



Passion Styles AND Career Directions

**A GUIDE TO UNDERSTANDING YOUR
PASSION REVEALER ASSESSMENT RESULTS**

Revised March 2009

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*Vision***TRAC**
TRANSITION RESOURCES AND COACHING

Left Brain, Right Brain and The Six Styles of Passion

(from Section II of this book)

The Passion Revealer assessment is based on the following assumptions:

- We each have a unique passion style, in the way that we each possess distinct fingerprints and DNA codes.
- For mature adults, two differing aspects of our human nature compose passion styles—brain dominance and energy focus.

Brain dominance refers to the neurological orientation of the bimodal human brain in which the left hemisphere specializes in objective, logical thought and the right in subjective, intuitive thought.

Combined, the brain-dominance and energy-focus dimensions generate six separate styles. The mind-oriented styles comprise the left-brain-oriented Analytic and the right-brain oriented Creator.

What is Your Style, What is Your Passion?

L E F T B R A I N

R I G H T B R A I N



TECHNICAL



ORGANIZER



ANALYTIC



CREATOR



INSPIRER



PERFORMER

Contents

Section I: Brain Dominance and Passion.	2
Section II: The Passion Revealer.	4
Section III: Supplements to the Passion Revealer	19
Section IV: Passion Profiles and Leadership Styles	27
Section V: Applying Your Passion	37
Appendixes.	59
A: Right-Brain Occupations.	59
B: Left-Brain Occupations	61
C: Right-Brain Leisure Activities	63
D: Left-Brain Leisure Activities	64
E: Career Profile Sample for “Bill”	65
F: Career Profile Sample for “Fran”	67
G: Career Profile Sample for “Sheila”	69
H: Marketing Your Motivated Strengths through Achievements	71
I: Action Words for Introducing Your Achievements	73
J: References for Exploring Your Passion.	74
Ordering Information for Online Assessments/Passion Guide and Questionnaire	75
About VisionTRAC.	76
About Dr. Borchard	77

Section I

Brain Dominance and Passion

Life, for most people, is a process of discovery—of who we are, what we can do, and, ultimately, why we exist and what we believe.

Charles Handy, *The Hungry Spirit*

Introduction

This publication was developed to use with **The Passion Revealer** assessment and the accompanying **Skills Profiler** and **The Passion Distributor**. **The Passion Revealer (PR)** is a tool for mature adults who are seeking self-understanding, career development insight, and/or retirement lifestyle planning. The **PR** assesses the types of interests that are most likely, and least likely, to provide motivation and energy to life and work. Knowing your passion style can help you redesign your life, as you will see in Section III, through the examples of Phillip, the corporate executive turned counselor, and Fontelle, the research associate turned seminar facilitator.

The Skills Profiler (SP), a supplement to the **PR**, is a quick and easy way of assessing your perceived level of competence in the types of skills that relate to the interests measured by the **PR**. Comparing these results with those of your **PR** can be revealing in determining your personal and professional development objectives. Section IV shows you how to do this through the examples of Bill, who redirected his corporate career from office technology manager to staff services adviser, and Fran, who changed her career direction through intelligently marketing her creativity.

The Passion Distributor (PD) indicates the approximate percentage of time that you spend working in activities related to your interests, as represented by the **PR**. Comparing your **PD** results with your **PR** results can be a real eye-opener as you will see from the stories of Sheila, the corporate executive turned coach, and Robin, the marketing director turned artist.

About Passion

The term passion, as used here, refers to the energy that is experienced when your strongest interests are fully engaged. Passion is a term that is often misunderstood. Some people hold the view that pursuing your passion is a narcissistic preoccupation with self—an unhealthy egocentric focus.

My view is that passion is an energy source within each of us. When something stirs that energy, we become interested, inspired, focused, and highly motivated. Each of us has a passion style as uniquely different as our fingerprints and our DNA codes. Identifying and pursuing your passion might even be considered a spiritual obligation. After all, why would we have been created with such uniqueness if we were not supposed to put it to a beneficial and self-fulfilling purpose?

While everyone possesses the capacity to experience passion, few of us find the keys to activate it in a consistent, predictable, and meaningful way. Untapped passion remains dormant potential. The key to having energy and enthusiasm for life and work is to discover what engages this inner potential. The Passion Revealer is designed to help you achieve this objective.

Passion Is Energy

In discussing passion here I am not referring to a theoretical concept but instead to a source of motivational energy that lies within each of us, the capacity to be in touch with our feelings, intuitions, and heartfelt desires. In this regard, we are like human batteries: some activities engage and energize us and others de-energize us, or run us down. My wife, for example, comes alive when she picks up her watercolors and begins to paint. A whole day can slip by without her noticing because she has been so absorbed in an activity that deeply engages her. On the other hand, she quickly moves into the “snooze zone” when I turn on the evening business news. The stock market simply does not engage her interests. For me, working on a PowerPoint presentation engages my energy and enthusiasm, while doing my annual tax returns quickly drains my batteries. Try this for yourself. Take a few minutes to record a few of the activities that energize your batteries and a few that de-energize you.

List 5 energizing activities What engages your interests?	List 5 de-energizing activities What drains your energy?
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____

Here’s an antidote to lethargy, ennui, and perhaps even to some forms of depression—identify the activities that spark your interests and DO THEM! Engaging in activities that connect with your interests can energize batteries drawn down from doing things that are unfulfilling. Connecting with your passion is important for your health, both mental and physical. And, it is especially important for your career. You are unlikely to be very successful in a career if your batteries are depleted or if your energy reserves are seldom fired up. Motivation counts in today’s workplace and motivation is a product of being energized. Doing your passion is also important for retirement. You may have a short retirement if you don’t connect with your passion.

The Role of Passion in Today’s World

In managing careers and/or making 21st-century life- and career-related decisions, we confront a work world that is unlike any in our history. Futurists refer to this time as a great transition period—a paradigm shift in which a new order supplants an existing one. In this new work world, identifying personal passions and developing career and life goals that tap this energy has become a priority. In fact, defining your passion and determining how to capitalize on this energy source might be among your most important career challenges.

Without some passion, you are unlikely to possess the motivation and purpose needed to thrive in highly stressful and confusing times. With it, you are more likely to transcend fears of change and uncertainty for the excitement of pursuing something that is strongly motivating. Defining your passion could be among your most marketable assets.

Your Passion Is a Career Asset

In today’s work place,
your passion,
defined in terms of
business-relevant strengths,
may be one of your most
marketable assets.