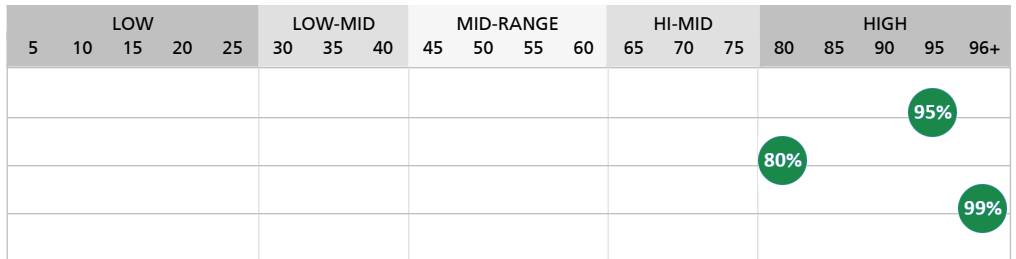
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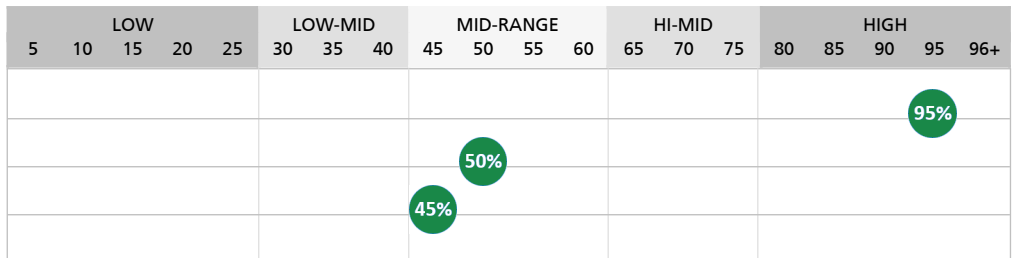
Mastering

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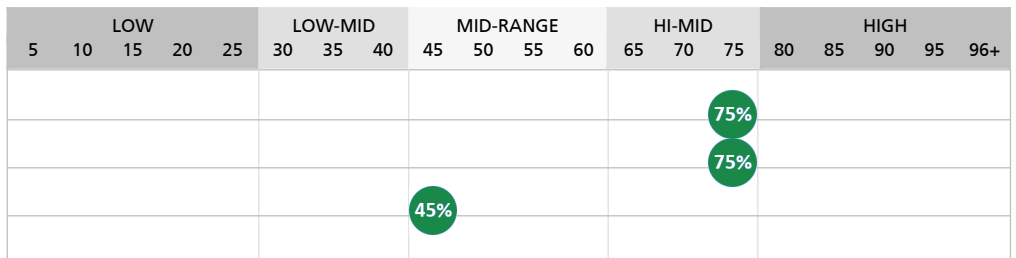
Challenging

Maneuvering
Winning
Controlling



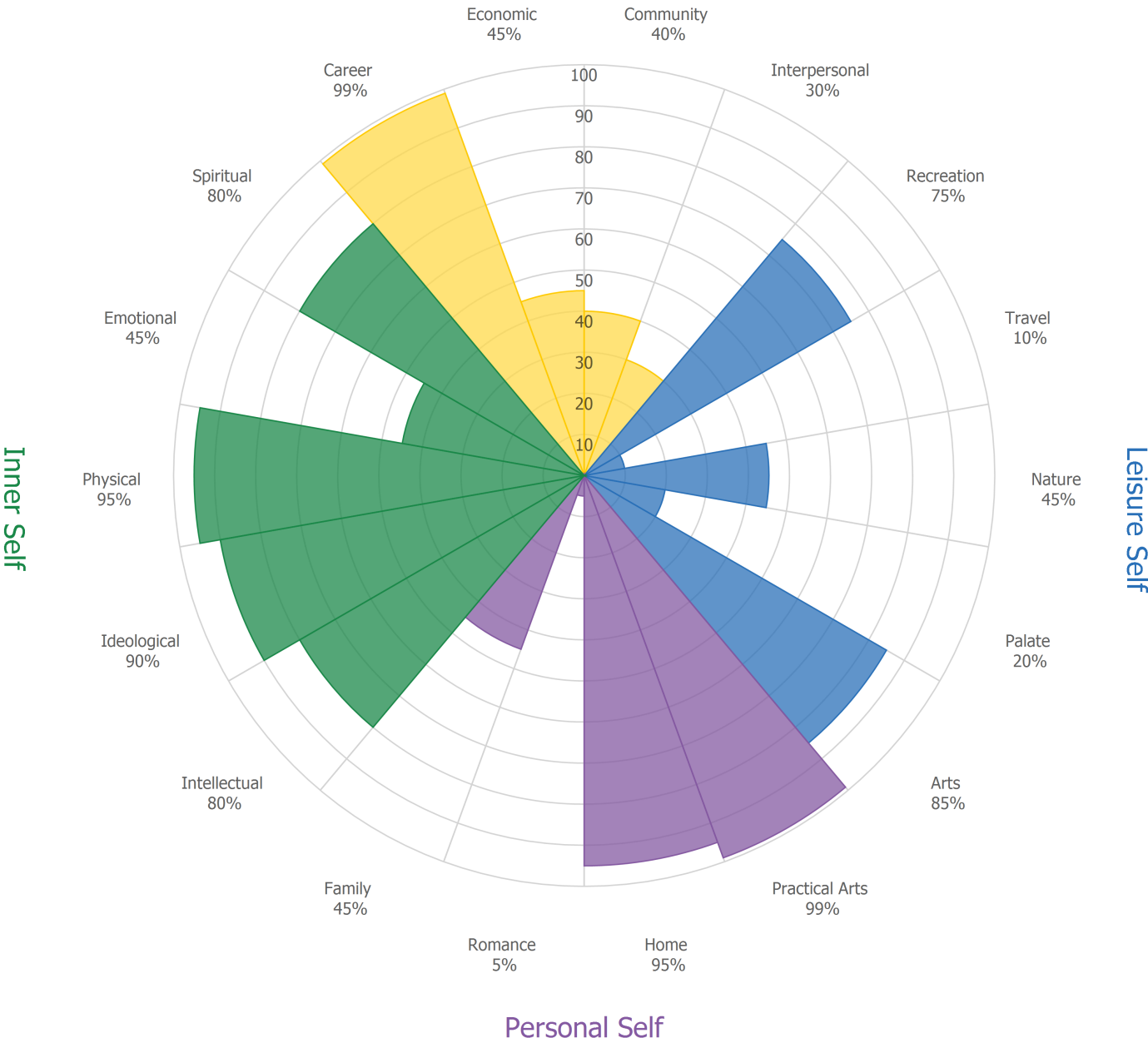
Maintaining

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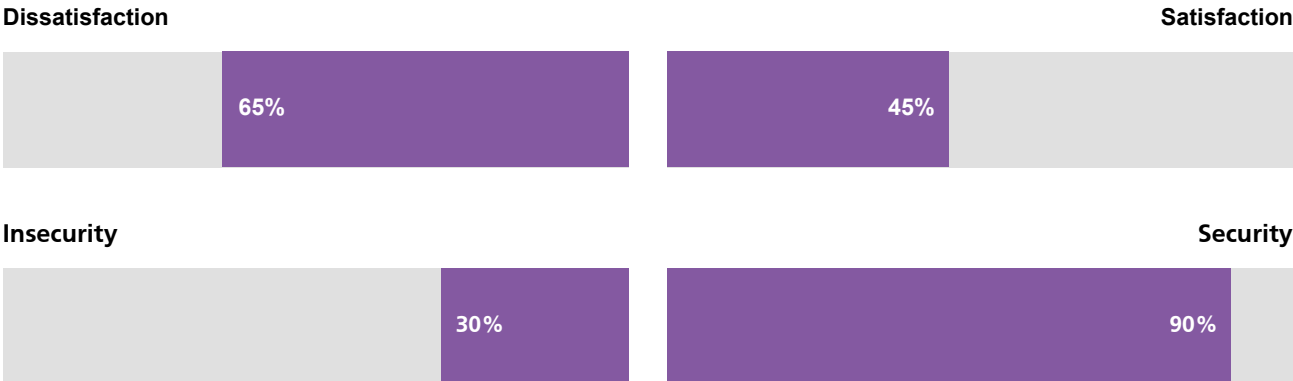
Appraise Your World™

Professional/Public Self

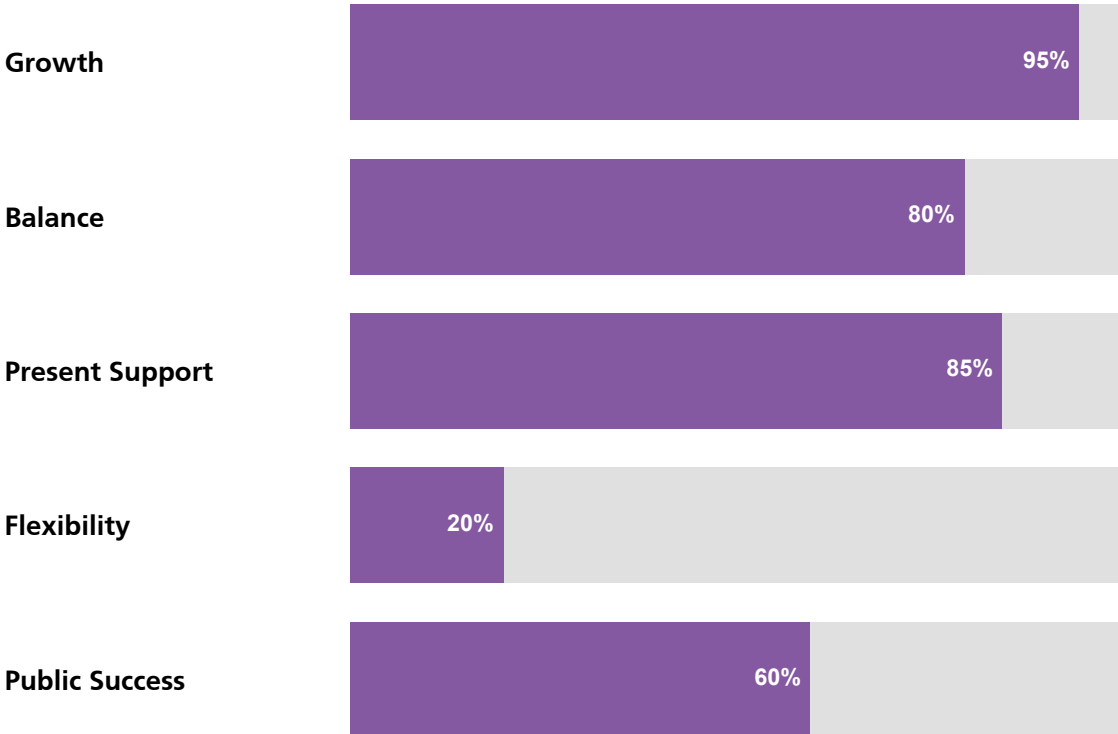


North America n=4685 (Nov2017)
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Satisfaction and Security



Growth, Balance, Present Support, Flexibility and Public Success



Your Focus of World



Sections Included In This Report

Introduction

Section I: Your Personal Directions

- Profile: Individual Directions Inventory
- Your Strongest Directions
- Your Lowest Directions

Section II: Your Personal World

- Professional/Public Self
- Leisure Self
- Personal Self
- Inner Self
- Your Highly Developed Sectors
- Your Less Developed Sectors
- How Are Your Needs Being Met

Section III: Quality of Life Considerations

- Achieving Satisfaction
- Satisfaction
- Security
- Satisfaction and Security
- Growth, Balance, and Present Support
- Flexibility and Public Success
- Where Are Your Opportunities?
- Focus of World

Section V: Setting Goals

- The Process of Growth
- Setting a Goal
- Selection a Tentative Goal
- Testing Your Commitment to the Goal
- Action Planning

Introduction

Personal Directions® is a program of personal development that provides you with the opportunity to explore your motivations and strivings, examine how these have affected the choices you have made in different areas of your life, and consider what actions you might wish to take as you look toward your future.

This report will provide you with **individualized personal feedback** based on your responses to the Personal Directions questionnaire. This questionnaire consists of three components: Individual Directions Inventory™, Appraise Your World™ and World Outcomes™. The information you will receive as feedback will, we hope, prove valuable to you in reviewing where you are at this particular time in your life.

This program does not assume that there is some overwhelming reason for changing your life. Rather, it provides a summary of some important areas of your personal world and your reactions to them, together with suggestions for ways to increase the amount of satisfaction you could be experiencing.

To help you understand your feedback, your scores have been compared to a large normative database of people who are similar to you - professionals, managers, people with comparable educational backgrounds, of the same gender, etc. You will receive scores expressed in terms of percentiles. For example, if you have a score at 75%, then you scored higher than 75% and the same as or lower than 25% of people in the normative group. The specific norms that have been used in reporting your scores are:

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The purposes of the Personal Directions program are to:

- Provide you with feedback on how you see yourself in a number of significant areas of your life;
- Provide information about areas from which you are presently gaining satisfaction;
- Suggest to you some ideas about settings and roles that might hold the greatest interest for you;
- Establish a structure that you can use to create strategies for reaching your goals and objectives within the context of what you have already accomplished.

We hope that this process will be of benefit to you, whether you undertake substantial changes in your life, make small revisions in your thinking or activities, or merely reinforce what you already have.

We hope this program will supply you with opportunities for further life enrichment for you and those who are closest to you.

Good luck on your journey!

Your Personal Directions



This section will provide you with **individualized feedback** on 17 specific dimensions which represent your personal Directions - the underlying directions you use to guide your life. This feedback is based on your responses to Part A of the Personal Directions Questionnaire: the Individual Directions Inventory (IDI).

An IDI Direction is a broad set of patterns or purposes that represents aspirations and motives. Our Directions may be satisfied or frustrated in many aspects of our lives; therefore, there are a variety of emotional experiences associated with them. Our Directions represent our striving to achieve specific emotional goals in our lives. The way in which these goals are achieved may vary dramatically, depending upon the person. For example, a person whose primary direction in life is giving support and affection to others is very different from a person who finds this focus less appealing and prefers to be highly self-sufficient and free of outside interference.

The IDI Directions reflect a variety of internal processes: motives, needs, drives, and values. These are the source of much individual behavior. Our Directions differ from the methods we ordinarily employ to get what we want; they represent the strivings that we try to realize in our worlds. We then use the skills and insights we have developed to achieve the specific objectives that are related to these underlying Directions.

Depending upon the context in which they occur, our Directions:

- help us to create and build our unique worlds;
- describe the specific emotional content of our experiences;
- represent deep motivational patterns;
- help us to understand and predict our future behavior;
- represent the value we place upon people, places, things, ideas, goals, and activities;
- can affect the setting of future goals.

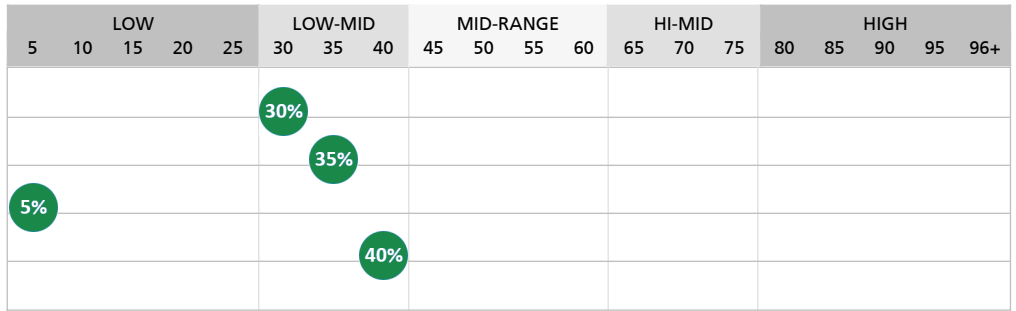
Think of your Directions as showing the direction and strength of the force with which you are likely to push against the world in order to achieve satisfaction. Some Directions will complement each other, while others will seem contradictory. When Directions are complementary, they tend to reinforce each other. When they are contradictory, they may cancel each other out or emerge as inconsistent behavior.

Following are descriptions of your strongest IDI Directions. Provided with each description are several interpretive statements to help you identify how the Direction is influencing your life. Hopefully, the results will confirm much of what you already know about yourself, but will also clarify important areas which may be less apparent to you. In the following sections, you will have the opportunity to explore how this information can help you to gain greater life satisfaction or to change aspects of your behavior that are inconsistent with the way you want to be.



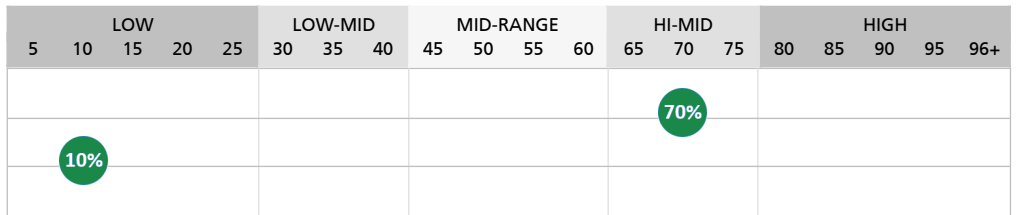
Affiliating

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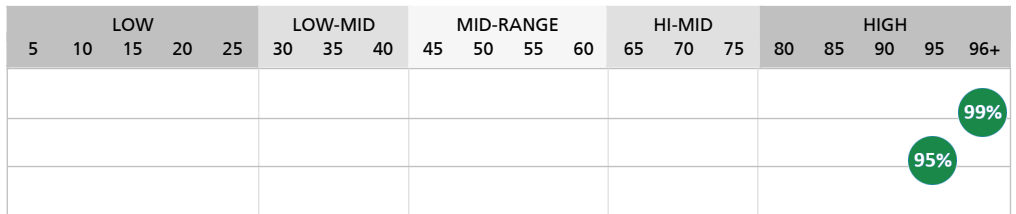
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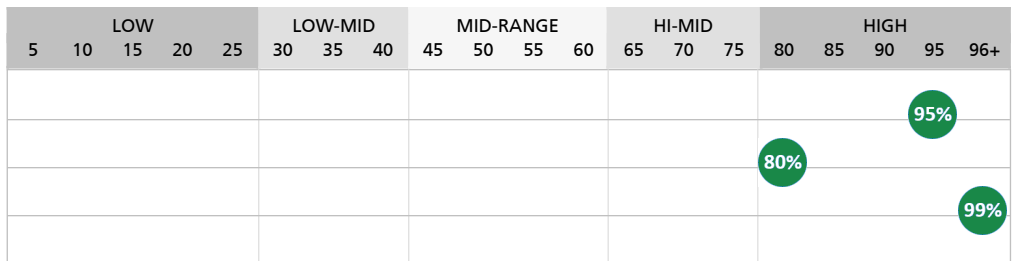
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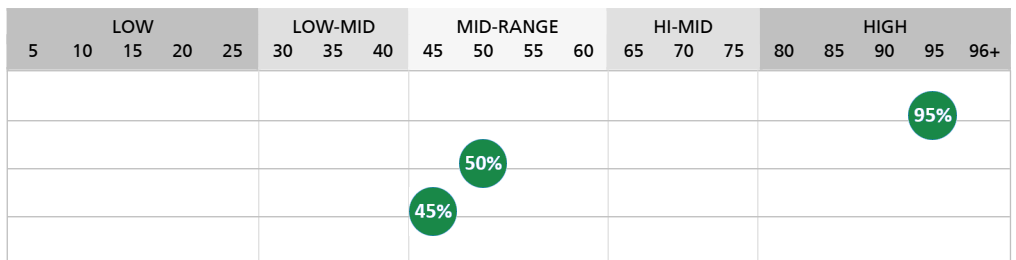
Mastering

Excelling
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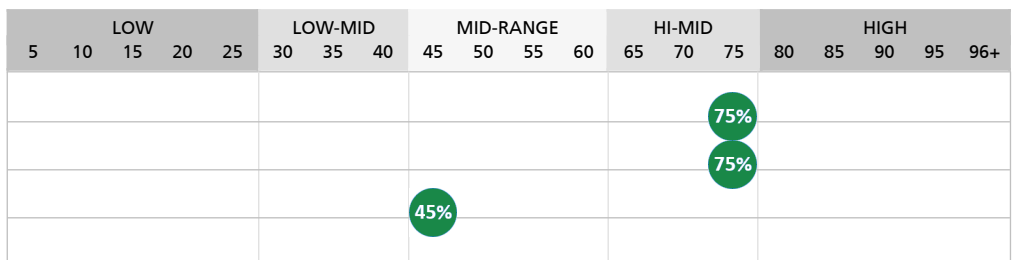
Challenging

Maneuvering
Winning
Controlling



Maintaining

Stability
Independence
Irreproachability



AFFILIATING

Giving: Gaining satisfaction from relating to others by providing them with support, affection, and empathy.

Receiving: Gaining satisfaction from relating to others in order to receive support, affection, and empathy from them.

Belonging: Gaining satisfaction from relating to others in groups and developing mutual bonds of loyalty, cooperation, and friendship.

Expressing: Gaining satisfaction from relating to others by expressing oneself in a direct, spontaneous, and emotionally uninhibited fashion.

ATTRACTING

Gaining Stature: Gaining satisfaction from obtaining social rewards such as recognition, status and respect as the result of social skills, achievements and/or activities.

Entertaining: Gaining satisfaction from obtaining social rewards such as admiration and visibility by using personal charisma and talent to enliven situations and entertain people.

PERCEIVING

Creating: Gaining satisfaction from being imaginative and original and perceiving one's world in an innovative and creative manner.

Interpreting: Gaining satisfaction from seeking intellectual stimulation and perceiving one's world in a logical, analytical and non-emotional manner.

MASTERING

Excelling: Gaining satisfaction from constantly challenging oneself and pushing for the highest levels of achievement.

Enduring: Gaining satisfaction from demonstrating persistence, determination and tenacity.

Structuring: Gaining satisfaction from controlling one's environment through the use of organization, precision and thoroughness.

CHALLENGING

Maneuvering: Gaining satisfaction from actively seeking and pursuing opportunities in the environment and turning them to one's advantage.

Winning: Gaining satisfaction from acting in a forceful, aggressive and directly competitive manner in order to win.

Controlling: Gaining satisfaction from being in charge, having power and authority, influencing and controlling people and events.

MAINTAINING

Stability: Gaining satisfaction from maintaining a predictable, safe and consistent environment.

Independence: Gaining satisfaction from being self-reliant and staying free of external controls on personal autonomy.

Irreproachability: Gaining satisfaction from ascribing to and striving towards ideal behavior and a personal code which places one beyond reproach.

Your Strongest Directions

The following pages provide descriptions of your strongest Directions. Included with each description are several interpretive statements to help you identify how the Direction is influencing your life.

Creating: 99%

Your high score on the Direction of Creating suggests that you not only like to come up with innovative ideas, you also like to see yourself leading a creative life. You enjoy being around stimulating and offbeat people. You value jobs and activities which give you the opportunity to think creatively and do new things, and you may feel very frustrated if major areas of your world do not allow you to be innovative. You are likely to see creativity as a way of fulfilling yourself in your larger life. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:



Perceiving

- You enjoy challenges which allow you to be innovative, but you do not want to feel constrained by group opinion. When it comes to your own creativity, you are not really interested in participating in a team process.
- You enjoy the creative process, and you tend to approach it in a highly efficient and organized way. When working on a new idea, you pay attention to all the details.
- You enjoy the stimulation of being around creative processes and people; however, you tend to avoid acting in ostentatious ways - you try not to be considered a show-off.
- You seem to thrive in environments which allow you to engage in your highest level of creative activities.

Structuring: 99%

Your high score on the Direction of Structuring suggests that you feel best when you can ensure that things are organized and orderly. You enjoy paying attention to the details, and you tend to be efficient and thorough in your approach to your world. You may become upset when things are chaotic or messy; to the extent that it is possible, you are likely to want everything to be perfect. You like having a well-ordered world with understood rules and guidelines. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:



Mastering

- You enjoy environments which allow you to look at issues in a fresh way, but which still have a system and a set of expectations to work within.
- With your desire to do an excellent job on anything you undertake and your willingness to attend to the smallest detail, you take pride in being a true perfectionist.
- You are likely to enjoy and do well in roles and activities which require strong analytical skills and highly structured approaches to problem solving.
- You like roles that take advantage of your talent for organization and concern for detail, but do not require you to be dramatic in any way.

Excelling: 95%

Your high score on the Direction of Excelling indicates that you gain a good deal of satisfaction from achieving things in life. You like settings which demand your very best, and you usually have very high (perhaps even unrealistically high) aspirations. You attempt to excel at whatever you do; achieving can be an end in itself. Unless you are also highly competitive, however, your achievement may not have to come at the expense of others - you may measure yourself against your own results. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Mastering**

- You tend to set your own high standards rather than adopting those of a group, and you may prefer to work toward achieving these on your own rather than as part of a team.
- You enjoy situations which allow you to use your creativity and imagination as a means to excel and achieve.
- You seem to be drawn to situations which stimulate and utilize your abilities as an intelligent problem-solver. You use high standards in judging the quality of your work.
- You enjoy roles that allow you to show resourcefulness and flexibility in reaching ever higher levels of achievement.

Interpreting: 95%

Your high score on the Direction of Interpreting indicates that you like to build your life around the rational process. You enjoy environments which allow you to analyze and thoroughly think through issues and situations. Others approach you most successfully with logical presentations. You approach issues in an intellectual fashion; indeed, you may have many intellectual values. You are attracted to people and activities which allow you to exercise your mind. You seek to understand. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Perceiving**

- You enjoy people and roles that stimulate you mentally, but you do not feel the need to be part of a team effort. In fact, you may prefer to work by yourself in figuring out solutions to issues.
- You enjoy analyzing and inquiring into subjects in a great deal of depth, and you may conduct your investigations in a carefully organized and systematic manner.
- You are likely to choose opportunities that allow you to learn and to use your learning in an intuitive and creative way.
- You seem to be constantly raising the level of expectations you hold for yourself, and you enjoy being surrounded by other high achievers who also analyze and think things through.

Maneuvering: 95%

Your high score on the Direction of Maneuvering suggests that you like to keep your options open and know how to take practical advantage of opportunities. You tend to be a risk taker; you will move quickly when a good situation presents itself. You are likely to be materialistic, and you will keep your eyes open for good opportunities. You will be quite flexible and can quickly change direction if this suits your purpose. You enjoy figuring out the angles and staying one step ahead of the game. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Challenging**

- You enjoy environments which allow you to change direction rapidly and come up with different, creative ways of responding to challenges.
- You enjoy setting and working toward ambitious objectives, and you are resourceful in looking for opportunities and using a variety of approaches to achieve your goals.
- You gain both satisfaction and intellectual stimulation from viewing life almost as a game that requires you to figure out your strategy and respond flexibly to the moves of others.
- You tend to look for and enjoy opportunities which require a long-term commitment, but which give you the chance to operate flexibly and move quickly when there is an opening.

Enduring: 80%

Your high score on the Direction of Enduring suggests that you gain a good deal of satisfaction from showing endurance and will power in your life and your approach to goal achievement. You do not give up easily; you have great determination. You may well take your talents to even higher levels just because you persist. Others may see you as strong-willed, even stubborn. You may sometimes follow a particular path without regard to consequence. You take pride in being seen as tenacious and resolute. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Mastering**

- You like challenges which don't require you to join a group. You do not need a group or team to help you get through difficulty; you do that yourself, through sheer determination.
- You are likely to do well in roles which require strong follow-up and attention to detail.
- You gain a good deal of satisfaction from being creative and imaginative, and you can be quite tenacious and determined in pursuing your innovative ideas.
- You are determined to do an excellent job on anything you undertake. You take pride in setting ambitious goals and pursuing them relentlessly.

Independence: 75%

Your high score on the Direction of Independence suggests that you gain a good deal of satisfaction from being self-sufficient. You value your freedom and want to do things your own way. You can take the initiative in new situations without needing support or structure, and you are proud of your ability to operate without having to lean on anyone. You may not take direction easily; you may view this as interference that places limits around you. You may well have the drive to be totally self-reliant, whether in business or in interpersonal relationships. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Maintaining**

- You are not particularly interested in joining groups - you prefer to be on your own. You are unlikely to be attracted to groups that emphasize togetherness.
- You most enjoy settings in which you are free to work in a creative and novel way; you are unhappy when others try to restrict your role or make you conform to their ideas and ways of doing things.
- You enjoy operating in a highly organized manner, but you prefer to set up your own structure and systems rather than following someone else's.
- You feel best when you have the freedom to work in accordance with your own high standards. You will resist lowering these even if other people or institutions push you to do so.

Stability: 75%

Your high score on the Direction of Stability suggests that you may try to keep your life as steady and predictable as possible. You tend to like environments that are secure and consistent. You may feel that it is easier to control a predictable world; if there are relatively few surprises, there will be fewer difficulties to deal with. In any situation, you are likely to proceed with a certain amount of caution. You tend to take a conservative approach to your life and play it safe. Others are likely to describe you as stable. In looking at the way this Direction interacts with other significant aspects of your profile, it is likely that:

**Maintaining**

- You are likely to feel most comfortable in settings which provide you with an underlying sense of stability and continuity, yet allow you to freely use your creativity and imagination.
- You are likely to feel most comfortable in secure and predictable settings which allow you to be highly organized and take the time to get the details right.
- You tend to do best in roles where people can count on your steadiness and reliability and don't expect or need you to be a dramatic and entertaining character.
- You are likely to be tenacious and determined in pursuing your goals, and you will feel most comfortable doing so in settings that are stable and predictable.

Your Lowest Directions

Just as high scores on certain Directions may reveal the kinds of satisfactions that tend to be especially significant for you, so low scores may give you ideas about some areas which you find less satisfying.

There are a variety of reasons why a person might score low on a particular Direction. For example, one may not have any interest in the kinds of emotional rewards that are associated with the high end of the Direction - these rewards are just not considered to be appealing.

Low scores generally mean that we are more insulated from the frustrations of not attaining the desired goal associated with a Direction. For example, a person who is high on Winning will probably make many choices that involve him or her in competitive situations, dealing with hard-charging, aggressive people, looking for the rewards that come with reaching a goal which others are also trying to reach.

Inevitably, this person will lose on occasion and face "the agony of defeat." People who score low on this Direction are likely to experience fewer feelings of defeat simply because Winning is less compelling for them, and so they tend to engage in fewer win-lose situations. Furthermore, they will place a different value on competitive outcomes. The net effect of being low on Winning, then, is that it shields one from these negative outcomes. This reduction in risk might be seen as positive.

The following pages will provide you with feedback about the IDI Directions on which you received low scores (25% or less). As you review your feedback, recognize that, along with the positive aspects these low scores may provide in dealing with your larger life, there may also be some potential drawbacks.



Belonging: 5%

Potential Benefits:

- You may feel freer to do what you want, rather than feeling that you have to conform to the norms, codes or expectations of a particular group.
- You may be less vulnerable to having your feelings hurt if you are not asked to join or are not included in group activities.
- Because you stand apart, you may be spared from experiencing the emotional turmoil or suffering that a group may be going through.
- You may find it easier to leave a group or an organization when it no longer meets your needs.

Potential Drawbacks:

- It may be more difficult for you to operate in an environment which is highly team-oriented.
- You may limit your influence with certain people because they see you as standing apart and being unwilling to join their group.
- You may feel frustrated or impatient if you believe that you could accomplish things faster or more efficiently on your own, yet have to wait for the group to catch up with you.
- You may find that you sometimes feel lonely or isolated from others when you are not a part of the group.



Entertaining: 10%

Potential Benefits:

- You may be at your best in settings that require working behind the scenes, accomplishing results without calling a lot of attention to yourself.
- You may be less subject to the control or influence of others because you are not trying to get them to react to your bids for attention.
- You may reduce the risk of feeling uncomfortable or awkward if your efforts to entertain were not appreciated.
- You are less likely to feel disappointed when you are not the center of attention.

Potential Drawbacks:

- It may be more difficult for you to operate in settings where you are constantly in front of people (i.e. as a presenter, or in high profile positions).
- You may limit the impact you make in certain situations where it might be advantageous to be amusing or dramatic.
- You may not get the credit you really deserve because you pay less attention to making sure others notice you and your accomplishments.
- You may reduce your effectiveness in transmitting important information to others because you pay less attention to the way you present it.

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Section II: Your Personal World



Now that you have reviewed your Individual Directions Inventory feedback, you have a sense of the Directions which you find to be the most rewarding for you, those which are moderately appealing, and those which may hold little appeal - or which you may even reject.

The next section of the Personal Directions report, **Your Personal World**, will give you a picture of the areas of your world in which you are working to realize your Directions. Each area provides a wide range of activities and experiences that may satisfy - or frustrate - your Directions. This feedback will provide you with the opportunity to assess the choices you have made in creating your world relative to the Directions you strive to achieve.

The purpose of this section of the Personal Directions report is to present a picture of your current personal world, showing you the areas in which you are placing most of your energy and attention as a result of the values you hold and the choices you have made in your life.

In this section, you will be receiving your **individualized feedback** on 18 specific dimensions, or sectors, of life. This feedback is based on your responses to Part B of the Personal Directions Questionnaire: Appraise Your World (AYW). Each AYW sector represents a major area of experiences, values, activities and interests. These 18 sectors are grouped according to their influence on four specific aspects of your life, forming a continuous range from your direct dealings with the external world to your most internal, introspective life.

As you review your feedback, do not assume that high scores are "good" or that low scores are "bad." There are potential benefits but also potential drawbacks to scoring high or low on any sector.

Professional/Public Self

0% - - - - 50% - - - - 100%

Career

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with one's job, and with being successful in and identifying with one's career.



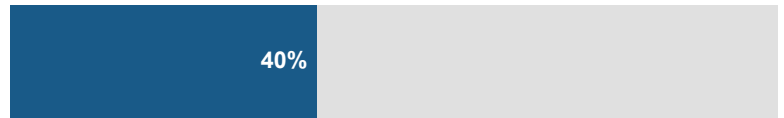
Economic

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with one's finances, and with building and managing one's wealth.



Community

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with being charitable and helping others in one's community.



Interpersonal

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with seeking social interaction and friendship.



Leisure Self

0% - - - - 50% - - - - 100%

Recreation

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with enjoying recreational diversions and having fun.



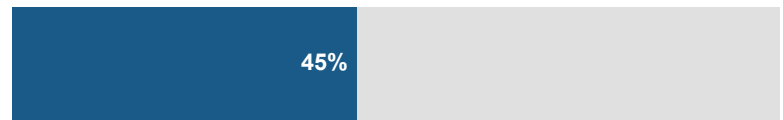
Travel

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with exploring new and different places and cultures.



Nature

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with being involved in the natural world and outdoor activities.



Palate

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with enjoying fine food and drink.



Arts

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with enjoying and experiencing the arts.



Personal Self

0% - - - - 50% - - - - 100%

Practical Arts

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with learning and using practical, do-it-yourself skills.



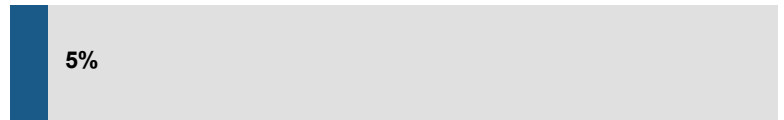
Home

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with creating, enjoying and receiving renewal from a comfortable, attractive home.



Romance

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with romantic relationships and seeing the world in a romantic light.



Family

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with developing and maintaining close family relationships.



Inner Self

0% - - - - 50% - - - - 100%

Intellectual

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with pursuing intellectual stimulation and learning.



Ideological

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with maintaining a strong commitment to a set of principles or ideals.



Physical

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with developing and maintaining one's health, physical fitness and appearance.



Emotional

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with being aware of and experiencing one's emotions.



Spiritual

The degree of emphasis placed on values, beliefs, interests, behaviors and desires associated with searching for the deeper meaning of life and developing one's spiritual resources.



Your Highly Developed Sectors

Highly developed sectors (75% and above) are usually those in which we have invested the most. More often than not, there is an emotional charge related to these sectors - they have given us the greatest satisfaction, and we value them the most. However, we are also at our most vulnerable within these sectors because they hold the greatest potential for frustration and disappointment. The more we value some person, thing, place or idea, the more we would feel its loss.

In a very real way, we invest more of ourselves in our highly developed sectors. Accordingly, they must contain a number of aspects that are important to us. They may:

- *Satisfy needs:* As a result of our choices, each of us has found certain sectors to be more gratifying than others. We may have experienced more success in them.
- *Represent competencies:* We may emphasize certain sectors because we have developed a high level of skill and effectiveness in performing activities associated with these sectors.
- *Define responsibilities:* We may emphasize particular sectors because of certain expectations that are placed on us. We ourselves may generate these expectations, or they may be placed upon us by external sources such as family, friends, and society.
- *Reflect opportunities:* We may develop in certain sectors because we have had many opportunities to do so. We may neglect to develop in other sectors because we have not been exposed to their associated activities.
- *Demonstrate habits:* We may emphasize certain sectors because we have always done so, and there has been no reason to challenge development in them.
- *Embody values:* Certain sectors may be well developed because they reflect our deepest values.

Career: 99%

This sector may be very important to an individual. It can provide numerous opportunities for increasing skills in many dimensions. High scores are often associated with a strong sense of career identity, and with individuals whose careers demand preparation, knowledge, and skill. Your high score on Career suggests that you have made a substantial emotional commitment to this sector and have been developing yourself in your job. You also may derive a major portion of your life's satisfaction and personal identity from your job. Investing energy in this sector may imply:

**Professional/Public
Self****Potential Benefits:**

- Gaining increased status and influence
- Satisfying desires for achievement
- Having the potential for personal and professional growth
- Increasing income for yourself and others
- Gaining opportunities to learn a wide variety of skills

Potential Drawbacks:

- Neglecting other areas, becoming a workaholic
- Being dependent upon the whims of an institution
- Being vulnerable to failure
- Losing your roots and perspective
- Not taking the time to enjoy life

Practical Arts: 99%

Your high score on this sector indicates that you take pride in the degree of mastery you have in practical areas. You tend to be self-reliant in the pragmatic world of do-it-yourself tasks and abilities. It is likely that you can use and fix a variety of devices without depending on the help of a technical expert. In fact, in some areas you may be the technical expert. You enjoy learning and applying practical skills, and you feel at ease with the technological civilization in which we live. Investing energy in this sector may imply:

Personal Self**Potential Benefits:**

- Feeling confident using machinery, tools or equipment
- Being able to apply leading edge technology
- Knowing how to do practical things
- Gaining confidence from your ability to do things
- Being practical and realistic

Potential Drawbacks:

- Missing other, more subtle dimensions of life by focusing too much on concrete issues
- Never being satisfied with the way things are and continually wanting to fix or change them
- Wanting to always have the latest technology, the newest or most advanced model
- Finding that it is increasingly difficult to keep up with all the advances in technology
- Spending so much time on technical tasks that connections with other people are limited

Home: 95%

The home often represents the dividing line between the outside world and one's inner world. Your high score on this sector suggests that your home is likely to be an important source of satisfaction and renewal for you. You tend to enjoy and engage in activities which are centered in your home. To you, a home is more than a house. You may regard the quality of your home as an extension of your personality. You may spend a great deal of energy to fill your home with feelings of comfort and security. It is here that you can relax and feel "at home." Investing energy in this sector may imply:

Personal Self**Potential Benefits:**

- Finding an important source of comfort and renewal
- Having a place on which to lavish love and attention
- Feeling a sense of permanence and stability
- Reflecting your personality and values in a tangible way
- Having a place where you can feel comfortable, with no need for a facade

Potential Drawbacks:

- Becoming immersed and losing touch with the external world
- Feeling too safe and becoming reluctant to venture out
- Forgetting the deeper meaning of home by concentrating too heavily on the physical space
- Becoming obsessed with the home, constantly changing it or never changing it
- Viewing home as an extension of your identity and taking any loss or criticism too personally

Physical: 95%

Your high score on this sector indicates that you probably have a lot of physical vitality and energy. You may use great self-discipline to keep your body strong and healthy, and you take pride in your appearance. Physical fitness is important to you, and health considerations are likely to be high on your list of priorities. You may look for the environment to place physical challenges in your path, and you are apt to be at ease in dealing with them. You enjoy activities with a strong physical component; you may be active in sports and proficient at them. Investing energy in this sector may imply:

Inner Self**Potential Benefits:**

- Being aware of your body and physical well-being
- Attaining psychological as well as physical goals and accomplishments
- Experiencing physical challenges and events that others cannot
- Overcoming difficulties through great physical energy and perseverance
- Gaining a sense of joy in living through physical activity and vitality

Potential Drawbacks:

- Focusing so much on the physical dimension that you lose touch with other important sectors (i.e. Spiritual, Intellectual, Emotional)
- Becoming a physical fitness fanatic
- Injuring yourself physically
- Becoming too obsessed with your appearance or other physical conditions
- Feeling vulnerable and depressed about the aging process

Ideological: 90%

Your high score on Ideological suggests that you may display an unwavering commitment to your ideals. You may wish not just to live by them, but also to find or generate support for them. You are likely to feel most comfortable with people or groups who share your beliefs. High scores may suggest a passionate emotional commitment to a set of principles. Investing energy in this sector may imply:

Inner Self**Potential Benefits:**

- Having the positive and secure feeling of possessing strong convictions
- Finding a way to organize and ennoble your life
- Increasing your knowledge and experience in relevant areas
- Finding that sometimes it is possible to change the world through your beliefs
- Gaining reassurance and support from fellow believers

Potential Drawbacks:

- Having a tendency to be less tolerant of different or opposing viewpoints
- Becoming too focused and failing to develop other areas
- Resisting facts and theories that don't "fit" with your beliefs
- Staying at a certain level of development rather than engaging in personal growth
- Rejecting people who do not share your ideals but otherwise might enrich your life

Arts: 85%

Your high score on this sector indicates that you are likely to gain a great deal of satisfaction from your association with the arts. You may view them as a source of continuing delight and stimulation. You may have a keenly developed aesthetic sense that sees and appreciates beauty in many forms. You yourself may be an artist, or you may be an ardent supporter of the arts. You are likely to have a strong appreciation for the role of the arts in society as well as in your life. Investing energy in this sector may imply:

Leisure Self**Potential Benefits:**

- Bringing beauty to your life
- Exploring your heritage through the arts
- Developing a sophisticated, cosmopolitan outlook
- Having a source of inspiration, growth and renewal
- Infusing other sectors (i.e., Home, Career) with creativity and aesthetic appreciation

Potential Drawbacks:

- Having a difficult time enjoying or engaging in activities that don't meet your artistic standards
- Feeling discouraged or rejected when the form of art you love is not supported
- Taking time and energy away from other, more pragmatic pursuits
- Having a difficult time relating to or connecting with people who do not appreciate the arts
- Spending a lot of money

Intellectual: 80%

Your high score on this sector suggests that you are intellectually curious and concerned about your mental development. You tend to look for activities that allow you to exercise your mind and provide you with intellectual stimulation. You are devoted to the world of books and ideas and may take great pleasure in conceptual and abstract thinking. You like learning for the sake of learning. Having a fulfilling intellectual life is important to you. Investing energy in this sector may imply:

Inner Self**Potential Benefits:**

- Developing a greater understanding of yourself and others
- Acquiring a large and varied store of knowledge
- Developing a capacity for conceptual and abstract thinking
- Gaining important perspectives and insight into the minds of people through the ages
- Having a source of stimulation and growth in many areas

Potential Drawbacks:

- Focusing so much on books and ideas that you become isolated from other people
- Becoming impractical and idealistic, disregarding common sense
- Focusing on the intellectual at the expense of the physical, becoming inactive
- Being slow to change direction or take action
- Overemphasizing the rational process and becoming isolated from your feelings

Spiritual: 80%

Your high score on this sector suggests that spiritual development is an important focus for you. You are willing to trust the unseen, to have faith in the intangible. Rather than accepting the world at face value, you use your intuition to look below the surface in search of the deeper meaning of life. A strong sense of spirituality often fosters optimism, faith, and a belief that the world is a positive place. Investing energy in this sector may imply:

Inner Self**Potential Benefits:**

- Deepening your appreciation of life
- Having a source of serenity and confidence
- Being able to "see" things that others cannot
- Finding true enlightenment
- Gaining a healthy perspective about many events and issues

Potential Drawbacks:

- Finding that your experiences are not shared or affirmed by others
- Becoming impractical or unrealistic, disregarding common sense
- Rejecting those who do not share your beliefs and becoming isolated from the world at large
- Developing behavior that others may consider to be eccentric
- Accepting beliefs that may lead to serious negative consequences

Your Less Developed Sectors

Sectors in which you receive a score of 25% or lower are receiving relatively little of your attention at this particular point in time. Your investment in these areas is minimal; they do not have the same emotional charge as those in which you scored higher. They may be poorly developed because of a lack of opportunity or interest. They may be areas that do not appeal to you right now, or areas where you have developed few skills. In certain cases they may even be areas that you are avoiding or rejecting for some reason.

Less developed sectors, however, may also be viewed as possible areas of growth and satisfaction. They may represent future resources for you, waiting on the periphery of your attention.

The following pages contain more detailed information about the sectors in which you received the lowest scores.

Romance: 5%

Individuals who score high on Romance tend to place a great deal of emphasis upon the importance of having a romantic relationship in their lives. They may also have a romantic bias in life, seeing the world in a romantic light. Your lower score may indicate that you see yourself as a realist. You may view events, issues and relationships in concrete and practical terms. You prefer to see things as they are rather than looking to an idealized version of what they could be.

Personal Self

- Gaining a tremendous sense of affirmation and optimism
- Having the opportunity to learn about someone in depth
- Being introduced to new people and activities through your partner
- Finding a source of creativity and adventure
- Having a chance to develop intimacy

Travel: 10%

Individuals who score high on Travel like to go places. They enjoy exploring that which is different. Your lower score on this sector may indicate that you find excitement and adventure in your own backyard rather than in far-off places. You may find stimulation and growth in other pursuits, preferring to spend your spare time in other activities such as sports or games, attending concerts, reading, or socializing with friends.

Leisure Self

- Seeing more of the world and learning about other people and cultures
- Gaining a sense of history and having the opportunity to examine your own values
- Learning or renewing an appreciation for your own heritage
- Finding a source of new ideas, customs and foods
- Gaining new friends, perspectives and values

Palate: 20%

People who place a great deal of emphasis on this sector have developed their tastes and ability to savor the experience of dining. Your lower score may indicate that you enjoy a different kind of relationship with your senses. You may not be interested in trying to distinguish among numerous tastes, or you may reject the idea of indulging yourself in this manner. Or, you may value simpler, more basic pleasures, and prefer eating to live rather than living to eat.

Leisure Self

- Exploring new tastes and culinary experiences
- Enhancing your experiences and enjoyment in many areas (i.e., Romance, Interpersonal, Family, Career)
- Developing a sophisticated, cosmopolitan outlook
- Gaining a source of stimulation and growth in many areas
- Increasing your knowledge and appreciation of fine food and drink

Notes

How Are Your Needs Being Met?

This section will help you to explore how you are gaining satisfaction and, in some instances, experiencing negative feelings in various sectors of your world because of some of the important Directions in your life.

- 1. In the spaces indicated on the graph below, list your highest, mid-range and lowest IDI Directions, and highest, mid-range and lowest Appraise Your World sectors.

Highest Directions	Highest Sectors
Mid-range Directions	Mid-range Sectors
Lowest Directions	Lowest Sectors

2. In which areas do your sectors (high, mid-range or low) and Directions (high, mid-range or low) complement each other?

3. Are there sectors of your world which place demands on you that are in conflict with your Directions (high, mid-range or low)?

4. In which sectors (high, mid-range or low) might there be additional opportunities to satisfy your strongest Directions?

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Section III: Quality of Life Considerations



You now have had the opportunity to review both your Individual Directions Inventory feedback and your Appraise Your World feedback. In this section, you will examine the impact of the combination of your Directions and the choices you have made in creating your current world. You will assess how you feel about the quality of your life, and the design of your life relative to your needs, motives, drives, and values. This section will provide you with your **individualized feedback** on 11 specific dimensions which represent your current feelings about your personal world. This feedback is based on your responses to Part C of the Personal Directions Questionnaire: World Outcomes.

These dimensions might be considered "bottom line" results in life. Obviously, each of the areas examined will have different implications for different people, because each person will value them in somewhat different ways. Although all of the areas covered might be looked upon as desirable from the standpoint of the quality of your life, some will undoubtedly be much more important to you than others.

These World Outcomes may be looked upon as another piece of the puzzle in optimizing your enjoyment and satisfaction with your life. Combined with the information provided by your feedback on the strongest motivating factors in your life at this time, these World Outcomes may suggest directions for your future decisions and development. In this sense, development implies not only looking to yourself to add new skills or perspectives, but also expecting somewhat different outcomes in the various important sectors of your world.

These expectations might imply adding or changing the activities, roles or people in your life, but perhaps also developing a sector that may not currently be playing as large a part in your life as it might. Look, then, to these quality of life issues as potential clues to what you might want to explore further in crafting an even richer, more satisfying life.

Achieving Satisfaction

Regardless of where you place your energy and emphasis in life, each of the sectors of your world contains the potential for providing a wide range of experiences - from fulfilling to frustrating. The particular pattern of your world may have a strong effect upon two major emotional results - satisfaction and security. The level of satisfaction and security you are currently experiencing may be very significant in assessing how you feel about your world. It is up to you, however, to judge what level of satisfaction or security is appropriate for you.

Satisfaction tends to be as elusive in definition as it is in experience. It is often a great deal easier to point out what makes us unhappy than happy. The concept of "pursuit of happiness" seems to imply some definite thing that we actively pursue. It seems much more likely, however, that happiness is not a concrete goal we can reach but, rather, an emotional state created by the process of working toward concrete goals.

Through the years, each of us chooses those facets of our lives that bring the most meaning and/or satisfaction. We may develop the skills and competencies to play a variety of roles in each sector of our lives. Skills tend to be gained not only through persistent attempts at mastery, but also through the positive feelings that mastery brings. Indeed, the part that positive emotions can play over the long run in terms of total world fulfillment probably cannot be overemphasized. For example, one may decide to develop certain skills and enjoy each small experience of mastery on the way to the larger goal. The process of mastering skills can be highly satisfying to us in and of itself.

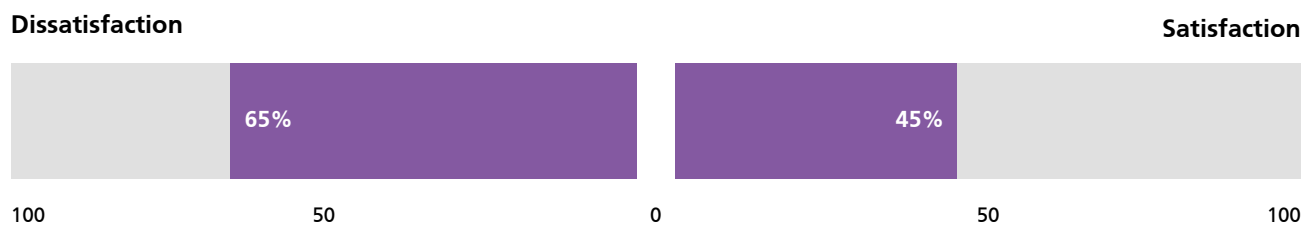
As a result of the choices we make, we each experience some degree of satisfaction or frustration, stability or lack of security. On the following pages, you will receive feedback indicating the degree of satisfaction and security you are presently experiencing in the world you have created.

Satisfaction

The dimensions of Satisfaction and Dissatisfaction are independent variables designed to measure the extent to which there are elements in your world that you experience as fulfilling, satisfying and happy, and the extent to which there are elements in your world that you experience as frustrating, negative and/or incomplete.

Satisfaction measures the active feelings of happiness that individuals are gaining from their worlds. **Higher scores** are associated with people who generally feel that the worlds they have created are very fulfilling and satisfying. **Lower scores** do not necessarily reflect unhappiness or actively negative feelings about one's world; rather, they suggest that there may be relatively few elements that are producing feelings of joy, happiness and deep satisfaction.

Dissatisfaction measures the active feelings of dissatisfaction that individuals are experiencing within their worlds. **Higher scores** are associated with individuals who are currently experiencing their worlds, or elements within their worlds, as incomplete, frustrating, unfulfilling and/or negative. **Lower scores** suggest that there are relatively few elements in one's world that are causing negative feelings, frustration or unhappiness.



Dissatisfaction: 65%

The degree to which you feel that aspects of your world may be:

- Incomplete
- Frustrating
- Unfulfilling
- Unpleasant

Satisfaction: 45%

The degree to which you feel that aspects of your world may be:

- Fulfilling
- Pleasurable
- A source of happiness
- Satisfying

Consider the combination of your scores on Satisfaction and Dissatisfaction:

High Satisfaction/Low Dissatisfaction: Active feelings of happiness, fulfillment and satisfaction about one's world, with relatively few elements that produce feelings of frustration or unhappiness.

High Satisfaction/High Dissatisfaction: May reflect a world with many elements that produce happiness and satisfaction, but also many elements causing negative feelings and/or frustration.

Low Satisfaction/Low Dissatisfaction: May reflect a world with relatively few active feelings of either happiness or frustration. May be an indication that one has not designed or analyzed one's world in terms of satisfaction and dissatisfaction, but has built a world around another focus (such as responsibility).

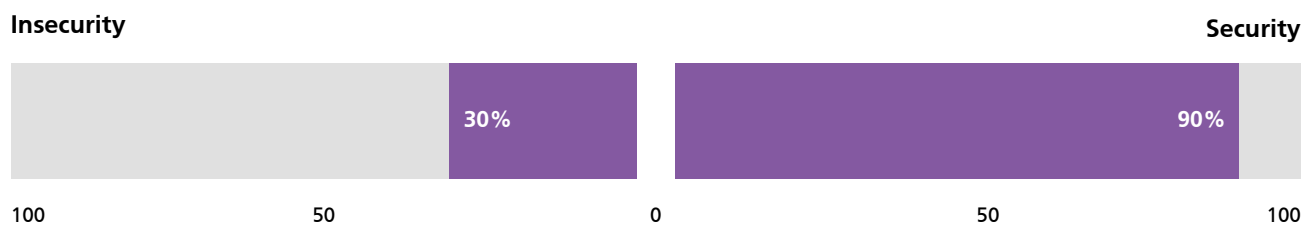
Low Satisfaction/High Dissatisfaction: May reflect a world with many elements that cause feelings of frustration and dissatisfaction and relatively few feelings of happiness, fulfillment and satisfaction.

Security

The dimensions of Security and Insecurity are independent variables designed to measure the degree to which you feel your world or aspects of your world are stable, predictable and secure, and the degree to which you feel your world or aspects of your world are hectic, unsettled and/or unstable.

Security measures the degree to which individuals see their worlds, or aspects of their worlds, as stable, predictable, secure and untroubled. **Higher scores** are associated with people who believe that many elements of their worlds are not subject to loss or erosion; these elements are providing them with active feelings of safety. **Lower scores** may suggest that one's world contains relatively few elements that are seen to be predictable, secure and stable.

Insecurity measures the degree to which individuals characterize their worlds as unsettled, hectic and unstable. **Higher scores** are associated with individuals who see areas or elements of their worlds as risky, difficult, and perhaps even threatened, causing them to feel anxious and insecure. **Lower scores** suggest that individuals see relatively few areas in their worlds as hectic, difficult or unsettled.



Insecurity: 30%

The degree to which you feel that aspects of your world may be:

- Hectic and sometimes difficult
- Unsettled
- Somewhat anxiety producing
- Somewhat unstable

Security: 90%

The degree to which you feel that aspects of your world may be:

- Stable
- Secure and predictable
- Not subject to erosion or loss
- Untroubled and serene

Consider the combination of your scores on Security and Insecurity:

High Security/Low Insecurity: May reflect a world with many elements producing active feelings of safety and few elements seen as difficult, troubled, or threatened. These individuals are likely to feel that their worlds are well under control.

High Security/High Insecurity: May reflect a world with many elements producing feelings of stability and safety, but also many aspects seen as hectic, unsettled, risky, or subject to loss.

Low Security/Low Insecurity: May reflect a world with relatively few elements producing either active feelings of safety or risks and threats. These individuals may not see their worlds as particularly stable, secure and unchanging, but they are not worried that what they have will be taken away from them.

Low Security/High Insecurity: May reflect a world with relatively few elements seen as predictable, safe and unchanging, and many aspects that appear to be unsettled, risky, or troubled. These individuals may be experiencing - or anticipating - threats or losses within their worlds.

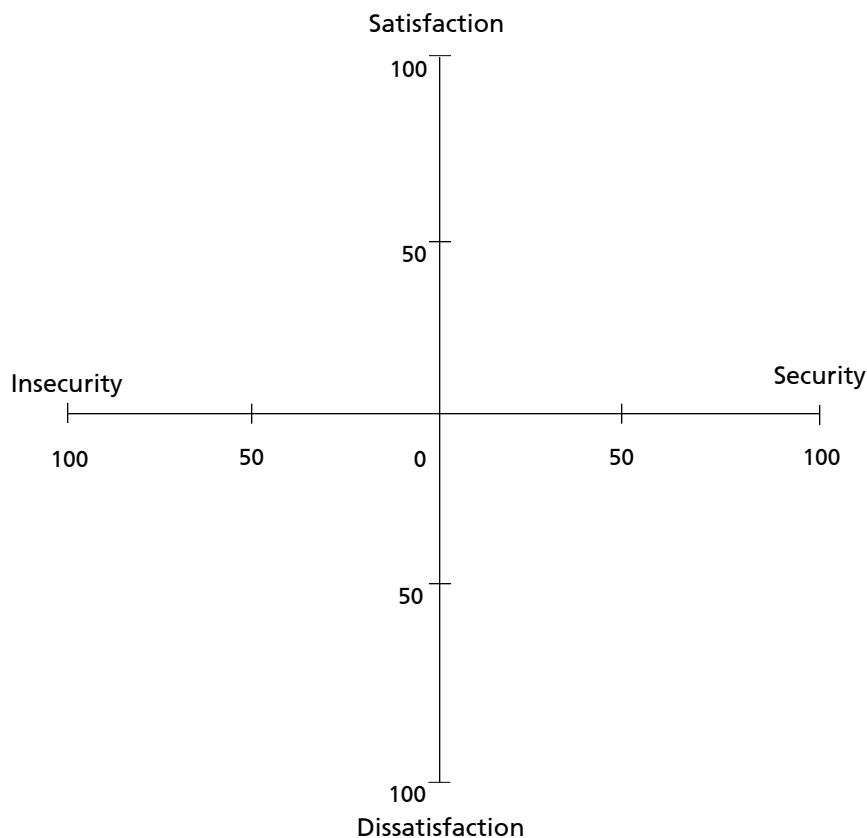
Satisfaction and Security

The satisfaction and fulfillment that we experience will be influenced by the degree of security and stability present in our worlds. Each of us must decide what the optimal balance between satisfaction and security is for our own situation.

- **High Satisfaction/High Security:** Suggests a world with strong feelings of contentment and satisfying activity, but little threat; can be a very comfortable place, but can be difficult to maintain and may lead to complacency.
- **High Satisfaction/High Insecurity:** Suggests a world that contains many satisfying activities, but also a relatively high level of ambiguity and change; can be an exciting but risky environment.
- **High Dissatisfaction/High Security:** Suggests a world that contains little threat, but does not offer a great deal of satisfaction; may serve as a place to rest before moving to the next challenge, or cause us to feel somewhat stuck in a rut.
- **High Dissatisfaction/High Insecurity:** Suggests a world that is offering neither a great deal of satisfaction nor much security; can be a very uncomfortable place, but may provide a tremendous incentive to change.

In assessing your current balance of satisfaction and security and thinking about the future balance you would like to attain, remember that neither the external world nor your personal world is static; both are dynamic and subject to constant change. And clearly, you will feel more secure in some sectors of your world than in others, just as you gain more satisfaction from some sectors than from others.

Plot your Satisfaction/Dissatisfaction and Security/Insecurity scores on the quadrant below. In what quadrant is your overall level of Satisfaction and Security?



Satisfaction and Security

Review your current world and the elements within it as you complete the following questions. Remember that various sectors of your world can provide you with satisfaction or security, or both, or neither.

Satisfaction/Dissatisfaction:

1. Which sectors, or elements within sectors, contribute most to your general feelings of satisfaction?

2. Which sectors, or elements within sectors, contribute most to your general feelings of dissatisfaction?

Security/Insecurity:

1. Which sectors, or elements within sectors, contribute most to your general feelings of security?

2. Which sectors, or elements within sectors, contribute most to your general feelings of insecurity?

List the sectors and/or elements that you have written under the appropriate headings on the following page. Please be as specific as possible.

Dissatisfaction

Satisfaction

Insecurity

Security

Growth, Balance and Present Support

0% - - - - 50% - - - - 100%

Growth

People with **higher scores** see their lives as being filled with exciting and stimulating people and activities. They feel that they are reaching toward higher levels of personal fulfillment or skills. They tend to emphasize the importance of the growth process, and may reject more mundane and slow-paced worlds as boring and unfulfilling. People with **lower scores** may feel that they have accomplished the goals they set, and they can celebrate their achievements, knowing when enough is enough. Or, low scores may be associated with people who see their world as stagnant and view themselves as stagnating within it. This state of mind may motivate a person to examine his or her world and decide to take the risk of setting new and more demanding goals.



Balance

People with **higher scores** believe that their worlds currently have a sense of proportion and balance. They feel that their worlds, as currently structured, have a sense of moderation. They may emphasize the importance of developing a variety of areas in their worlds. People with **lower scores** may believe that their worlds are not currently balanced. They may view themselves as being extremely invested in some areas and very disengaged from other areas of their worlds.



Present Support

This score measures the amount of support and encouragement individuals believe they are given in pursuing their goals. Those who **score higher** see their activities as being strongly supported by the people and institutions in their worlds. They believe they have resources in their worlds which will carry them through difficult times. People who **score lower** do not emphasize the importance of supportive resources in their worlds. They may believe they should be very self-sufficient. Or, they may not see, acknowledge or use the people and institutions in their lives that are available to help them.



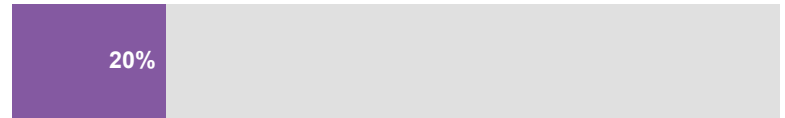
Flexibility and Public Success

0% - - - - 50% - - - - 100%

Flexibility

People with **higher scores** are likely to see their worlds as demanding flexibility. When the external world shifts around them, they see a need to change their perspectives in order to respond to the new and different roles and demands that they are facing. They may be quite adaptable and able to make transitions easily. They may move quickly from one sector of their world to another with very little loss of focus. They may find it relatively easy to adapt to different areas of their world; for them, experiences gained in one sector can be readily used in other sectors.

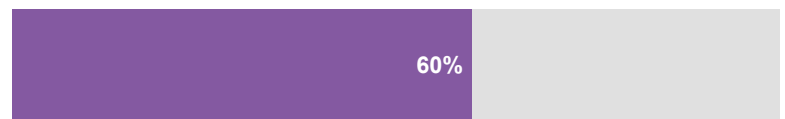
People with **lower scores** do not see their worlds as demanding frequent change and flexibility. They may require more time to make transitions. They may feel most comfortable when they do one thing at a time and can focus on that sector, activity or person in depth. Or, they may be involved in many things and make many transitions, but may not experience this pattern as requiring flexibility. When the world shifts around them, they may see no need to shift in order to keep pace with it. They may believe that they are who they are, and they can keep and use the same set of perspectives regardless of the roles and circumstances in which they find themselves.



Public Success

People with **higher scores** usually believe that their worlds are filled with exciting opportunities and activities. They believe that others are likely to see their worlds as being enviable. They may be involved in activities that give them a high degree of visibility. They may hold important positions in their work or community, or they may be perceived by others as being important in some way. In any case, individuals who score high on this dimension are likely to feel that other people view them as successful.

People with **lower scores** do not see themselves as having a high level of public success in this sense. They may prefer a life that has a lower degree of visibility. These individuals may be very happy with their own world, but may not see it as a world that would be attractive to others. It may be completely irrelevant to them whether or not other people perceive them as successful. Or, they may value a more traditional concept of success, but may feel that they have not achieved the level of success that they should have reached or would like to reach.



Where Are Your Opportunities?

1. In what way do you want your World Outcomes to change?

World Outcome	More	Less	Same amount, but different content	Keep "as is"
Satisfaction				
Security				
Growth				
Balance				
Present Support				
Flexibility				
Public Success				

2. In the space below, write a list of areas/elements in your world that you feel might help fulfill the World Outcomes objective(s) you have chosen.

Objective (Satisfaction, Security, Growth, Balance, Present Support, Flexibility or Public Success):

Areas/Elements of Your World:

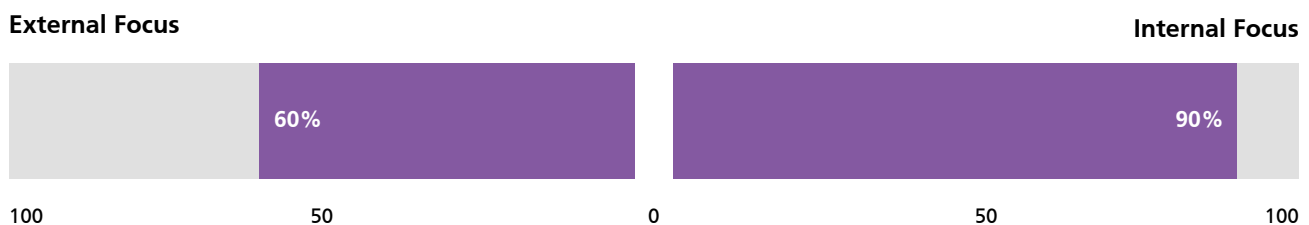
3. Which Directions (high, mid-range or low) might help you achieve your World Outcomes objectives? How?

4. Which Directions (high, mid-range or low) might hinder your efforts to achieve your World Outcomes objectives? How?

Focus of World

Internal Focus: People who **score higher** on Internal Focus are likely to attend to internal cues, signals and satisfactions. They tend to feel that they are in charge of their lives, that they control their environment and the things that happen to them. They may see events as being almost entirely the result of their individual actions and decisions. If something goes well or if something goes wrong, they are likely to feel they have had some responsibility for the result. Thus, they are apt to be equally subject to the feelings of achievement and satisfaction that accompany success, and the feelings of guilt and disappointment that come with failure.

External Focus: People who **score higher** on External Focus attend to external cues, signals, and approval. They may believe that external elements in their environment play a vitally important role in what happens to them. They may be somewhat fatalistic and regard success to be the result of luck or pull rather than of their own efforts. They may believe that things over which they have little direct control happen to them and influence their worlds. Because they monitor the external world very carefully, however, they may also be quite realistic in assessing what they must adapt to in it. Through their focus on the external world, they may develop a good deal of insight into it and be able to anticipate what is going to happen.



External Focus: 60%

The degree to which you:

- Attend to external cues
- See outside forces as initiating action
- Believe aspects of your world are subject to factors beyond your control
- See yourself as responding to the actions of others

Internal Focus: 90%

The degree to which you:

- Attend to internal cues
- See yourself as initiating direct action
- May be introspective
- See yourself as primarily responsible for results

Your Focus of World

Our Focus of World can have a strong influence on the way we act. The same external event can be viewed, reacted to, and judged very differently depending upon our perspective. And, how we perceive the world and our part in it will influence our behavior.

The level of satisfaction and security we experience in our worlds will often be directly affected by the decisions we make. These decisions, in turn, will be heavily influenced by the degree of control we believe we have over our lives. Our perceptions of External or Internal Focus and the balance between them often affects the number of choices and options we see and allow ourselves to have.

In which situations, roles, relationships and experiences do you see yourself using a Focus of World that is primarily External? In which do you use a Focus of World that is primarily Internal? List these under the appropriate headings on the graph below. Please be as specific as possible.

External Focus

Internal Focus

Consider the combination of your scores on Internal and External Focus:

High Internal/High External: These individuals are well aware of the potential influence of outside forces, but they still feel that they are in charge. They may objectively evaluate both their own power and the power of the world, effectively integrating their Internal and External Focus.

High Internal/Low External: These individuals tend to concentrate on internal cues, signals and satisfactions. They feel that they control their environment and the things that happen to them. Whether things go right or wrong, they tend to assume some responsibility for the result.

Low Internal/High External: These individuals tend to concentrate on external cues, signals and approval. They may believe they have little direct control over the things that happen to them and influence their worlds. They are less likely to assume an unrealistic sense of responsibility.

Low Internal/Low External: These individuals may be very action oriented "doers." They are unlikely to spend time analyzing whether the sources of control are external or internal. They may be very effective at accomplishing results through the sheer force of their activity.

Your Focus of World

As you review your Focus of World scores, you may want to ask yourself the following questions:

1. What effect does this orientation to your world have in your more significant relationships, roles and responsibilities?

2. What **benefits** do you gain from this focus?

3. What **risks or problems** are associated with this focus?

4. Are there sectors, areas, or elements in your world in which you have experienced successes or failures because of this focus?

5. Is there anything that might be usefully learned or applied if you were to shift your Focus of World?

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Section IV: Setting Goals



In this section, you will bring everything together in order to focus your efforts and strategies, either to change certain aspects of your life that you feel are unsatisfactory, or to add new areas of richness and stimulation to what you already have.

If you are highly satisfied with your life at the present time, you might want to explore whether there are new areas you would like to develop or things you may be overlooking that could be more positive. If you are not satisfied, you may want to develop or alter areas of life that you have already identified as causing a problem. Sometimes, surprisingly minor changes may make a big difference in the degree of satisfaction one receives. Other times, more dramatic changes may be necessary.

In this section, you will have the opportunity to pinpoint not only what may need to be changed, but also what objectives are necessary to achieve a more satisfying life.

It is wise not to try to set too many objectives at once, in case we lose focus and find ourselves unable to reach practical outcomes. Sometimes, we may feel like throwing everything away and making a completely new start - usually, however, this is neither practical nor likely to work. Rather, we want to build on our efforts so far in life in order to achieve even greater fulfillment and the goals we desire.

The Process of Growth

It is impossible to stay exactly the same year after year. We age and our circumstances change. The external world presents us with challenges and opportunities. Whether we plan for it or not, we change in response to the unpredictability of the world around us. We can also change as part of our self-defined development goals. If we look ahead, anticipate the future we desire, and plan in a thoughtful and committed fashion, we are likely to attain a greater sense of satisfaction and mastery than if we simply respond to whatever comes along.

Certain assumptions can be made about the process of growth:

- You can change your life. You have the capacity to respond to events and to make decisions about the future you develop. Events of the past have an influence and are important; however, they do not have to control the future.
- You have developed skills, knowledge, and perspectives which may be effectively applied in a wide variety of life settings. It has been said that "we know more than we think we know." We often tend to underestimate our abilities.
- Building a somewhat different world may require you to change your current emphases. Some of these changes may be challenging; others, often equally profound in their implications, will be simple and easy.
- Building a more positive world should be, and often is, fun. The process of reaching goals is often far more important than their actual attainment. You do not sit down to a delicious dinner merely so that afterwards you can say that you feel full.
- As human beings, we are interdependent. If you alter one aspect of yourself, other aspects will be affected. As you change, other people in your life will also feel the effect.
- Change implies a certain degree of risk. In order to minimize risks and maximize the probability for success, you must know where you are going, how you are to get there, what the potential pitfalls are, and what resources are available to you.
- Be careful about the future you desire - you may get it! It is important for you to be sure you want what you think you want.

This section will provide you with the format and the opportunity to build an action plan to achieve the goal you have set. Your action plan can act as a blueprint. There is no right or wrong template. There is no allotted time. The future is yours to shape as you will.

Be careful about settling for unrewarding experiences or assuming that the world is the way it is and nothing you can do will change it. There is a lot that you can do. The decisions you make and the actions you take as a result of your action plan can have a truly dramatic effect on you and your world.

Setting a Goal

One of the easiest ways to change your life is to change certain elements of your world. The sectors of your world can be seen as the components of a larger system. When a change occurs in any sector, the reverberations are felt elsewhere. Because the sectors are interconnected, a change in any one of them affects all the rest in some way. Refocusing your energy in one sector will have consequences in others. The following pages will help you anticipate those consequences and determine whether or not they are positive for you.

An action plan is only as good as the results it achieves. If the plan is developmental in nature, it implies change. To ensure that action and change lead to the desired results, several components are essential:

- A goal that is truly meaningful to you
- A clear image of the destination
- Knowledge of the steps necessary to reach that destination
- Anticipation of the obstacles (internal/external and past/present)
- A stated and firm commitment to the outcome

In order to give yourself the best chance of completing the change process, you must define goals and be very clear about your desired results. These need to be very concrete and real for you. Thus, the first step is fully exploring possible goals and their implications.

Selecting a Tentative Goal

Review your worksheets on the previous pages and choose an area you would like to focus upon. In this area, is there a goal you would be willing to work toward? Consider the following questions as you select your goal:

- Can you state this goal in very specific terms?
- Is this goal a realistic one for you to accomplish?
- Can you accomplish it in a set period of time?
- Do you have a strong commitment to this goal?

Once you have chosen your goal, use the following guidelines in articulating it:

- Make the statement a positive one. Instead of saying, "*I no longer want to...*" or "*I will not...*", begin your statement by saying, "*I will...*"
- State your goal strongly. "*I want*" is much less definitive than "*I will*" or "*I shall*." In fact, you may even find it helpful to state the goal as if it were already accomplished.

In the space provided below, state the goal you have selected in specific and concrete terms.

While good intentions are important, the degree of risk when beginning and the motivation to continue are just as important. The degree of risk becomes much more manageable if you have a very clear picture of what the results of your action will be. Testing your commitment offers you an opportunity to examine your path, to discover the potential rewards and pitfalls, and to determine if you truly want to choose this direction. Answer the following questions:

1. If you reach this goal, how will it enhance your world? Describe the results as specifically as you can.

2. Which sectors will be affected, and what will be the effect on each?

Sector:

Effect:

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3. Considering your current stage of career and personal development, is this the appropriate time to select this goal? Why?

4. What will your feelings be if you reach this goal? Describe them as specifically as you can.

5. How will others react to you if you reach this goal?

Summarize your goal:

Evaluate and describe the resources available to you (i.e. people, things, institutions that could help you reach this goal):

Can you foresee and describe any obstacles to achieving this goal? Are these internally or externally imposed? How will you overcome them?

Describe the actions you will take to achieve this goal and, where possible, assign a completion date.

To whom will you communicate this goal? Why, and how?

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