



VitalityPro™

Pathway to Personal and Work Life Vitality

for Sample Person

This brief report focuses on your Top Priorities for Action

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Contents	Page
Vitality Snapshot	1
Action Recommendations	2

The VitalityPro™ is designed to provide insight into the personal strengths of individuals which energize vitality... personally, at work and in a balanced lifestyle. As we take advantage of those strengths, our stress decreases and satisfaction rises. By focusing on our strengths we become more able to address our growth opportunities.

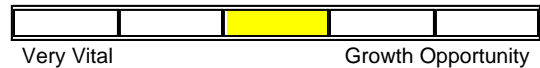
In addition, strong engagement with our work life, where the satisfactions clearly outweigh the stress, is now known to be one of the most powerful influences on our personal and family wellbeing, as well as on our careers. The VitalityPro™ is designed to provide insight into the personal strengths of individuals which make for a rewarding level of engagement.

Richard C. B. Earle, Ph.D.
John C. Marshall, Ph.D.

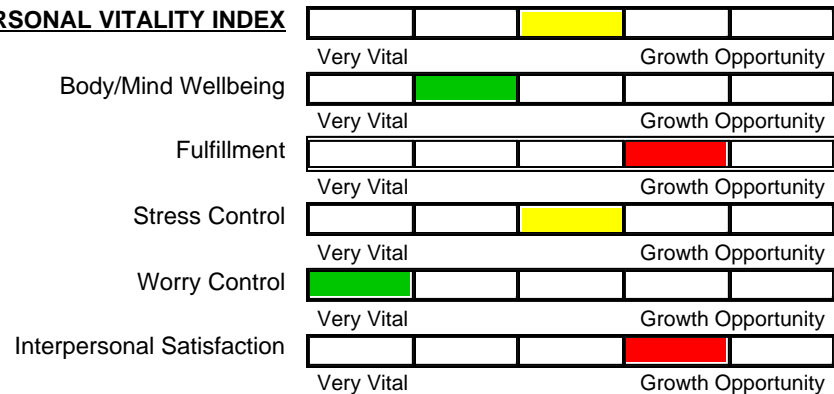
ID# BGZEB3QS for Sample Person on September 26, 2005

VITALITY SNAPSHOT

Your overall Vitality Snapshot indicates that there are clear strengths in your VitalityPro™ profile but some of your vulnerabilities show your health and performance could be at some risk. When the balance of stress and satisfaction in your lifestyle focuses more on stress, then several corrective steps are clearly advisable. For any of your sub-par factors, we recommend you thoughtfully read through the Strengths and Growth Opportunities sections with a view to consistently taking one or two improvement steps which which also motivate you.



PERSONAL VITALITY INDEX



WORK ENGAGEMENT INDEX



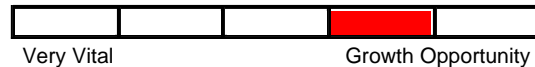
LIFESTYLE VITALITY INDEX



ACTION RECOMMENDATION #1

Fulfillment

The extent to which your lifestyle and career express your personal interests and strengths.



Overview

Your responses indicate that you have a below average level of fulfillment in your lifestyle and career. Taking corrective action is very important for you to avoid negative impacts both on your health and performance as well as on the quality of your motivation and judgment. The good news is that your low Fulfillment can be turned around by building in just several of the personally strategic changes presented here as your Strengths and Growth Opportunities.

Build on Your Strengths

Some of your answers to the questions about your Fulfillment could legitimately be called Strengths. It is always a good idea for you to remind yourself of what you are doing well and continue to do those things. Continue to build on these Strengths in order to enhance the level of Fulfillment that you have already. By continuing to do what you are already doing well, you will be more able to turn any Growth Opportunities into Strengths. Here are your identified Strengths.

I am able to see the good in most situations.

Having the ability to see the good in most situations makes you a source of positive energy for both yourself and others. When you are able to focus on the 'up side' of a situation, it creates a positive energy which will help you (and those around you) feel energized.

I feel that I am as successful as people think I am.

Your overall feelings of success are probably well founded. Make it a point to reflect on your successes and why others feel that you are successful.

I feel that my leisure time and recreational life don't express my creative side.

You are doing a good job at organizing your leisure and recreation time in a way that allows you to do the things that express your creativity.

The ways I organize and use my time are a very accurate reflection of my interests.

You have indicated that you organize your time in a way that allows you to take advantage of your strengths and interests. This will help you maintain and enhance your feelings of being fulfilled.

ACTION RECOMMENDATION #1

Fulfillment (cont'd)

Growth Opportunities

Some of your answers to the questions about your Fulfillment could legitimately be called Growth Opportunities. Also, continue to build on any Strengths outlined above in order to enhance the level of Fulfillment that you have already. By continuing to do what you are already doing well, you will be more able to benefit from the Growth Opportunities that were identified by the following questions.

I feel that other people have made a lot more out of their talents than I have.

Make certain that you understand what several people whom know you well see as your special talents. Write these down. Add any others that you see and value. Avoid the belief that most other people probably have this talent too, because often they may not. Next, after carefully considering the needs that people have, at your work or in your family, ask yourself, "Which one of my strongest talents could I put to good use to help in that situation?". Do that. And then stand back and appreciate the effect your talents have had. Keep on taking a few minutes each day to appreciate your talents as you put them into action.

I feel that the goals I have set for my life will make me happy.

Often we come to question our life goals because we've become unclear about what they precisely are. What exactly do you want your life to be about, to stand for? Try this powerful exercise: Write your own eulogy. At your funeral, a close friend will try to summarize the best things, the deepest goals that guided your life. What would you hope that friend would say about you? Write these down. At this point in your life, these are the values and goals that will give you solid happiness.

I wish I could be as happy as other people.

Since our overall happiness is something that adds up from the smaller experiences that we actively enjoy each day, try this. Early each morning, ask yourself, "What two small things can I do today so that, no matter what else happens, I will feel at day's end that it was a 'good day'?" Commit yourself to doing those two things each day, and think about them in the evening. If you only did one, no problem. Aim for two again tomorrow. Your happiness will begin to add up. It's now more in your control.

I feel blocked in getting things done.

Feeling blocked usually results from focusing too much on the big or long term goals we are after and forgetting to notice the small steps of progress we are making. Begin by breaking your big plans down into their smaller steps. Focus on completing the initial steps before moving too far ahead of yourself. Most importantly, give yourself credit as you go.

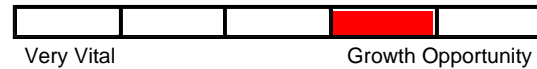
Notes-to-Myself for my Personal Action Plan

The most important things I've learned from this section of VitalityPro™ for improving my Fulfillment are ...

1. _____
2. _____
3. _____

ACTION RECOMMENDATION #2**Interpersonal Satisfaction**

The extent to which your relationships with family and friends enable you to give and receive the support and the satisfaction you want.

**Overview**

Your Interpersonal Satisfaction answers indicate that corrective action is necessary for you to improve your satisfaction and comfort in your close personal relationships. Otherwise, they can, be an even greater drain on vitality and health than sub-par fitness or nutrition. By making just one or two small changes and applying them consistently and sincerely, you can restore the supportive give-and-take experiences that you are seeking.

Build on Your Strengths

Some of your answers to the questions about your Interpersonal Satisfaction could legitimately be called Strengths. It is always a good idea for you to remind yourself of what you are doing well and continue to do those things. Continue to build on these Strengths in order to enhance the level of Interpersonal Satisfaction that you have already. By continuing to do what you are already doing well, you will be more able to turn any Growth Opportunities into Strengths. Here are your identified Strengths.

I often feel lonely.

You feel connected to those around you and it provides you with feelings of belonging. This is a source of satisfaction which helps you manage stress more effectively.

I spend as much time with my friends as I should.

You have indicated that you are spending the right amount of time with your friends. This is providing you with some satisfaction which can be enhanced further if you are also balancing the time which you are spending with your family and the other things that provide interpersonal satisfaction.

ACTION RECOMMENDATION #2

Interpersonal Satisfaction (cont'd)

Growth Opportunities

Some of your answers to the questions about your Interpersonal Satisfaction could legitimately be called Growth Opportunities. Also, continue to build on any Strengths outlined above in order to enhance the level of Interpersonal Satisfaction that you have already. By continuing to do what you are already doing well, you will be more able to benefit from the Growth Opportunities that were identified by the following questions.

I don't seem to get the same kind of lasting satisfaction that I used to from the time I spend with friends.

As we and our friends change with time, it's natural that some of the old ways of enjoying time together no longer work the ways they used to. So first, take stock of what casual or leisure experiences you yourself have come to enjoy in recent times. Then ask your friend(s) what has changed and hasn't changed for them over the years. Find one new area you have both individually come to enjoy more recently. Agree to explore that together.

I would like to give more of myself to the people closest to me.

Focus on one experience you would like to share with someone close to you. As realistically as you can, visualize that situation happening. Plan for it. Pick and repeat to yourself a key word or phrase that summarizes the feelings you are looking for realistically. Then, as the situation happens, focus on feeling the enjoyment. And, afterwards, remind yourself of how good it felt to share that experience.

I don't feel really close to the people around me.

Make certain that you understand the kinds of shared situations (a drive together in the car; a movie; etc) that have in the past given you the feelings of ease and closeness you're looking for. Set things up so that these or similar situations start happening more often. Also be sure to capitalize on other such opportunities for closeness whenever they may occur.

I handle conflicts and disagreements very well.

When you know that a disagreement with someone is likely, prepare yourself by writing down your answers to these three questions:

- (1) Being realistic, what exactly do I want from this upcoming situation?
- (2) What does the other person want (in specific terms) and what is his/her underlying interest and hope?
- (3) What can I do to make our discussion provide a 'win-win' result for both of us?

I feel I should be spending more time with my family.

If your work hours are keeping you from having enough time with your family, make a gradual change in the following manner: Make a specific commitment to yourself and to your family that you will reserve specific times and dates (for example, every first and third Wednesday evening of each month) to be with them. Plan and commit to an activity (even just a video-with-popcorn) and keep your commitment. Then make a point of enjoying your growing relationship.

Notes-to-Myself for my Personal Action Plan

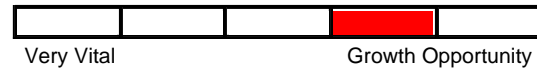
The most important things I've learned from this section of VitalityPro™ for improving my Interpersonal Satisfaction are ...

1. _____
2. _____
3. _____

ACTION RECOMMENDATION #3

Family

The extent to which your family life provides you the emotional support and quality of relationships you want from it



Overview

Your profile shows that your present family situation provides you less of the emotional support and quality of relationships than you want from it

Build on Your Strengths

Some of your answers to the questions about your Family could legitimately be called Strengths. It is always a good idea for you to remind yourself of what you are doing well and continue to do those things. Continue to build on these Strengths in order to enhance the level of Family that you have already. By continuing to do what you are already doing well, you will be more able to turn any Growth Opportunities into Strengths. Here are your identified Strengths.

We have too little communication with each other in my family.

Your family seems to communicate effectively. Take a few minutes to reflect on how you manage good communications. Let your family know what you think, especially about the strengths you see in them.

When I'm doing something with my family, I don't get distracted by thinking about other things.

You are able to focus on what you are doing when you are with your family. This is giving you balance and should be continued. Keep spending family time on the things that make it worthwhile for all of you, and deal with distractions later.

I think I am not spending enough time with my family.

You are successfully meeting the sometimes difficult challenge of spending the amount of time you think is right with your family. The decisions and commitments you make to place a priority on family time will deepen the satisfactions you find in those times together.

ACTION RECOMMENDATION #3**Family (cont'd)****Growth Opportunities**

Some of your answers to the questions about your Family could legitimately be called Growth Opportunities. Also, continue to build on any Strengths outlined above in order to enhance the level of Family that you have already. By continuing to do what you are already doing well, you will be more able to benefit from the Growth Opportunities that were identified by the following questions.

My family life allows me to experience the loving relationships that I think are important.

Because we may feel we are doing our part some of us just wait for the feelings we want to happen, either for more love in our family relationships or more satisfaction in our work. There is one basic principle plus three steps you can take (beyond just waiting) that will quickly increase loving feelings for you in your family life.

The principle is this: How you act creates the feelings you have and receive. Act like a love-deprived person who holds back on showing your loving emotions and you will feel and get less and less. Act in a loving way more consistently and the feelings you want will begin to grow. Here are the three steps:

- * Form several very clear mental images of yourself acting in specific loving ways with a family member;
- * Choose to begin acting sincerely in those ways at least twice per day;
- * Whatever the initial response of that person, focus primarily on how you feel as you act in small loving ways. The other person will likely begin to reciprocate.

I can always count on my family life to provide the emotional support I need.

Even though people in a family may love each other deeply, feelings of strong emotional support don't happen automatically. Here are some dependable steps for creating emotional closeness:

- * Get clear about what you're looking for by sketching a mental picture of what an emotionally supportive family life would look like in your situation;
- * From what others in your family have said in the past, determine how their portrait of an emotionally supportive family would look;
- * Find non-pushy ways to ask for and to encourage more emotional sharing of the kind you sketched in your mental picture and tell them how good it feels when it happens;
- * Do several of the things that you think would be in their portrait(s). The emotional climate you are looking for will likely begin to grow. Be appreciative and watch for new opportunities to support each other.

When my family and I plan to do something together, we often don't follow through and do what we planned.

Here are some of the ingredients which usually lead to a family following through on plans:

- * Be thoughtful and make sure the planned activity actually has something in it for everyone to enjoy;
- * Get a commitment in everyone's schedule;
- * Talk about the ways in which you can see each person enjoying it;
- * Do your part . Do not drop out and make excuses unless it's essential;
- * After the activity, be sure to share how much you appreciated doing that activity together.

Notes-to-Myself for my Personal Action Plan

The most important things I've learned from this section of VitalityPro™ for improving the Family dimension of my lifestyle are ...

1. _____
2. _____
3. _____