



**EAGLE**

CONSULTING SERVICES

*SOARING HIGHER IN LIFE*



## **Life Navigation Assessment Information Guide**

Understanding why you think, feel and act the way you do, is the key to navigating life

## What we are about

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Eagle Consulting Services (ECS) specialises in creating a better you to soar higher in life. We strive for excellence through all of our coaching, counselling, consulting and courses to help make a difference and create true, lasting success.

## Who is Dr Rob?

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After completing a law degree and pursuing a career in law, God called Dr Robert Bakss to the ministry in 1988. For over 35 years, he served in pastoral ministry leading over 100 employees and volunteers, conducting conferences and training seminars both in Australia and internationally. Now, as a consultant and coach, Dr Rob is assisting individuals, couples, pastors, leaders, small businesses and churches to soar higher in life and business. Dr Rob is also the author of three mental health books and conducts talks on managing and overcoming bipolar disorder, depression and anxiety. He and his wife have five children, four of whom are now married, they have been blessed with ten grandchildren.



*Dr Rob and Jenny Bakss*

## Life Navigation Assessment & Coaching

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### **\$297 for Report + 2 hours Coaching (Valued at \$495)**

Dr Rob has used well researched and peer reviewed psychology science based testing methods, coupled with his 35 years of biblical insight and pastoral experience in understanding people, to create 7 quizzes to analyse your behaviour and personality.

The Life Navigation Assessment is aimed at helping you understand yourself and others based on the blend of the four main behavioural temperaments found within people.

It is a behaviour profiling tool that describes how you are naturally predisposed to behave both in business and in life. It can highlight your innate strengths and identify how you like to be motivated and areas of untapped potential and growth. In a team dynamic, it can be used to amplify areas of potential as well as highlighting improvement areas within individuals and the business.

**One session with a coach could save you months of  
frustration... You don't have to do this alone.**

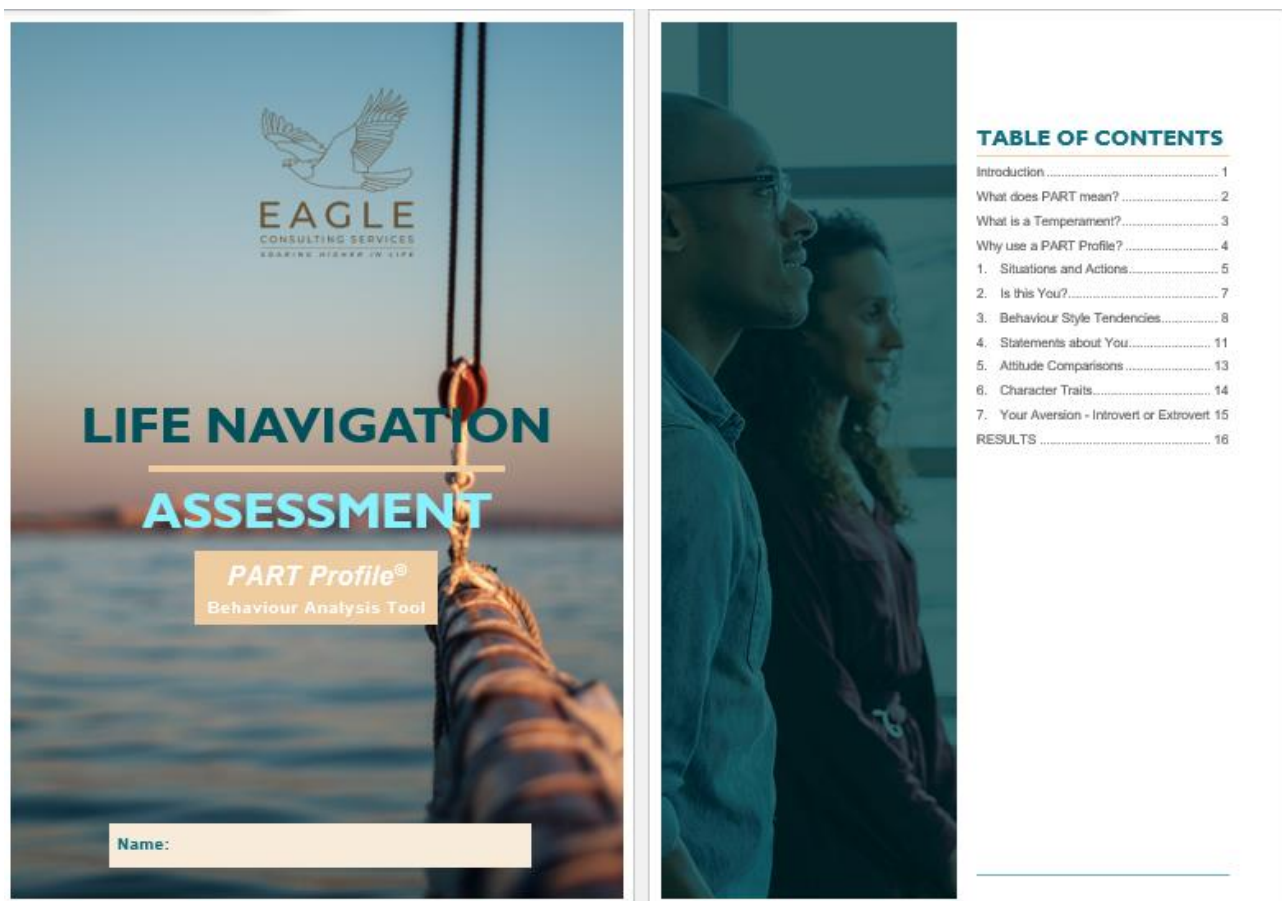
## Why Learn About Temperaments and Personality?

Every day, you have to interact with yourself as well as other people in your family, work, and romantic relationships. Each of them has a unique personality.

People are different, and it can be challenging to understand other perspectives because you see the world through the lens of your own particular personality.

Although behaviour styles and personality types differences can be frustrating, they are important. Throughout life, if you have a good grasp of each personality type, you will be better equipped to cooperate in society by solving many kinds of problems together, through these diverse personality types.

Through this Assessment, you can learn to understand yourself and others better, and to more effectively cooperate with other people.



The image shows the cover of the 'Life Navigation Assessment' and its table of contents. The cover features the Eagle Consulting Services logo, the title 'LIFE NAVIGATION ASSESSMENT', and 'PART Profile® Behaviour Analysis Tool'. A 'Name:' field is visible at the bottom. The table of contents lists the following sections and page numbers:

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## Who should take a Life Navigation Assessment?

Anyone who is interested in improving their understanding of themselves or their ability to work with other people will find the information presented in this assessment and coaching incredibly valuable and practical.

The assessment takes about **20-30 minutes** to undertake and based upon your responses to the **250 questions**, Dr Rob will provide you with a **60 page report**. The report is densely-packed featuring a balanced combination of theory and narrative. It has been designed for those looking to learn about personality without spending tens of hours on research. It is a practical and easy to understand personalised report.

The **60 page Life Navigation Report - PART Profile©** is highly validated and takes out the guess work in improving the teams effectiveness and performance.



The report reveals your actual style and adapted style, your strengths and weaknesses, and ways to manage your communication strategies and relationships.

This **Life Navigation Report is a toolkit for operating in the world**, in your intimate relationships, and in your business relationships. You will find more information here than you would find in the typical full-scale one semester personality course.

**PLUS**, you not only get the **REPORT**, you also get **2 Coaching Sessions** with Dr Rob taking you through the Report and Coaching you personally to NAVIGATE your life onward to success and how to communicate more effectively.

*“But they that wait upon the LORD shall renew their strength;  
they shall mount up with wings as eagles; they shall run,  
and not be weary; and they shall walk, and not faint.”*

- Isaiah 40:31

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## PART 2 - EXAMINATION

### YOUR ADAPTED AND ACTUAL STYLE

Your **Adapted Work Style** indicates you tend to use the behavioral traits of the following style/s in your selected work focus.

**TRAP**

Your **Actual Work Style** indicates that you naturally tend to use the behavioral traits of the following style/s.

**TRPA**

Your **Adapted Work Style** is your graph displayed on the left. It is your perception of the behavioral tendencies you think you should use in your selected focus (work, social or family). This graph may change when you change roles or situations.

The graph on the right is your **Actual Work Style** and indicates the intensity of your instinctive behaviors and motivations. It is often a better indicator of the "real you" and your "knee jerk" instinctive behaviors. This is how you act when you feel comfortable in your home environment and are not attempting to impress. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.

| Style             | Adapted (%) | Actual (%) |
|-------------------|-------------|------------|
| People Lover      | 51%         | 52%        |
| Reserved Listener | 52%         | 38%        |
| Alpha Leader      | 70%         | 57%        |
| Thinking Learner  | 85%         | 83%        |

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If you have scores under 10 or over 90, these are extended scores where the behavior becomes a need. If expressing that behavior isn't possible, you'll likely create situations where that behavioral need can be met.

If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your **Adapted Style** is different from your **Actual Style**, this may cause stress if over a long period of time. You are then using behaviors that are not as comfortable or natural for you.

The higher or lower each **PART** point is on your graph, the greater or lesser your behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

Consider the radar chart below to compare your Adapted and Actual Styles.

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### WHAT IS A TR LIKE?

The **Thinking Learner/Reserved Listener (TR)** person usually appears **quiet but friendly** and caring. Although they are very private people, it quickly becomes apparent that they have rich and **complex internal lives**.

Because they are so **complicated** themselves, they can **effortlessly understand** others, including very troubled individuals whom everyone avoids.

**TRs** aren't natural leaders but can be **very influential**. Unlike some other personality types, they influence others in a very unobtrusive manner. It's as if they are quietly working from behind the scenes exerting their influence over others.

**TRs** are concerned about matters of morality and often ponder ethical issues. When making a decision, they **check their internal moral compass first** and then choose according to their values.

### WHAT IS THE DIFFERENCE WITH A TR AND RT?

Because their personality portraits look so similar, many **TRs** are confused about their type. While the most obvious difference is their cognitive function – introverted intuitive thinking with abstract ideas (**TR**) and introverted people who think in terms of concrete facts (**RT**).

#### What do they have in Common?

They are both are:

- conscientious and diligent people who work hard and pay attention to detail.
- quiet and serious** – they like to spend their time alone or with a few close friends.
- are **gentle**; they don't initiate fights and don't feel like they have to prove anything to anyone.
- sensitive** people who are capable of experiencing strong emotions.
- caring** people who are dedicated to **helping and supporting** others.
- focused on **high standards** for everything and **strive** to be the **best** at what they do.
- people who **prefer a comfortably predictable** lifestyle that allows for planning and organization.
- people who take their **commitments seriously** and do things the old-fashioned way.
- people who **enjoy routine and structure**.
- people who like to live in a **well-organized home**.
- loyal** people who treat others the way they would like to be treated.
- devoted** people who are out there looking for ways to **serve others**.

Sample pages from a Report

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### WHAT MAKES YOU TICK?

What motivates Counselors to grow, find strategies they might follow, and perspectives they need to aid the process? Counselors find motivation from five closely related but distinct components of their personalities.

**Motivation:**

- Self-esteem** speaks to Counselors' sense of worth. It is measured by the degree of value they feel they offer to their world or community.
- Self-respect** speaks to how much they like themselves. If they were sitting across the table from themselves having coffee, would they like them based on what they've done with their lives? Would they want a second meeting?
- Self-confidence** is the energy source that moves Counselors forward in life. When they feel that their actions reflect their genuine nature and are true to their understanding of the world, that sense of honesty fuels their enthusiasm and their certainty. Tying their actions to that which they see as authentic helps them burst forth with positive energy.
- Self-evolution** is the path Counselors take to develop themselves and to grow. In an almost circular way, their growth comes from exploring growth both for themselves and others. From a Counselor's perspective, everyone is teeming with potential, and growth comes from tapping into, expanding, and nurturing that potential.
- Self-responsibility** is Counselors' ability to take credit and responsibility for their decisions and the results of those decisions. When they have a balanced sense of self-responsibility, they can accurately separate what outcomes they are responsible for and what falls on the shoulders of others. In other words, they have a more accurate idea of which things they control and which they don't.

The **first three** of the five components above – self-esteem, self-respect, and self-confidence – involve more **inward self-assessment and awareness**.

The **latter two**, self-evolution and self-responsibility, involve **outward expressions**, with an eye toward strategy and Counselors' more active response to their world.

A proper balance of all five aspects is both the cause and the result of a successful and fulfilling life. But any one of the aspects going off-kilter can create difficulties.

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### UNDERSTANDING YOUR BEHAVIOUR STYLE

**Other names for a TR**

Many personality researchers expanded on the subject of the 16 personalities and gave each of them their own descriptive names. Here are some alternative names for TR:

- CS (DISC Profile)
- INFJ - Insightful Visionary (Myers-Briggs)
- Counselor - David Keirsey in his book "Please Understand Me"
- Researcher Developer - Linda Berens in her "The Sixteen Personality Types"
- "Creative Wordsmith" - Jonathan P. Niedzwagal in his brain typing theory
- Other names include "Advocate", "Protector", "The Advocate" and "Confidant".

When compared to four classical personality types model, PA is very similar to the Melancholic-Phlegmatic temperament.

**Dimensions of Behavior**

As a TR your four dimensions of behavior are described as follows:

**Orientation: Introverted** - Being introverted means that you find your source of energy within yourself. It means that you are a private person who gets energized by spending time alone or with a small group of close friends. You are contemplative, introspective, and reserved. It means that you tend to focus on your thoughts and prefer quiet surroundings, and are thoughtful, reserved, independent and focused.

**Outlook: Abstract** - You have the ability to see possibilities and connections between things that aren't immediately obvious to everyone. You are fascinated by the world of ideas and love to discover the connections between various concepts and realities. It also means that you prefer to deal with ideas and concepts rather than just facts and details because you are intuitive, innovative, forward thinking, imaginative and theoretical.

**Operation: Feeling** - Having a feeling preference means that you focus on relationships with other people. You listen to your gut feelings and prioritize relationships with other people. You are generally compassionate, sympathetic, heart-oriented, and easily moved. When taking a decision, you take into consideration the emotions and feelings of others as well as your own gut feelings. Your energy is directed outward to serve others. All your decisions are made after considering their impact on other people's feelings.

**Options: Certainty** - Having a desire for certainty means you like structure and organization and prefer to plan things in advance rather than to act on an impulse and spontaneity. You are predisposed to traditional and planning-oriented choices and activities. This means you prefer to plan things in advance because you want to know what to expect, and are organized, determined, dedicated and decisive.

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### Harnessing your key Strengths

Just like the wind in the sail of a ship, you have strengths that will propel you along in your journey. Some of the key strengths are listed here.

**Creative** - Counselors (TRs) aren't exactly like everyone else – and that's a wonderful thing. People with this personality type embrace their creative side, always on the lookout for opportunities to express themselves and think outside the box.

**Insightful** - These personalities know all too well that appearances can be misleading. Counselors strive to move beyond superficiality and seek out the deeper truths in life. This can give them an almost uncanny ability to understand people's true motivations, feelings, and needs.

**Principled** - Counselors tend to have strong beliefs and values, particularly when it comes to matters of ethics. When Counselors talk about topics close to their heart, their conviction and heartfelt idealism can inspire and persuade even the steamiest of skeptics.

**Passionate** - Counselors crave a sense of purpose in life. Rather than living an autopilot or sticking to the status quo, they want to chase after their ideals. This isn't a personality type that dies away from big dreams – in fact, Counselors are energized and impassioned by the beauty of their visions for the future.

**Altruistic** - People with this personality type aren't happy to succeed at another person's expense. They are warm and friendly people that inspire others with their positive example. Counselors want to use their strengths for the greater good, and they rarely lose sight of how their words and actions might affect others. In their heart of hearts, they want to make the world a better place, starting with the people around them.

**Natural Advocate** - TRs are natural Counselors, healers and mentors, called into action by their instinctive ability to see beneath the surface of the facades that human beings routinely don. They are compassionate peacekeepers, and their astounding ability to help heal the rifts that divide people of good conscience can seem like a divine gift sent from a higher power.

**Emotional literacy** - Even when it's far from obvious, Counselors can often perceive how others are feeling. From the outside, this might look like mind-reading. But in truth, it's a combination of self-reflection and radical compassion that helps Counselors understand others' emotional states.

**Desire to Serve** - Counselors don't use their people skills to manipulate others. Instead, they aim to nurture genuine connections with the people they encounter. Moreover, many Counselors feel called to serve others however they can.

**Creators at work** - Profoundly creative, Counselors are always on the hunt for inspiration. Whether or not they take up artistic pursuits, these types tend to enjoy self-expression and self-expression.

Sample pages from a Report

# How will this Assessment help You?

1. Discover the implicit strengths and weaknesses in your personality and how they can be leveraged to thrive in the world.
2. Improve your ability to deal with and understand those around you who have different personalities.
3. Understand how negative emotion relates to personality, how your personality can predispose you to disorders such as depression and anxiety, and what you can do to mitigate it.
4. Learn valuable insights that can improve many aspects of your life from your work to your personal development, leadership, career, relationships and parenthood.

## Why get a Life Coach?

You may not have thought about coaching in the Bible. But, there are many examples of one leader guiding or mentoring another in ways similar to what coaches do for others today. Jethro taught Moses to delegate his leadership responsibilities. (Exodus 18:13-26). Paul gave church planting coaching to Timothy. (1 Tim. 3:1-7).

When executives, CEOs, and performing artists want to be their best, they employ a coach. We can all benefit the same way. An experienced coach can help you overcome your challenges and achieve better results faster and with less effort than doing it all yourself. One conversation with a good coach might save you a year of frustration, or be the difference between your life crashing and your life soaring.

## Overview of Services from Dr Rob

### Life Coaching

Helping you find your purpose and **reach your potential** in life, inspiring you to be your best self and **achieve more** than you could ever imagine.

### Church Consulting

**CHAT (Church Health Assessment Tool) & 4C Leadership®** is a flexible model of Consulting where Dr Rob can quickly **help churches and pastors** identify the areas where they need help, and create a plan to consistently **move forward** faster.

### Business Coaching

Legal and **policy compliance** checks, business plan strategies, staff training, goal setting, **leadership direction** and project management.

### Retreats & Workshops

Our Reset and Renew Retreats & Workshops are designed with simplicity in mind to create experiences unlike any other retreat out there. This is all about **fun, learning and transformational growth** in life, marriage and leadership.

### Counselling

Over 35 years counselling experience, **specialising in personal, emotional, trauma, grief, marriage, couples, family and mental health** counselling.

### Israel Tours

We provide small group and large group tours of Holy Land visiting **over 100 biblical sites**. Offering 8 and 14 day tours with historical and practical **Bible teaching** by Dr Rob leaving you with life changing **faith lessons**.

## Eagle Consulting Services Information

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|-----------------|---|
| <b>Contact</b>  | <b>Dr. Robert Bakss</b> (CEO/Managing Director) |
| <b>Phone</b>    | <b>0467 233 685</b>                             |
| <b>Email</b>    | <b>admin@eaglecs.com.au</b>                     |
| <b>Address</b>  | PO Box 3243 Red Hill Rockhampton, QLD 4700      |
| <b>Website</b>  | www.eaglecs.com.au                              |
| <b>Facebook</b> | Eagle Consulting Services and Robert Bakss      |

