

# Profiler

know thyself & others

Pathfinder.

The greatest good  
you can do for  
another is not just  
share your riches,  
but to reveal to him  
his own.

Benjamin Disraeli

# “Know thyself” - Delphi

Personal excellence begins by deepening one’s knowledge of self.

Leadership excellence begins by deepening one’s knowledge of others.

The Pathfinder Profiler is a twenty-first century window onto this knowledge.

A person’s character determines how he or she will act; character is shaped throughout life by genetics, experience, environment and the capacity to transcend the limitations of all of these. The Pathfinder Profile illuminates all of these influences and provides exceptional insight into a person’s habitual behaviours and personality style.

The roots of the Pathfinder Profiler reach back many centuries to the time of Hippocrates, who first started to think of people in ‘categories’ of personality style, and is based on Enneagram theory. For thousands of years, all maturing cultures have developed their own ways of making sense of themselves and their personalities. The word Enneagram comes from the Greek words ennea, meaning “nine” and grammos, meaning “points”. The Enneagram explores nine personality types, nine ways of experiencing the world, and describes how they function and interact.

The Pathfinder Profiler is receiving increased attention from coaches, trainers, psychologists and HR professionals. The Profiler’s main benefit is the insight it can give into the strengths and limitations of each of the nine types; helping people discover and empower their personalities and style and helping people become more effective in relationships. All of which has considerable application in the development of personal effectiveness, interpersonal relationships, team building and leadership.

## The Pathfinder Profiler is used extensively by:

- **Individuals** actively pursuing their own personal development, happiness, success and fulfilment.
- **Leaders** and students of leadership wishing to develop deeper insights into others and into the psychology of effective leadership.
- **Managers** wishing to enhance their team’s knowledge, acceptance and understanding of each other, and build about a more robust spirit of engagement in their team.
- **Coaches, Consultants and Counsellors** wishing to get fast insights into the predominant personality style of their clients, and wishing to provide easy and robust ways of offering this knowledge as feedback to their clients.

## Questionnaire and Report

The user is invited to make decisions about their values and preferences by answering a highly crafted multiple-choice questionnaire. After analysis, a full report is produced with the following chapter headings:

1. **Your Pathfinder Action Profile:** this describes where the motivation for actions comes from: the head, the heart or the gut. It reveals a person's approach to making decisions, the sort of facts they gather and the way they may react to a certain set of circumstances.
2. **Your Pathfinder Portrait:** this indicates which of the nine types (Perfecter, Supporter, Driver, Dramatiser, Analyser, Connector, Inspirer, Warrior and Mediator) best describes the person. All of the attributes of the nine types are found in each person but for most, one type is more dominant and more characteristic of how they are likely to behave than the others. This section gives an overview of a person's preferred style and a brief summary of its typical characteristics.
3. **You as a Pathfinder on your personal journey:** this section looks at their key strengths, traits to watch out for, how they may behave under stress and areas to explore and develop for their own personal growth.
4. **You as a Pathfinder with others at work, home and in the community:** this part of the report focuses on their key strengths when living and working with others, traits to watch out for, things that motivate them and it indicates areas to explore for their development as a team/community member.
5. **You as a Pathfinder for others - as a parent, teacher, manager, leader, or contributor:** this section provides insights into their strengths as a leader, aspects of their behaviour to watch out for and defines areas to look into for the further enhancements of their leadership skills, strengths and style.

## Individual Access

A public version of the Profiler is easily available for individual or occasional use on [www.mypathfinder.com](http://www.mypathfinder.com)

## Accounts

The Pathfinder Profiler is managed on a dedicated web server.

We will set up a **unique branded page** for your organisation from which you can manage and administer profile questionnaires and reports for your own employees or clients.

EUROPE, USA, AFRICA, ASIA - HEAD OFFICE

**INSTITUTE OF HUMAN DEVELOPMENT**

ERIDGE ROAD ERIDGE GREEN TUNBRIDGE WELLS KENT TN3 9JU  
T + 44 845 310 0114 | E ADRIAN.GILPIN@IHD.CO.UK | W WWW.IHD.CO.UK

MIDDLE EAST & MEDITERRANEAN

**IHD (CYPRUS) LTD**

KOSTA MONTI 23 AYIOS ATHANASIOS 4106 LIMASSOL CYPRUS  
T +357 9900 9411 (CYPRUS) +973 3635 4146 (BAHRAIN) | E STEVE.RITCHIE@IHD CYPRUS.COM | W WWW.IHDCYPRUS.COM