



The Personal BluePrint™

Pat Sample

June 2017



THE
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Contents

Overview5

Satisfaction Summary.....6

Your Graphic Profile.....8

Your Path for Growth.....9

Leveraging Your Strengths.....10

Addressing Your Limiting Beliefs12

Efficacy.....16

Goals.....18

Approach20

Relationships22

Altruism24



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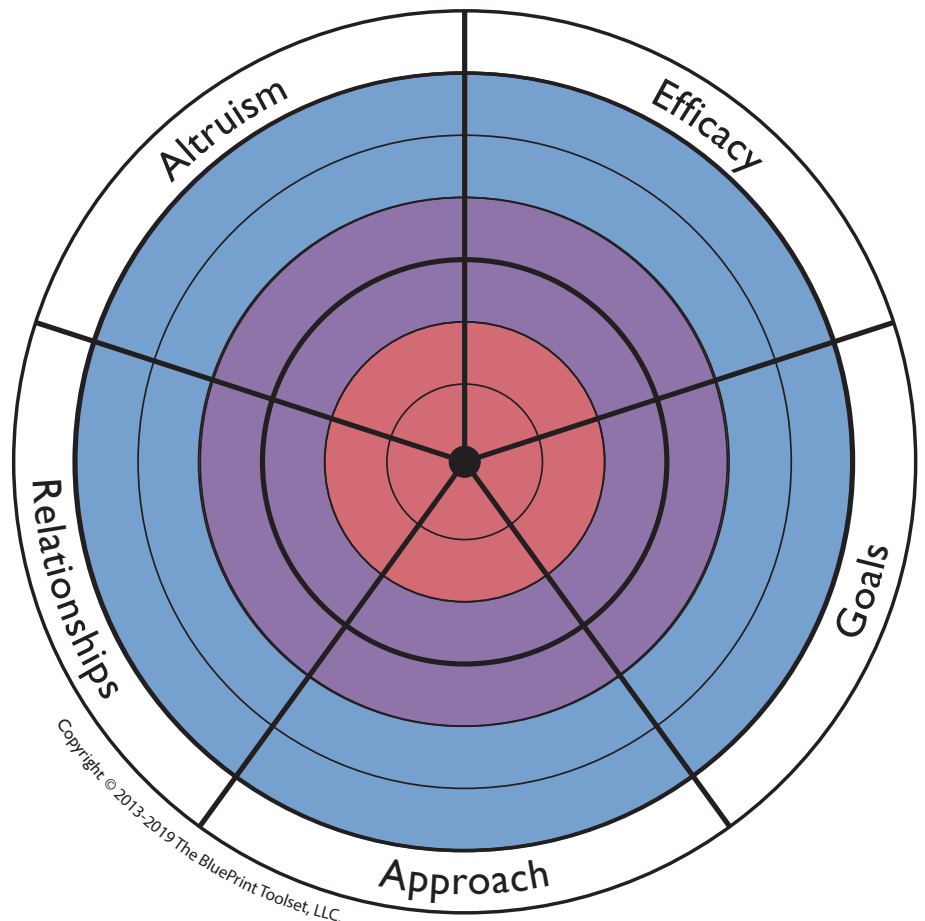
Personal BluePrint™

The Personal BluePrint™ provides feedback on your current set of beliefs, which are the parts of our personality that are learned. As we go through life we internalize certain information as fact and we reject other information – these are choices we make. Generally, we are not conscious of these choices we make, however they start to define who we are as a person. As we age, these beliefs filter our perceptions of the world around us: the way we see people, our work and even our abilities are shaped by what we have internalized as true.

These beliefs can be helpful as they can drive confidence: we call these beliefs liberating or empowering as they help us perform at our highest levels. Other beliefs are not helpful. In fact they can be very limiting – such as fear of trying or engaging in an activity. We call these beliefs limiting or constraining and they hold back our performance regardless of our talent or skills.

With your BluePrint™, we provide you with a visualization of your beliefs so that you can take inventory of what you have internalized. Then you can make choices to reject your limiting beliefs and to replace them with more effective, empowering behaviors that will leverage your talents, skills and knowledge.

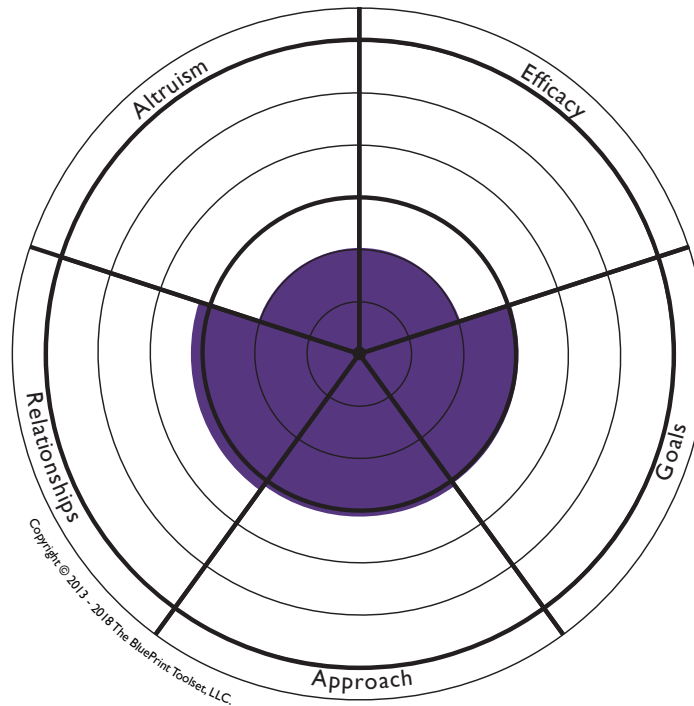
Starting today, you can make more conscious choices about how you want to perceive yourself, others, your work and the world around you. Today you become your own architect.



Overview

The Personal Blueprint™
Pat Sample

As of June 2017
index = 450



Your overall score is **450**. This score is in the near average range in terms of operating out of limiting vs. liberating beliefs. Leverage your current strength so that you can let go of your limiting beliefs.

Within your report, the area where you are leveraging liberating beliefs the most is **Relationships**. This factor suggests that you maintain healthy relationships with others. Strong beliefs around Relationships demonstrate a desire to help others and cooperate as a team member.

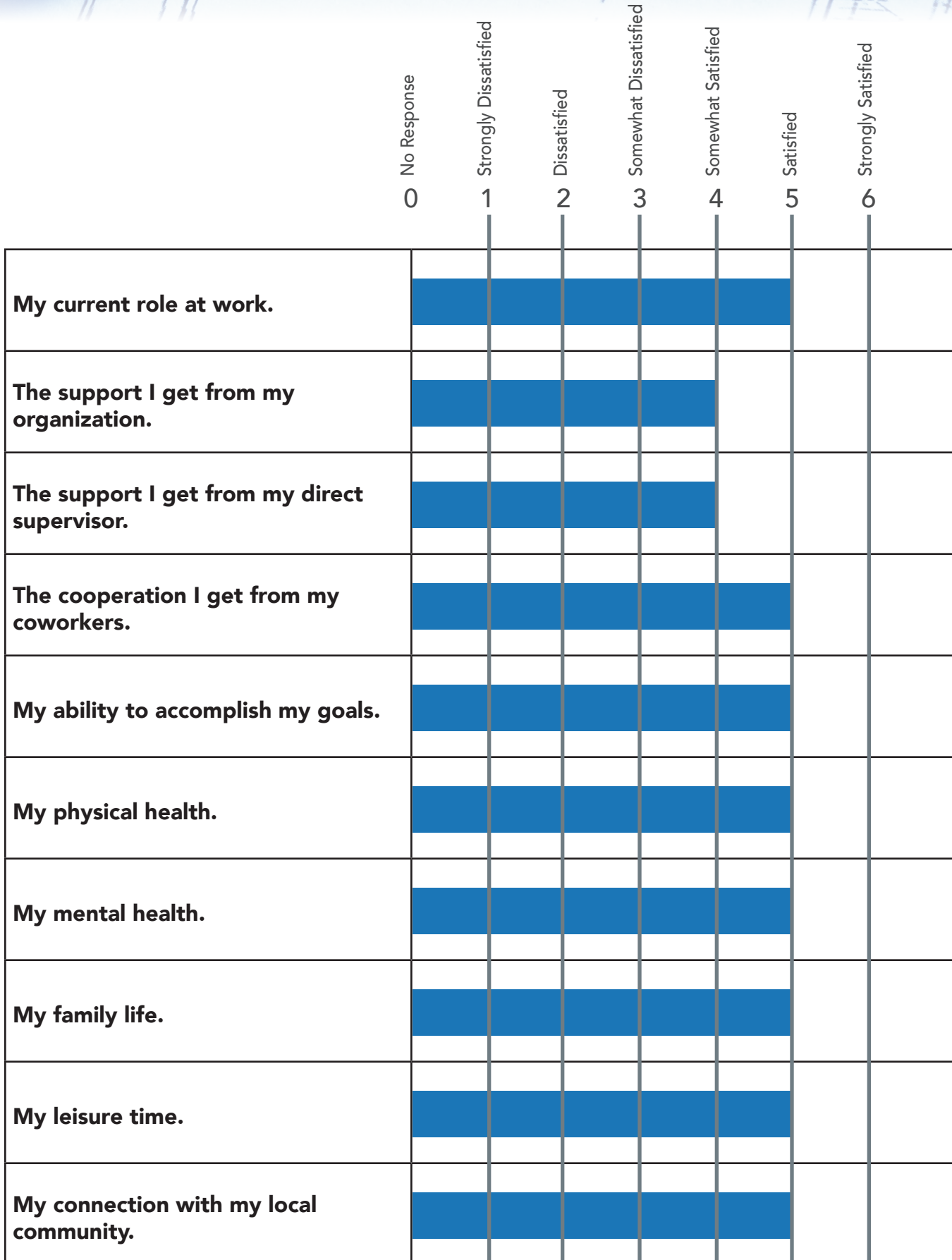
The area with potential opportunity (where your limiting beliefs may be holding you back is **Altruism**. Low scores in this factor suggest that you may come across as self-centered from time to time. You may be too focused on your own personal gains and miss how others have contributed to your success. Ask yourself, is this not only right for me but also right for those who have helped me along the way?

Satisfaction Summary

When you completed your assessment on-line prior to the workshop, you answered general questions about your beliefs (the 90 core BluePrint™ behaviors) as well as additional questions around your satisfaction in various parts of your life.

On the following page, the summary of the satisfaction questions are presented. Scores of 5 & 6 are strengths, scores of 3 and below are potential concerns. As you review your scores on the following page as well as your experience, what do you see as your two biggest strengths that you want to leverage to be more effective as an individual?

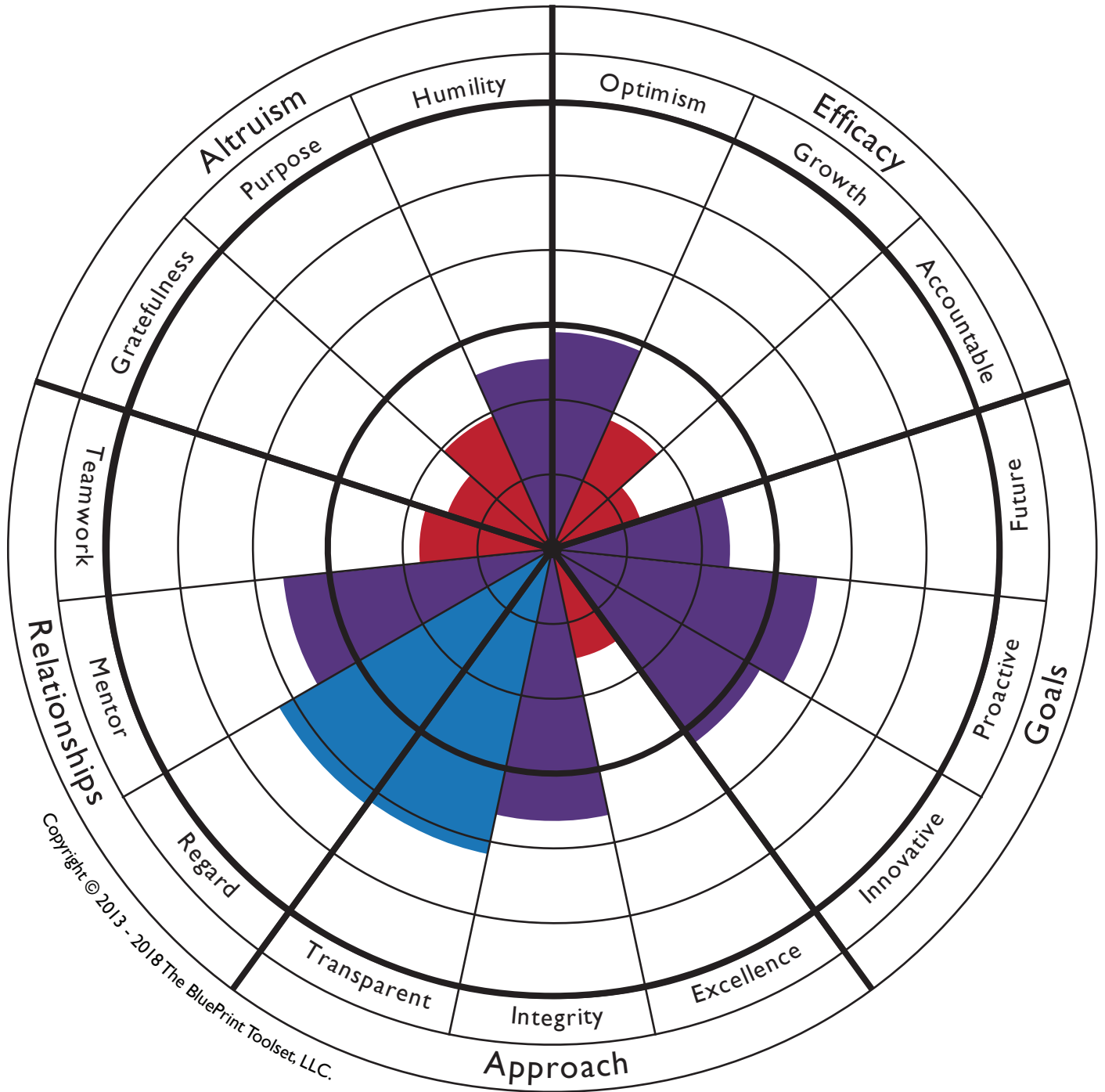
As you review your scores on the following page as well as your experience, what do you see as your two biggest opportunities for growth that you want to focus on?



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Your Path for Growth

For growth, you want to take a balanced approach of leveraging your strengths by acknowledging and applying your liberating beliefs while also addressing your limiting beliefs and recognizing how they are holding your back from being as effective as you can be.

While you will find it easier to see how the above enabling beliefs help you to be successful, your limiting beliefs are not that easy for you to see as limiting beliefs. If you knew they were limiting beliefs already, you might not hold them. Since you do hold them as beliefs, you also for one reason or another, feel justified or right in believing them. Growth will come from being able to let go of these beliefs and start to adopt the more constructive beliefs.

The strengths and limiting beliefs listed below are a good place for you to start your action plan - but these are based on statistics and not your actual experience. For a fuller look at your results turn to pages 16 - 45. These pages provide you with the definitions of each of the five factors and 15 styles as well as the beliefs associated with each style and your individual scores.

Leverage Your Strengths

The two highest style scores are:

- **Regard:** Your ability to see the value in each individual.
- **Transparent:** Your ability to communicate and interact with an open agenda.

From these two styles, the beliefs that you want to continue to hold and to leverage include:

- Have an unconditional positive regard for others
- See others as worthy of your time
- Let people know why
- Be clear and concise in your communication

Addressing your Limiting Beliefs

Your limiting beliefs emerged from the two styles with your lowest scores:

- **Accountable:** A tendency to feel helpless instead of resilient.
- **Excellence:** A tendency to focus on why something is not perfect.

From these two styles the beliefs that are potentially holding you back include:

- Feel helpless
- Give up when something is too hard
- See your needs and goals as the most important
- Exaggerate your contribution

From these same two styles are the liberating beliefs that you may want to adopt to reduce the frequency and intensity of the above limiting beliefs. These include:

- Examine options before acting
- Accept personal responsibility for your performance
- Be respectful of other people's time
- Recognize others' contribution to your success

Leveraging Your Strengths

From page 6 rewrite your two biggest strengths.

From your review of all your liberating beliefs from page 9, as well as 16-25, what are your two liberating beliefs that you want to leverage in your action plan?

How do your two liberating beliefs help you with your strengths?

How can you increase the frequency and intensity of your liberating beliefs to continue to grow?

As you leverage your liberating beliefs, how can that help you reduce the frequency and intensity of your habits that prevent you from being more effective (as outlined at the bottom of page 6)?

From your discussion with your trusted co-learner, what new insights or information do you want to include in leveraging your strengths?

Affirmations

Write affirmations below to help keep you focused on leveraging your strengths on a daily basis.

Addressing Your Limiting Beliefs

From page 6 rewrite your two biggest opportunities for growth.

From your review of all your limiting beliefs from page 9, as well as 16-35, what are your two limiting beliefs that you want to leverage in your action plan?

How have your two limiting beliefs held you back in the past?

Where, how or why did you adopt these beliefs?

Is this situation still true, or at least is it true in all cases?

How could you improve if you were able to let go of these beliefs?

From your review of all your liberating beliefs that are not currently strengths, from page 9 as well as 16-25, what are the two liberating beliefs that you want adopt to be better?

What obstacles or setbacks may occur as you are working on adopting these two new beliefs?

Is the benefit of adopting these new beliefs worth the effort of overcoming these obstacles or setbacks?

What are one or two things you can do to overcome these potential obstacles or setbacks?

Write an *If... Then Action* for each obstacle. An *If... Then Action* helps you to be prepared. The *IF* is the obstacle coming to life, and the *Then* is your predetermined action. For example, *If* I am offered cake *Then* I will say no thank you. In my self-talk I will add that my health is more important to me than one piece of cake.

Efficacy

The Efficacy factor measures the extent to which a person approaches tasks with a sense of confidence and resilience. People who score high on this factor tend to:

- Have higher levels of engagement
- Respond efficiently to the needs of clients
- Embrace continuous improvement

Optimism

The Optimism scale measures the extent to which a person approaches tasks with an expectation of success. People who score high on this style tend to:

- Operate with a can-do attitude
- Take initiative
- Willingly do hard work to achieve results

People who score low and hold limiting beliefs in this style tend to:

- Accept failure as a likely option
- Disparage new initiatives
- Tend to focus on the negative

Growth

The Growth scale measures the extent to which a person approaches tasks as opportunities to learn and grow. People who score high on this style tend to:

- Believe their effort makes a difference
- Learn from past mistakes to improve current performance
- Find the challenge of the task engaging

People who score low and hold limiting beliefs in this style tend to:

- Have to be right
- React defensively to feedback
- Focus on image over substance

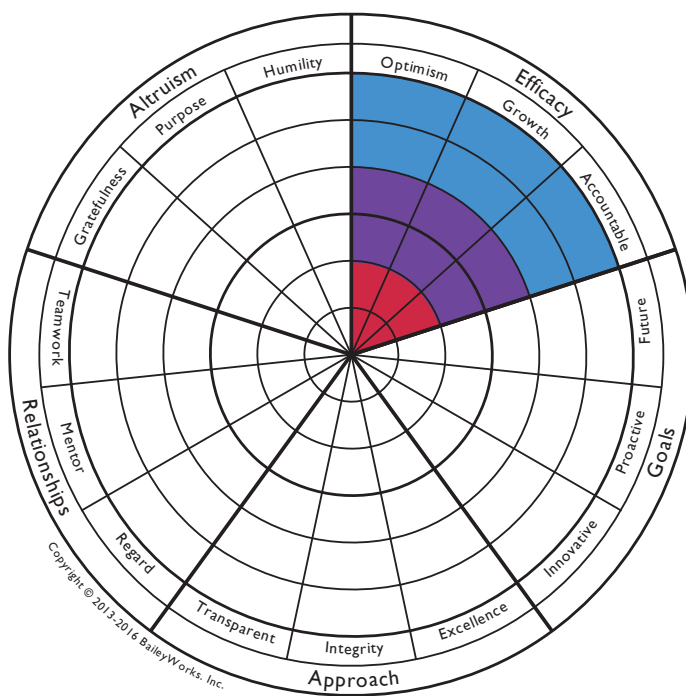
Accountable

The Accountable scale measures the extent to which a person takes ownership over their actions. People who score high on this style tend to:

- Be resilient to setbacks
- Take personal responsibility for performance
- Be flexible in their approach

People who score low and hold limiting beliefs in this style tend to:

- Give up when faced with challenges
- Push decisions upward
- Focus on blame



Optimism	Self Score
Criticize new ideas	2
Identify the problems and reasons a new plan will not work	3
Accept that failure is the most likely outcome	2
Feel confident in your ability to achieve goals	5
Identify the reasons why a new plan can work	5
Recognize that there will be challenges to achieving your goals	4
Growth	
Never be wrong	2
Limit your actions to what you are capable of	3
Look smart all the time	3
Use mistakes as a path to growth	4
Enjoy the challenge of the task	4
See the opportunity for growth	5
Accountable	
Give up when something is too hard	2
Feel helpless	3
Assign blame for mistakes	2
Maintain resilience in spite of setbacks	5
Examine options before acting	3
Accept personal responsibility for your performance	5

Item Color Meaning	Target
Limiting Belief	1-2
Liberating Belief	5-6

To what extent do you...

No Response	Never	Rarely	Some-times	Usually	Almost Always	Always
0	1	2	3	4	5	6

Goals

The Goals factor measures the extent to which a person is actively moving towards the accomplishment of their goals. People who score high on this factor tend to:

- Clearly set goals and objectives
- Align their resources for maximum performance
- Be strategic in their decision making

Future

The Future scale measures the extent to which a person focuses on the future by leveraging the strengths of the past. People who score high on this style tend to:

- Move towards a vivid image of the future
- Self-correct and adjust their approach to ensure the achievement of a goal
- Make rational choices

People who score low and hold limiting beliefs in this style tend to:

- Hold onto the flaws of past performance
- Get caught up in the “should have” blame game
- Have higher levels of stress

Proactive

The Proactive scale measures the extent to which a person anticipates what needs to be done next. People who score high on this style tend to:

- Think through and plan
- Have contingency plans, just in case
- Demonstrate high energy in getting the job done

People who score low and hold limiting beliefs in this style tend to:

- Approach challenges reactively, or are inactive
- Be bureaucratic by nature
- Have low energy and motivation

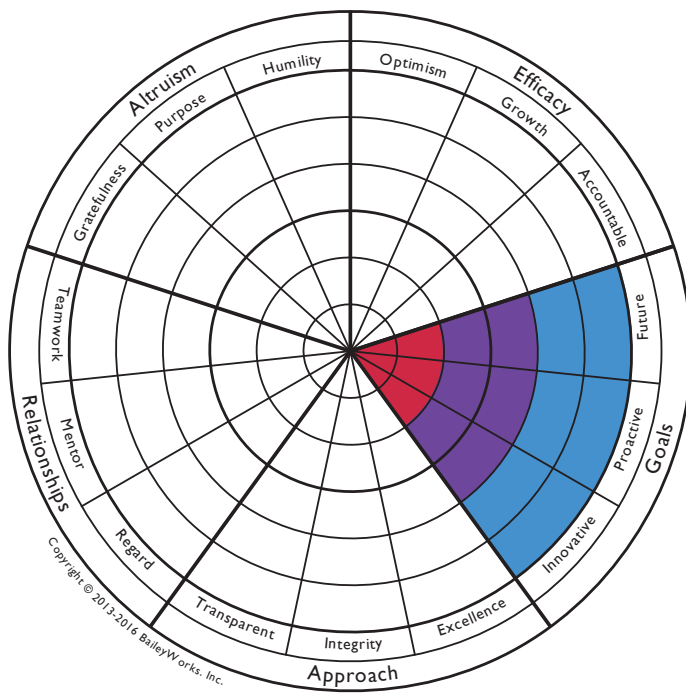
Innovation

The Innovation scale measures the extent to which a person approaches tasks in new and creative ways. People who score high on this style tend to:

- Naturally disrupt routine through their approach
- Combine seemingly disparate ideas into a single, relevant innovation
- Approach tasks flexibly

People who score low and hold limiting beliefs in this style tend to:

- Lock on to the current approach
- Resist change
- Focus on rules and procedures instead of outcomes



Future	Self Score
Focus on why we failed	2
Focus on past mistakes	2
Focus on what should have happened	3
Visualize what success looks like	4
Use past mistakes to create new options moving forward	5
Focus on what to do next time	3
Proactive	
Wait for direction before starting	2
Delay action until all the information is available to act	2
Feel unconcerned for your current task	2
Proactively in seek information	5
Think and plan ahead	4
Make things happen	5
Innovative	
Accept the rules regardless of the situation	3
Always take the same approach	3
Keep things the way they are	3
Act creatively and innovatively	5
Try new approaches to improve performance	5
Challenge current assumptions to achieve better results	4

Item Color Meaning	Target
Limiting Belief	1-2
Liberating Belief	5-6

To what extent do you...

No Response	Never	Rarely	Some-times	Usually	Almost Always	Always
0	1	2	3	4	5	6



Approach

The Approach factor measures the extent to which a person balances the drive for task accomplishment with the need to engage others in the process. People who score high on this factor tend to:

- Achieve extraordinary results
- Operate with high levels of ethics
- Communicate the “why” along with the “what”

Excellence

The Excellence scale measures the extent to which a person focuses on performing above the current standard. People who score high on this style tend to:

- Strive to achieve superior results
- Focus on realizing continual incremental growth
- Leverage current resources to achieve desired results

People who score low and hold limiting beliefs in this style tend to:

- Miss the big picture due to focusing on minor flaws
- Focus on what resources are missing to get the perfect result
- Internalize minor mistakes as major failures

Integrity

The Integrity scale measures the extent to which a person keeps their promises and operates within ethical boundaries. People who score high on this style tend to:

- Have the courage to speak up if they have a concern
- Follow up on commitments
- Demonstrate ethics in everything they do

People who score low and hold limiting beliefs in this style tend to:

- Use the needs of the customer as justification to treat coworkers poorly
- Change their stated opinion to match the opinion of those in charge
- Over promise and under deliver

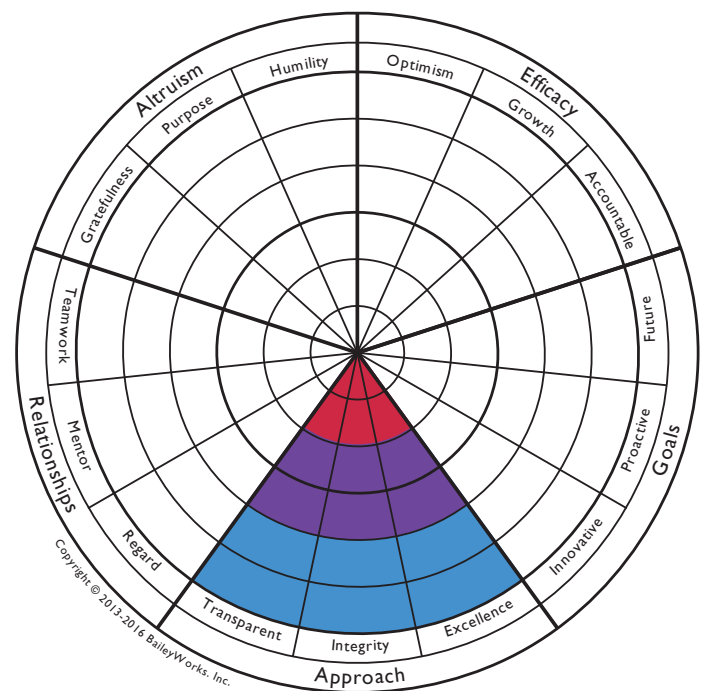
Transparent

The Transparent scale measures the extent to which a person openly communicates. People who score high on this style tend to:

- Communicate consistently
- Provide a clear understanding of the context and why of a decision
- Are trusted by others

People who score low and hold limiting beliefs in this style tend to:

- Tell a different story to different people
- Use information as a source of power and control
- Create suspicion and distrust



Excellence	Self Score
Appear perfect	4
See things as either good or bad	3
Realize that anything less than perfect is unacceptable	2
Perform beyond the current standard	5
Strive to consistently improve performance	5
Have excellence as your goal	3
Integrity	
Realize that the end justifies the means	2
Just agree with others to fit in	1
Do whatever it takes to get the result	3
Act on your convictions	3
Express your ideas/concerns even if they are unpopular	5
Retain your integrity	5
Transparent	
Maintain a hidden agenda	2
Keep information to yourself	2
Focus on short-term gains regardless of the long-term cost	2
Operate with an open agenda	4
Communicate clearly and concisely	4
Let people know the why	5

Item Color Meaning	Target
Limiting Belief	1-2
Liberating Belief	5-6

To what extent do you...

No Response	Never	Rarely	Some-times	Usually	Almost Always	Always
0	1	2	3	4	5	6

Relationships

The Relationships factor measures the extent to which a person works well with others and collaborates. People who score high on this factor tend to:

- Leverage team work for superior customer service
- Communicate effectively within their department, as well as to other departments
- Build a strong succession plan

Regard

The Regard scale measures the extent to which a person sees the value in other individuals. People who score high on this style tend to:

- Value the content of other people’s ideas regardless of their position
- Are willing to spend time with other people
- Embrace diversity

People who score low and hold limiting beliefs in this style:

- Are very political in who they will spend time with
- Create an atmosphere of us vs. them
- Act hostilely towards people different than themselves

Mentor

The Mentor scale measures the extent to which a person helps others grow and develop. People who score high on this style tend to:

- Provide feedback that enables growth
- Listen effectively
- Celebrate other’s success

People who score low and hold limiting beliefs in this style tend to:

- Interact insensitively with others
- Listen poorly
- Appear jealous of other’s success

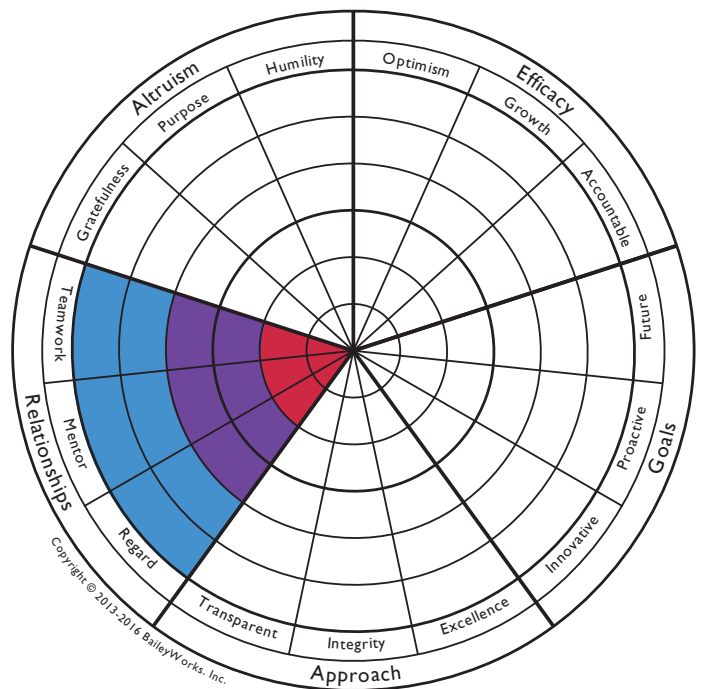
Teamwork

The Teamwork scale measures the extent to which a person works together and collaborates with coworkers. People who score high on this style tend to:

- Cooperate to achieve the common goal
- Share information and best practices with others
- Have supportive relationships with coworkers

People who score low and hold limiting beliefs in this style tend to:

- Obstruct the efforts of others
- Throw their peers under the bus
- Focus on what makes them look good



Regard	Self Score
See yourself as better than most people	2
See others as basically untrustworthy	2
Approach others with caution	2
Have an unconditional positive regard for others	6
See others as worthy of your time	5
See everyone as having value	5
Mentor	
Guard yourself when talking with others	2
Act unimpressed with the efforts of others	2
Feel frustrated when told about someone else's success	2
Take time to listen to the hopes and concerns of others	5
Actively celebrate others' success	5
Share information with others to help them succeed	5
Teamwork	
Identify the weaknesses and mistakes of your peers	2
Succeed even at the expense of your peers	2
Impress the "right people" to get your ideas accepted	3
Support effective team collaboration	4
Involve those affected by your actions/decisions	4
Cooperate towards the achievement of a common goal	4

Item Color Meaning	Target
Limiting Belief	1-2
Liberating Belief	5-6

To what extent do you...								
No Response	Never	Rarely	Some-times	Usually	Almost Always	Always		
0	1	2	3	4	5	6		

Altruism

The Altruism factor measures the extent to which a person connects a higher purpose and meaning with what they do. People who score high on this factor tend to:

- Retain good employees longer
- Attract new employees with consistent values to the organization
- Have a strong brand in the community

Gratefulness

The Gratefulness scale measures the extent to which a person recognizes the interdependence of performance. People who score high on this style tend to:

- Value the assistance others provide
- Respect other people’s time
- Openly acknowledge others help

People who score low and hold limiting beliefs in this style tend to:

- Ignore the contributions of others
- Only be aware of their own time and effort
- Be self-absorbed

Purpose

The Purpose scale measures the extent to which a person connects with the mission of the organization. People who score high on this style tend to:

- Connect how their efforts at work improve the community at large
- Are seen as effective ambassadors for the brand
- Make choices that are consistent with their values

People who score low and hold limiting beliefs in this style tend to:

- Focus on short-term personal gain
- Appear greedy
- Will compromise their values for financial benefit

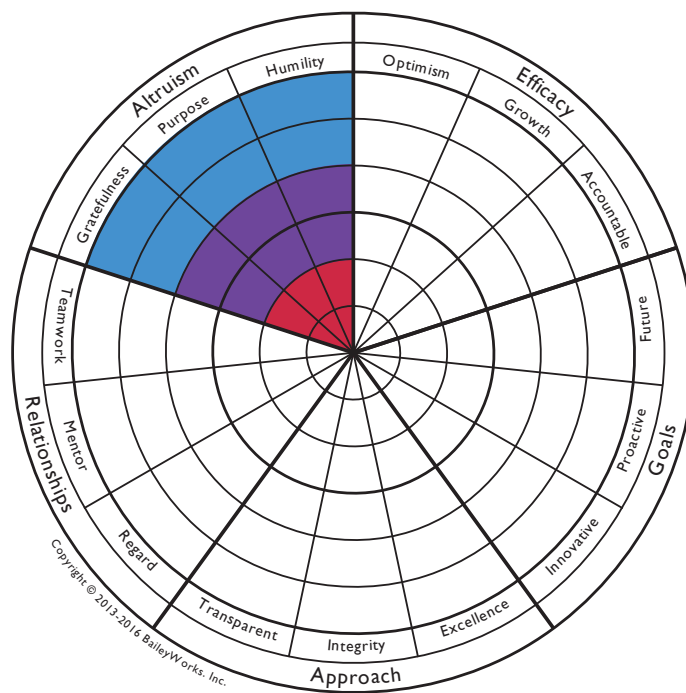
Humility

The Humility scale measures the extent to which a person is open to ideas and concepts that may diverge from their own perspective. People who score high on this style tend to:

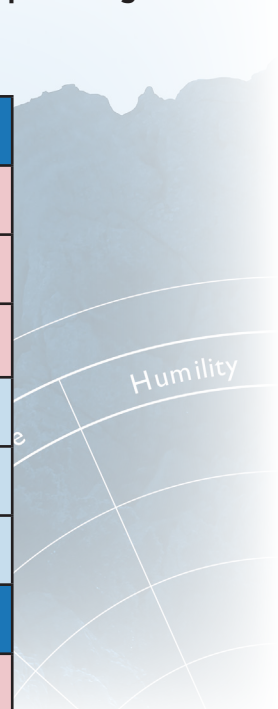
- Discuss ideas that differ from their own
- Be open to opportunities and information coming from anywhere
- Be seen as respectful

People who score low and hold limiting beliefs in this style tend to:

- Quickly discount people who have a different view on things
- Have blind spots to many information sources
- Come across as arrogant



Gratefulness	Self Score
Exaggerate your contribution	2
Diminish the contribution of others	2
See your needs and goals as the most important	3
Recognize others' contribution to your success	5
Acknowledge the people who help you	5
Respect other people's time	4
Purpose	
Focus on your immediate payoff	2
Manipulate others to achieve your goals	2
Utilize resources for your personal gain	2
Recognize how your efforts impact the community at large	4
Align your personal goals with a purpose	4
Contribute to the growth and success of the community at large	4
Humility	
Be right	3
Point out why others are wrong	2
Discount ideas different than your own	2
Accept that important information can come from anyone	5
Act openly to ideas and concepts that are different from your own	4
Feel comfortable with who you are as a person	5



Item Color Meaning	Target
Limiting Belief	1-2
Liberating Belief	5-6

To what extent do you...								
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