

The Passion Revealer Assessment

by
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Career Management Consultant



Interpretive Report For

Name: Joe Sample Profile
Date: 02/02/2010

Assessments for adults seeking to clarify their strongest interests and to match these with the kinds of work, learning, and leisure activities capable of energizing one's daily living.

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TRANSITION RESOURCES AND COACHING

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Introduction

This report contains your results for each of the three components that comprise the Passion Revealer assessment:

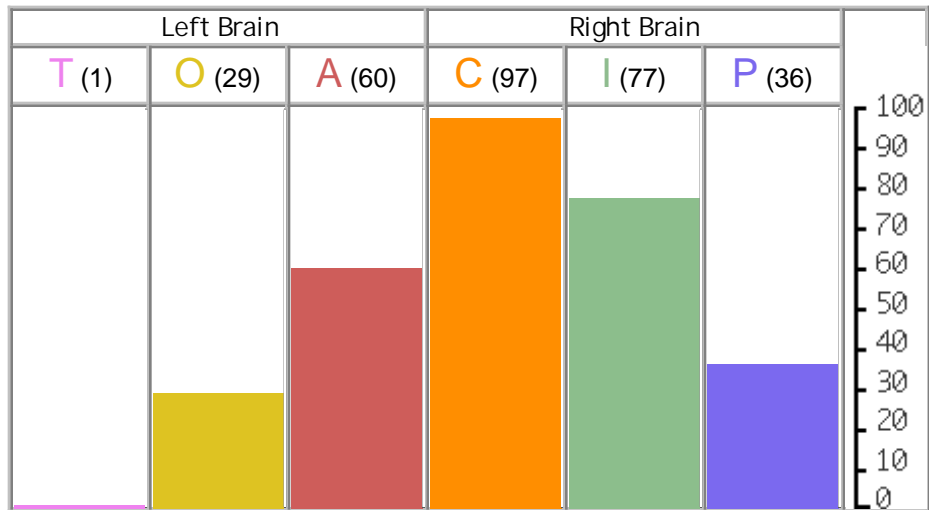
The Passion Revealer measures the types of interests that are most likely (and least likely) to provide motivation and energy in your life, work and leisure. In reviewing this report bear in mind that your passion style represents deep-seated and personal interests. By about the age of twenty-one, your interests crystallize in a pattern (passion style) that remains fairly stable thereafter throughout life. Sustaining a high level of motivation in the activities of your life necessitates fully engaging your strongest passions in your work, learning and leisure.

The Skills Profiler assesses your perceived level of competency in the types of skills that relate to the interests measured by the Passion Revealer. In reviewing this report, note how closely you have developed your skills in comparison to your passion style.

The Passion Distributor provides a rough indication of how you are actually spending your time in your current work situation. While the Passion Revealer suggests what kinds of work activities might engage your passion, the Passion Distributor assesses the approximate percentage of time you now actually spend engaging in those kinds of activities. In an ideal work situation your Passion Distributor results would mirror your passion style. If you see a big gap between the results of these two assessments, look for ways to make your work life more compatible with your passion style.

*You can change your competencies and your work activities,
but you cannot change your passions.*

Detailed Scoring Analysis for The Passion Revealer



Your Profile Report for The Passion Revealer shows your interest potentials. There are three key facts to consider as you review your report:

- Interest patterns become fairly well crystallized, for most people, in the early twenties and remain fairly stable thereafter.
- Interests are directly related to motivation. Enthusiasm is unsustainable without the energizing force of personal interest.
- Career goals will be more energizing and possess the power of "future pull" when they fully involve your strongest interests.

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The Passion Revealer: LEFT BRAIN

T : You have a Low score on The Passion Revealer as a Technical. Technicals tend to be action-oriented and practical oriented in their thinking, kinesthetic, and emotionally controlled and reserved in character and temperament.

Technicals are energized by active and hands-on tasks that involve practicing a trade (mechanics, carpentry, apparel making) executing a technical skill (computer operations, medical technology, masonry), or performing physically (competitive sports, military special forces, construction work). They can exercise patience and discipline in working with data and/or details. They are good at trouble shooting, fixing, building, or manual operations. Occupations that appeal to the Technical style include computer operations, electronics, emergency medical technician, carpentry, and operating equipment (trains, buses, planes, machinery).

Your low score in this area suggests that the activities and interests attributed to this style are unlikely to rouse much, if any, motivation or energy in your life and work. You might wish, therefore, to develop your goals for work and leisure in directions other than that of the Technical style. Those areas in which you obtained a high score on the Passion Revealer represent more fertile ground for discovering and defining your high interest areas.

O : You have a Low score on The Passion Revealer as an Organizer. Organizers tend to be practical and goal motivated thinkers. They are energized by task-oriented interactions with people to effect specific outcomes.

Organizers enjoy and feel comfortable in the objective world of facts, information, and data. They value the practical and the efficient and distrust the intuitive and/or the emotional. They may be motivated in getting people to work together and in organizing available resources to accomplish projects within a prescribed time-frame. They like being in positions of authority and having responsibility over programs, projects, resources, and people. A general work orientation to business suits them well for work involving management, administration, contracting, or ownership.

Your low score in this area suggests that the activities and interests attributed to this style would not be an area that could rouse much, if any, motivation or energy in your life and work. You might wish, therefore, to develop your goals for work and leisure in directions other than that of the Organizer style. Those areas in which you obtained a high score on the Passion Revealer might represent more fertile ground for discovering and defining your high interest areas.

A : You have a Moderate score on The Passion Revealer as an Analytic. Analytics tend to possess interests favoring a style that might be characterized as rational thinkers. They are objectively and cerebrally focused.

Analytics enjoy and feel comfortable in the objective world of facts, analysis, abstract conceptualization, and are fully engaged in rational thought process. Individuals characteristic of this style are often critical in their approach to life and work-- attempting to discern what is true and what is false through detached logic and objective analysis.

Your moderate score in this area suggests that the activities and interests attributed to this style may not be an area that could rouse a great deal of motivation or energy in your life and work. You might wish, therefore, to develop your goals for work and leisure in directions other than that of the Analytic style. Those areas in which you obtained a high score on the Passion Revealer represent more fertile ground for discovering and defining your high interest areas.

The Passion Revealer: RIGHT BRAIN

C: You have a High score on The Passion Revealer as a Creator. Creators tend to possess characteristics such as

- oriented to the inner world of ideas, images, and symbolic thinking
- enjoy tasks calling for innovation, originality, and associative thinking
- like to solve problems and come to conclusions in intuitive leaps
- creatively use their imagination to generate ideas and conceptualize insights from seemingly unrelated sources
- perceive the world as full of possibilities and are stimulated envisioning scenarios for the future
- generally trust their intuition over facts and analysis
- prefer to work alone, uninterrupted by concentration-breaking distractions
- seek outlets for their creativity in occupations like writing, composing, the creative arts, and in inventive and entrepreneurial ventures
- prefer novelty and change, become bored with routine activities that do not engage their intuition, creativity, and holistic thinking
- under duress, may lose touch with reality and become depressed and/or engaged in a fantasy world

A high score as a CREATOR indicates that you share many of the interests of this style. As a Creator you are likely to feel an affinity with people who possess the attributes of this style and be energized by work and leisure activities such as these.

People of the CREATOR Style Richard Wagner, music composer | Ingmar Bergman, film maker | Georgia O'Keefe, painter | James Baldwin, author & playwright | Chester Gould, cartoonist | Julia Child, culinary artist |

Sample CREATOR Work Activities Abstract painting | Architectural designing | Cartooning | Commercial art | Fiction writing | Culinary artistry | Fashion designing | Game or toy designing | Graphic designing | Interior decorating | Musical composing | Photographic art |

Sample CREATOR Leisure Activities Art collecting | Courses in the arts, humanities, & religions | Culinary creations | Dream analysis group | Home landscaping | Poetry writing | Exploring legendary and mystical sites | Delving into family origins and myths | Studying astrology, mythology, folklore |

I: You have a High score on The Passion Revealer as an Inspirer. Inspirers tend to possess characteristics such as

- feeling oriented and focused on people interactions
- motivated to change people's perspectives through the verbal or written word
- committed to supporting people's personal growth and development
- energized by motivating others to perform at their best
- value authenticity and harmonious relationships
- inclined to be warm and charismatic
- strong personalities who gravitate to positions for influencing the intellectual, emotional, physical, or spiritual development of others
- creative and original in their interactions, especially in situations that cause others to think, feel, or behave differently
- orientation to helping and influencing suits them well for occupations like teaching, counseling and the ministry
- can become overly manipulative and controlling or disillusioned when they themselves or others fail to live up to their hopes and aspirations

A high score as an Inspirer indicates that you share many of the interests of this style. As an Inspirer you are likely to feel an affinity with people who possess the attributes of this style and be energized by work and leisure activities characteristic of this style.

People of the INSPIRER Style Susan B. Anthony, civil rights leader | Vince Lombardi, NFL football coach | Helen Keller, crusader for the handicapped | Martin Luther King, non-violence orator | Booker T. Washington, Educator | Maggie Kuhn, founder the Gray Panthers |

Sample INSPIRER Work Activities Coaching | Counseling | Charitable fund raising | Educating | H. R. D. consulting | Musical conducting | Occupational therapy | Probation officer | Religious ministry | Rehabilitation work | Social work | Special education |

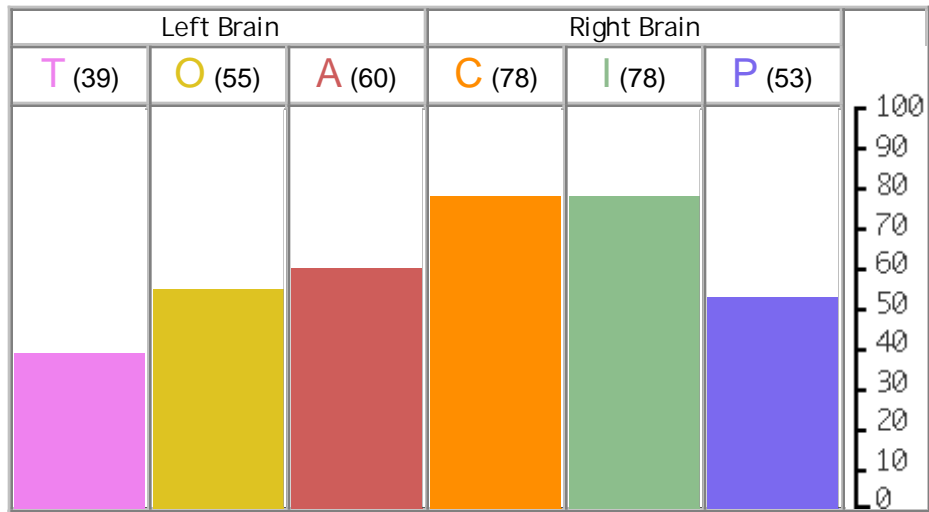
Sample INSPIRER Leisure Activities Big brother/sister | Chairing a community cause group | Facilitating support groups | Hospital visitation | Hospice work | Mentoring immigrants | Social issues leadership | Political office | Religious Education | Volunteer coaching |

P: You have a Moderate score on The Passion Revealer as a Performer. Performers tend to be feeling oriented and energized in performing activities that engage their personalities in some type of outgoing role with the public.

Performers are energized by work and leisure activities that involve learning routines and bringing them alive in some type of active performance. They tend to value spontaneous intuition and feelings and distrust cold logic and rational analyses if its perceived as divorced from the emotional self. They are energized by service or activity that attracts attention or provides care giving. They tend to make choices and decisions based on their personal values, drives, and emotional make-up rather than from detached logic. Their preference for people interaction and activity inclines them to occupations such as entertainment, customer service, coordinating public activities, and non-technical sales.

Your moderate score in this area suggests that the activities and interests attributed to this style would not rouse a great deal of motivation or energy in your life and work. You might wish, therefore, to develop your goals for work and leisure in directions other than that of the Performer style. Those areas in which you obtained a high score on the Passion Revealer might represent more fertile ground for discovering and defining your high interest areas.

Detailed Scoring Analysis for The Personal Skills Profiler



Your Profile Report for The Personal Skills Profiler shows how you rate your competencies. This can be helpful in providing a reference for comparing your developed skills with your deep-seated interests.

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The Personal Skills Profiler: LEFT BRAIN

T : You have a Moderate score on The Personal Skills Profiler as a Technical. A moderate score in this category indicates that you perceive yourself to have some natural talents and/or modestly developed skills in areas such as:

- calm headed and practical thinking in situations involving physical risk and/or techno-mechanical problem solving
- mechanical intelligence that facilitates understanding and working with equipment, technology, and technical processes
- linear, cause and effect thinking in trouble shooting and practical applications with machines, equipment, materials, and physical processes
- physical coordination and manual dexterity
- knack for learning that which involves physical dexterity, hand-eye coordination, relative motion, and mechanical aptitude

While you may have acquired some Technical ability, you will want to decide whether its worth your time and effort to develop your skills in this area. Look to your Technical score on the Passion Revealer for clues.

O : You have a Moderate score on The Personal Skills Profiler as an Organizer. A moderate score in this category indicates that you perceive yourself to have some natural talents and/or modestly developed skills of the Organizer style.

You see yourself as a moderately competent, objective, and a practical thinker. You feel relatively comfortable in assuming responsibility over projects from conception through development, implementation, and evaluation. You may possess some ability to function effectively in a business environment, to interact with people in a detached, goal-oriented manner, and to planfully achieve the desired outcomes of projects and programs

While you may have acquired some people-management abilities (as in planning, evaluating, cooperative team work, and project administration) you dont believe that you have developed these to a high level of competency. In making your career development plans for the future, you will want to decide whether its worth your time and effort to develop your skills in the Organizer style. Look to your Organizer score on the Passion Revealer for clues.

A : You have a Moderate score on The Personal Skills Profiler as an Analytic. Your Moderate score in the ANALYTIC category suggests that you perceive yourself to be modestly adept in your objective thinking and quantitative abilities. You feel somewhat competent in the world of facts, science, research and analytically derived concepts.

While you may have acquired some analytical abilities (as in investigative research, rational analyses, and complex problem solving), you dont believe that you have developed these to a high level of competency. In making your career development plans for the future, you will want to decide whether its worth your time and effort to develop your skills in the Analytic area. Look to your Analytic score on the Passion Revealer for clues.

The Personal Skills Profiler: RIGHT BRAIN

C: You have a High score on The Personal Skills Profiler as a Creator. Creators tend to have talents and well developed skills in areas such as these:

- Symbolic and/or metaphorical thinking
- Inventing new products, resources, or processes
- Future-oriented vision
- Generating new and/or novel ideas, policies, products, procedures, or programs
- Creative problem solving through innovative envisioning
- Theoretical conceptualizing
- Expressing ideals in some creative and/or symbolic way
- Non-verbal communications-- art, dance, music
- Creative self-expression -- writing fiction, poetry, or other types of original material
- Conceiving visual designs for mood enhancement and/or aesthetic appreciation

A high score in this category indicates that you perceive yourself either to have the natural talents and/or well developed skills of the Creator style.

You see yourself as a highly creative, intuitive, and holistic thinker. You feel competent in the subjective world of ideas, possibilities, abstract conceptualizing, and imagination. You may possess the ability to express yourself in some way--through writing, music, dance, art, or perhaps in some type of a creative, entrepreneurial business venture.

From the above list of sample skills characteristic of the Creator style, note those skills that you would rate yourself to be highly competent in and those that also coincide with your strongest interests. As you review this list, consider whether or not:

- these kinds of abilities represent who you really are
- they are your true nature (your core self)

I: You have a High score on The Personal Skills Profiler as an Inspirer. Inspirers tend to possess talents and have well developed skills in areas such as these:

- empathizing and connecting emotionally with others
- drawing people out and into personal sharing
- coaching, counseling and empowering others for personal and professional growth
- speaking with eloquence and conviction when promoting a heartfelt cause
- motivating others through personal interactions and a unique ability to reach people at an emotional level
- facilitating group process in order to generate participation from everyone
- inspiring others to put forth their best efforts and helping them transcend personal barriers
- intuitively communicating just the right things to get peoples commitments to programs, projects, and/or issues.
- seeing talents and/or possibilities in others that may previously have gone unrecognized or unacknowledged
- creatively finding ways to encourage others to change their perspectives and/or look at things or themselves differently

A high score in this category indicates that you perceive yourself either to have natural talents and/or well developed skills of the Inspirer style.

From the above list of sample skills of the Inspirer style, note those skills in which you would rate yourself to be highly competent and which also coincide with your strongest interests. As you review this list, consider whether or not:

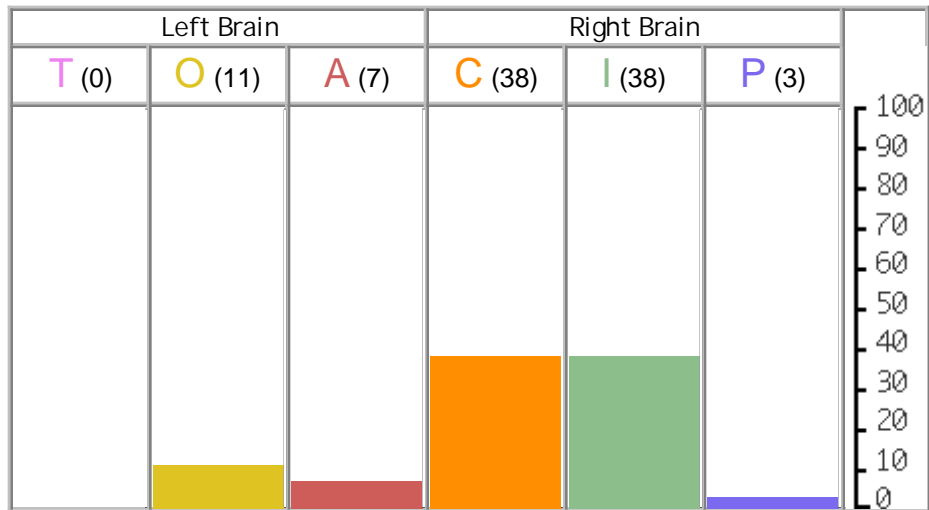
- these abilities represent who you really are
- they reflect your true nature (your core self)

P: You have a Moderate score on The Personal Skills Profiler as a Performer. A moderate score in this category indicates that you perceive yourself to have some natural talents and/or modestly developed skills of the Performer style.

You see yourself as being moderately competent in performing a role, routine, or service to the public, an audience, or a customer. You are relatively comfortable in meeting and interacting with people and making them feel comfortable and/or graciously attended to. You may possess some ability to reach people at an emotional level through your skill or ability to entertain, amuse, generate drama and attention, or render a performing art and/or athletic feat.

Since you have assessed yourself as having a modest level of skill and/or talent in the Performer area, you will want to decide whether its worth your time and effort to develop these skills for your career or life. Look to your Creator score on the Passion Revealer for clues.

Detailed Scoring Analysis for The Passion Distributor



Your Profile Report for The Passion Distributor represents the approximate percentages of time you now spend doing work activities associated with the six passion style categories. Your profile illustrates how you are expending your talents and energies in your current work. Compare this profile with your Passion Revealer Profile to assess how well your current work matches your deep-seated interests and the way you prefer to use and develop your talents.

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The Passion Distributor: LEFT BRAIN

T : You spend a Low percentage of your working time in Technical Activities --

activities involving manual work and technical knowledge and skills. Some activities typical of TECHNICAL work include:

- Inspecting materials, equipment, physical structures and situations to ensure they meet requirements for quality, safety, and established standards
- Exercising manual skills to accomplish work requiring strength, exactness, endurance or skill and agility
- Providing protection or safeguarding service as in police-work, military soldering, or security guard
- Performing precision work with tools, equipment, or machinery
- Maintaining and repairing equipment, machinery, or physical resources
- Carefully organizing, handling or processing large amounts of data
- Working with equipment to construct or repair things, process data or produce a product (printed materials, vehicles, tools)
- Operating vehicles such as busses, planes, boats, trains, tractors, backhoes, military tanks, trucks, and forklifts
- Using techniques, procedures, or equipment to obtain and process data or apply treatments such as radiology, dental hygiene, chiropractics, seismology, soil samples, satellite feedback, etc.
- Quickly sizing up emergency situations involving physical or technical circumstances (fires, accidents, explosions, physical injuries, etc.) and responding with appropriate reactions

O : You spend a Moderate percentage of your working time in Organizer Activities --

activities requiring decision-making authority and performing control and management responsibilities. Some activities typical of ORGANIZER work include:

- Exercising general managerial authority for programs, tasks, and projects
- Administering fiscal matters, budgetary functions, and physical resources
- Organizational problem solving and decision making
- Establishing the business agenda and/or seeing that it is carried out in daily operations
- Establishing and maintaining organizational standards and policies
- Conceptualizing practical ideas for business possibilities and evaluating them strategically
- Leading operational teams in accomplishing their assigned tasks
- Identify promising possibilities and translate them into pragmatic organizational plans
- Evaluating business operations and seeking to correct inefficient and/or ineffective procedures and practices
- Managing, directing, supervising, and mentoring staff

A : You spend a Low percentage of your working time in Analytic Activities --

activities requiring rigorous logical and methodical thinking. Some activities typical of ANALYTIC work include:

- Analytical problem solving independently or as a specialist on a team
- Providing detached, concise analysis of ideas, projects, proposals, etc.
- Performing rigorous scientific research or technical investigation
- Asking difficult questions and engaging in theoretical inquiry
- Finding meaning in data through analysis and hypothesis
- Using high level math in problem solving and/or communicating highly theoretical concepts (as in mathematical modeling)
- Performing complex financial calculations such as accounting, running budget scenarios, analyzing the financial feasibility of programs or projects

- Synthesizing complicated theoretical and abstract matters
- Investigative work, such as detective work, in piecing together the pieces of a complex puzzle through the available evidence
- Developing rational goals and broad-based plans for an organizations business agenda

The Passion Distributor: RIGHT BRAIN

C: You spend a High percentage of your working time in Creator Activities -- engaged in creative and mind-oriented activities that draw upon the use of intuition and holistic, right brain thinking. Some activities typical of CREATOR work include:

- Exercising creative intelligence for business applications
- Designing products using images, symbols, or graphics
- Composing creative communications such as prose, scripts, music or advertisements
- Envisioning--seeing new possibilities for the future
- Being innovative and resourceful
- Abstract conceptualizing: combining input from diverse sources into unified wholes, gestalts, or configurations
- Generating ideas, seeing patterns, and conceptualizing insights from seemingly unrelated pieces of information
- Artistic expression-- manifesting a creative talent through a self-expressive form such dance, sculpting, painting, or writing
- Seeing many new approaches to conventional ways of doing things
- Creative problem solving, generating out-of-the box solutions

I: You spend a High percentage of your working time in Inspirer Activities -- engaged in interacting with people in personal and/or professional development activities. Some activities typical of INSPIRER work include:

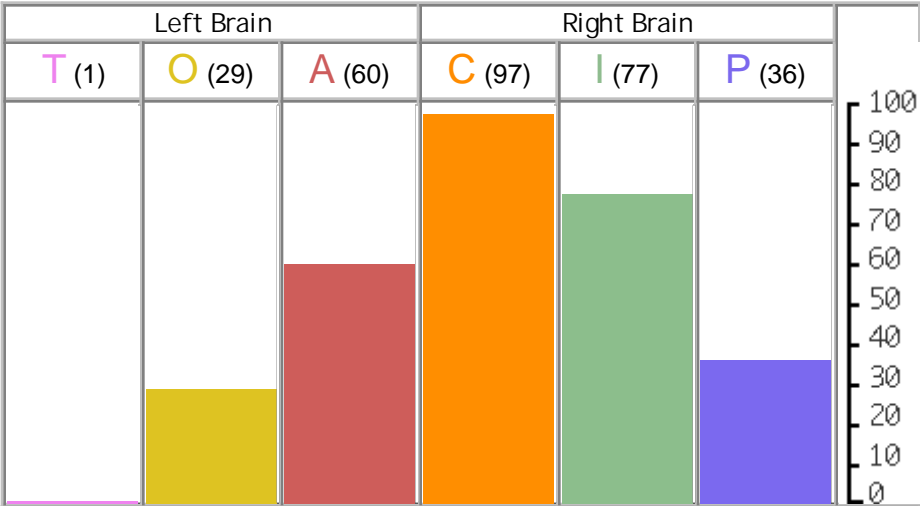
- Empowering others to be more assertive and self-reliant
- Coaching, mentoring, facilitating others to improve their behavior, performance, or attitudes
- Communicating for the purpose of motivating positive behavior
- Interacting therapeutically or educationally with individuals or groups
- Changing people's mindsets, helping them see new viewpoints
- Team building, facilitating enhanced working relationships
- Exercising leadership for causes that you care about
- Affecting change through communications and role-modeling
- Influencing the behavior of individuals or groups in promoting personal, professional, and/or spiritual growth and development
- Building consensus, acting as a catalyst, drawing out the best in others

P: You spend a Low percentage of your working time in Performer Activities -- actively performing in a public visible role or capacity. Some activities typical of PERFORMER work include:

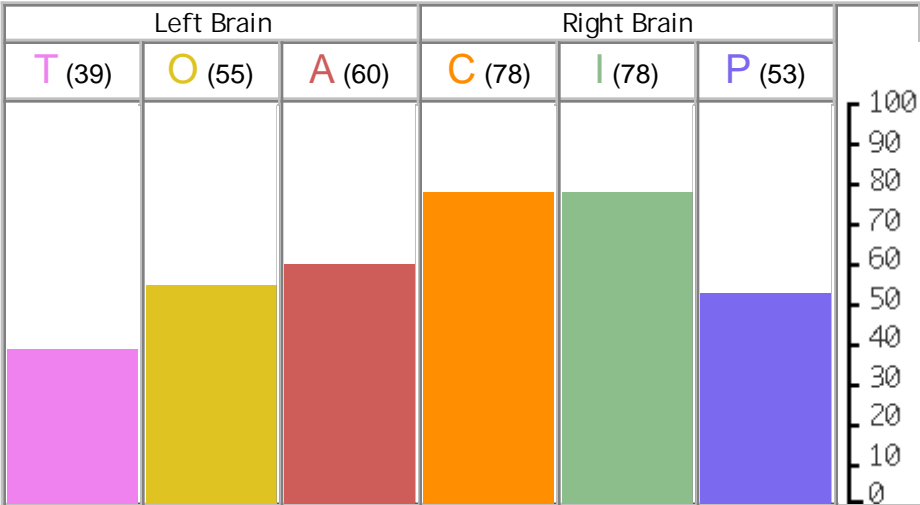
- Exercising composure, tact, or poise in social interactions
- Attending to the needs or requests of others in creative ways
- Serving in a public role such as host, receptionist, innkeeper, museum or tour guide
- Performing direct customer service
- Moderating events, coordinating business activities with groups of people, or serving in an interactive liaison capacity
- Selling a product or service
- Interacting with others as an organizational intermediary in a highly visible public role
- Delivering scripted presentations such as a training, orientations, briefings
- Performing to an audience, entertaining others as an "on-stage" performer
- Exhibiting physical appeal or grace as in modeling, sports activities, or dance

The Passion Revealer Assessment : Profiles Summary

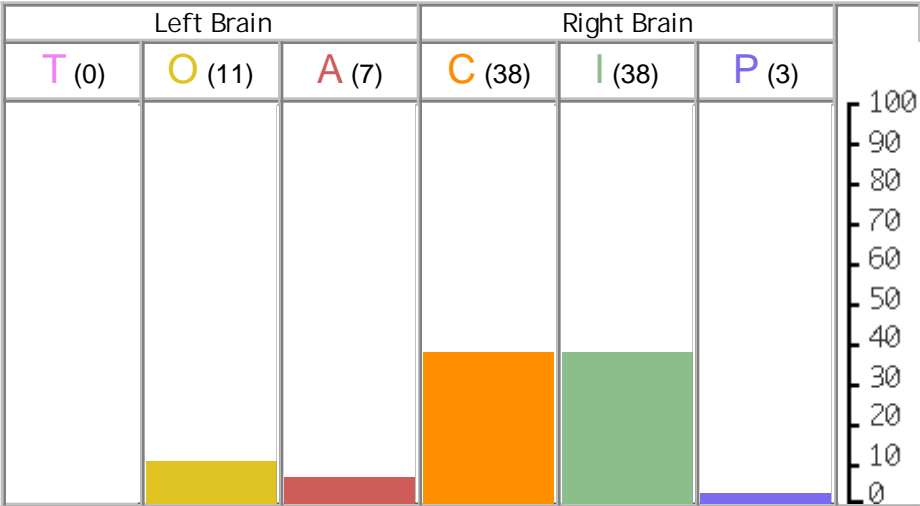
Your Passion Revealer Profile



Your Personal Skills Profile



Your Passion Distributor Profile



Ten Steps to Getting More Passion into Your Life & Work

by
David C. Borchard, Ed.D., NCC
Career/Executive Coach

1. Self-Assessment

- Define your deep-seated interests, strongest values, and preferred talents.
- Discover what you have a passion to do/be/have.

2. Develop a vision for your future that energizes and motivates

- Translate your passion into general goals and specific objectives.
- An energizing vision generates motivation and goal oriented persistence, which are key ingredients for success in today's fast-changing workplace.

3. Define your product line (three core strengths to feature in your future)

- Core strengths aren't just what you're good at, they are the talents in which you can excel and those you deeply desire to use and develop.
- Think of core strengths as special talents, gifts, and abilities that connect with your deepest interests and most essential values.
- The core strengths you identify should fit with your career vision (the kind of work you really want to be doing) and a relevant business need.

4. Know, through specific examples, how you have produced business value with your core strengths

- Through specific accomplishments discuss how you have solved problems, created opportunities and used your core strengths to produce business relevant results (outcomes resulting from your individual input).

5. Identify your next work target (and/or specific leisure life objective)

- This can be a specific work-setting, unit, team or project within or out of your current setting. The target should fit your vision and be where your selected core strengths would be valued and put to good use.
- Balance your life with leisure activities that connect to your passion.

6. Effectively market yourself

- Develop and/or cultivate contacts with individuals working with, or at least familiar with, your target work area (or leisure-life objectives).
- Become visible within your target market through effective networking.
- Make connections between your core strengths and the business agenda.

7. Create a positive support structure

- Engage helpful people and professional staff (HR counselors, mentors, managers, coaches, colleagues, friends, etc.) in support of your goals.
- Take advantage of all available resources for self-understanding, career management, and personal/professional development.

8. Be persistent and stay optimistic

- Optimism has been proven to be one of the most effective ingredients in successful career management, job search and goal accomplishment.

9. Focus on employability by keeping your core skills state-of-the-art

- Have an ongoing development plan that includes enhancing your skills, self-understanding, and performance related behaviors.

10. Know what to say "YES" to and what to say "NO" to.

- Learn how say both assertively, graciously and with intentionality.

Resources for help in applying your Passion Revealer Assessment Results

Borchard, David, *Finding Your Passion-Based Vision: A Guide to Understanding and Applying Your Passion Revealer Assessment Results in Life and Work.. (2nd Edition)*. 2009 Publishers, 2006.

Developed as a companion to the Passion Revealer Assessment, this 60-page booklet provides additional information for a fuller understanding of the assessment and how to translate your results into an energizing vision for your future. Topics include understanding the conceptual basis of the assessment, detailed information about the six Passion Revealer styles and their relationship to work and leisure choices, passion styles in leadership, translating your profile results into marketable strengths, how to create a strength and achievement-based resume. The booklet also contains real life case studies showing how others have used their results to achieve greater passion in the lives and work. (Available at www.VisionTRAC.com or email: DBorchard@VisionTrac.com)

Borchard, David, *Will the Real You Please Stand Up: Find Passion in Your Life and Work*. Pittsburg, PA: SterlingHouse Publishers, 2006.

This book condenses thirty years of a professional career counselor's experience, one who has worked face-to-face with thousands of adults, into a self-coaching guide for discovering, defining, and applying one's passion. The field-tested and proven methods of The Real You provide a resource enabling readers to achieve significantly greater control in achieved desired aims in life, work and leisure. The book highlights a process for translating the results of your Passion Revealer assessment into motivated strengths and a career profile for marketing your strongest interests. (Available on Amazon.com)

Borchard, David, *The Joy of Retirement: Finding Happiness, Freedom, and the Life You've Always Wanted*. AMCOMbooks, 2008

In *The Joy of Retirement*, Dr. Borchard, who's been helping adults rejuvenate their lives and careers for 30 years, shows you how to reinvent yourself and achieve the kind of fulfillment and meaning you have always aspired. Topics include finding new interests that make the most of your unique talents, planning your lifestyle at 50+, establishing your personal criteria for success, and mastering the seven steps to maintaining vitality. (Available on Amazon.com)

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