

OWNERS MANUAL SERIES - VOLUME 1

CELEBRATE YOU



LYNDA-ROSS VEGA
GARY M. JORDAN, PhD.



Praise for **Celebrate You**

"I was amazed how the assessment "nailed me" and at the depth at which it did. The depth of information and its accuracy was well worth the time, effort, and expense."

---Tom W., Oil and Gas Investments

"The level of detail and the depth of understanding from obtaining my Perceptual Style results are far better – and more immediately useful – than other tests I have taken. The difference is quite simply, off the charts."

---Flo B., Attorney

"I clearly remember two "wow" moments in my experience with this program. The first one happened the day our assessment results were delivered. All of the managers who had participated were gathered in a large meeting room. Our results were given to each of us and we were then grouped around the room by our matching patterns. I remember noticing the people in my group were the folks I got along with best. When the presenter started talking about our group, his descriptions were hitting really too close to home for me to ignore. When he said "You were the people who sat in classrooms throughout high school and thought you knew more than the teacher!", it was my "wow" moment. I had never shared that thought with another living soul but had believed that through most of school. It was like this guy was reading my mind. Suddenly, I decided I better not discount this program. You had my attention."

---Eric D., Chief Administrative Officer

"*Celebrate You* provided important insights into who I really am, which became important pieces of the journey for quieting my internal critical parent and behaving accordingly....the "wow" moment I experienced was realizing we win on our strengths. Be aware of the weakness, but don't focus on it because it is frustrating and self-defeating. In my executive recruiting days, I heard you can't teach a pig to sing: it frustrates the teacher and irritates the pig".

---Jonathan C., Sales and Public relations

"*Celebrate You* was more valuable than DiSC, Myers-Briggs, or Birkman because it is more immediately and easily accessible."

---Jim C., Communications Manager



Owner's Manual

Volume 1: Celebrate You

ACTIVITY Perceptual Style

**Lynda-Ross Vega
and
Gary M. Jordan, Ph.D.**

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**Dedicated to
Celebrating Who You Are**

and to our families and friends who celebrate with us



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Welcome!

Life is too short not to enjoy it fully.

There are probably people lining up to tell you what you should do better and that if you only try harder you can improve and find enjoyment and happiness. While doing your best and striving to improve are admirable goals, the trick is to make sure you are focused on your natural gifts and talents.....not someone else's.

So how do you know what your natural gifts and talents are?

Answering this question is the basis of our work and the catalyst for over 30 years of research and development of programs for people just like you. **Helping you to identify and use your natural gifts and talents is the primary goal of this action guide and all of the programs we offer.**

The first step is to understand how you fit in the world, how you perceive the world and how that perception influences your actions. That's what **Celebrate You** is all about – exploring and claiming the unique aspects of your perception. As you do so, your innate skills and potential will expand into **Your Talent Advantage** – your own unique expression of your natural gifts.

This action guide is organized into sections that provide information about specific aspects of the way you see the world followed by questions designed to help you apply the information. Once you start reading, you may want to rush to the end – there's so much great information. We encourage you to **take the time to reflect on each section** and consider the questions presented – your experience will be richer and more meaningful.

We are so pleased you have chosen to take this journey with us. You will learn new things about yourself, validate things you innately know are true, and gain real excitement about who you are and what your potential truly is.

To Your Success!

A handwritten signature in black ink, appearing to read "Lynda-Ross and Gary".

Lynda-Ross and Gary



Introduction to Celebrate You

Your journey to claiming your strengths and fully realizing **Your Talent Advantage** begins with **Celebrate You**, a discovery process focused on helping you to:

- * understand your comprehensive view of the world and your part in it,
- * know what you are really, really good at,
- * be acknowledged and appreciated for who you are, and
- * feel confident about **Your Talent Advantage** – your own unique expression of your natural gifts.

The key to understanding yourself is to understand your **Perceptual Style**.

Perceptual Style is the way you take in information through your five senses and make that information meaningful to you.

Your **Perceptual Style** acts as a filter between sensation and understanding. It is at the core of who you are, and it impacts your values, your beliefs, your feelings, and your psychology.

You have one of six unique **Perceptual Styles**. The decisions you make, the actions you take, and the directions you choose are all influenced by your **Perceptual Style** because it defines reality for you.

The six **Perceptual Styles** are:

- * **Activity** – People with the **Activity Perceptual Style** jump into life with both feet. They fully engage with the confidence that the details will sort themselves out.

Direction, ideas, and pursuits emerge as the result of constant action and involvement with others and their surroundings.

They engage until some new possibility or interest emerges to capture their attention.

They cultivate extensive networks of friends and associates.

- * **Adjustments** – People with the **Adjustments Perceptual Style** see the world as an objective reality that can be known if they take the time to gather complete information about its intricacies and complexities.

They pursue the acquisition and application of knowledge as the basis for their life experience.

They enjoy sharing their knowledge with others and gathering new information from research or conversation.

They have a strong sense of diplomacy and project a calm certainty.

- * **Flow** – People with the **Flow Perceptual Style** are instinctive advocates for the natural rhythms of life.

They see the complex connectivity among seemingly unrelated people, environments, and situations.

They intuitively integrate and harmonize their actions within a broadly defined community that provides them and others with a sense of belonging.

They honor the continuity between past, present, and future.

- * **Goals** – People with the **Goals Perceptual Style** stride through life focused on the accomplishment of specific results and well-defined objectives.

They experience a sense of urgency and clarity of purpose.

They believe achievement is primary and method or process secondary – the end justifies the means.

They evaluate all activities based on possible contribution towards the achievement of the results they expect.

They thrive on competition and believe that life is a constant competition with winners and losers.

* **Methods** – People with the **Methods Perceptual Style** approach life in a practical, matter-of-fact manner.

They focus on how things need to be done.

They believe that ordered processes, properly followed, will produce the desired results.

They will discern the best process or technique to apply to any specific situation in order to produce reliable, repeatable outcomes.

They impose order and they believe that everyone prefers to use well known and proven methods.

* **Vision** – People with the **Vision Perceptual Style** approach life as a singular experience, a journey toward the future.

They face the realities of a situation with serious intent and with an optimistic perspective that a solution will be found and confidence that if one is not, there are always other alternatives to explore.

They intuitively see new directions and actions are taken or dropped opportunistically based on a sense of future possibilities and potential.

They are highly persuasive and easily convince others to follow their vision.

All six **Perceptual Styles** provide distinctly different experiences of the world. These differences result in a profound psychological and perceptual diversity that is *the most important diversity* there is.

The six **Perceptual Styles** together describe the total range of perceptual reality. However, individually, each **Perceptual Style** has access to only 1/6 of the total.

Everyone has one **Perceptual Style** that is innate and unchanging.

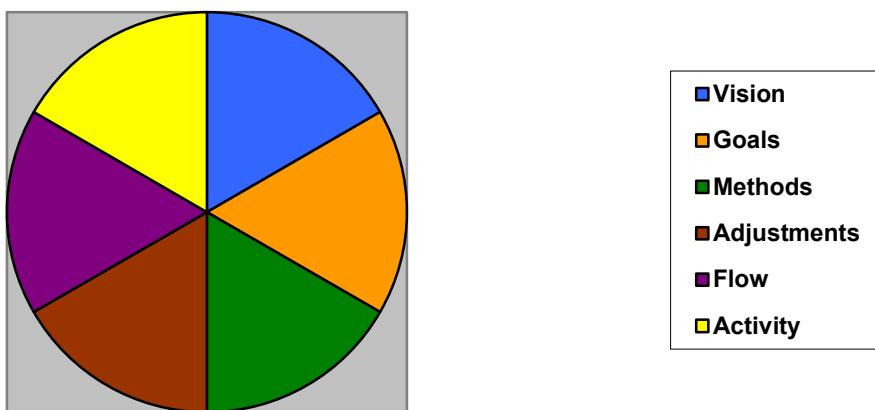
All six **Perceptual Styles** are evenly distributed in the world, there is no difference in regards to culture, race, gender, or age, and all six have unique strengths and challenges.

The **Perceptual Styles** are displayed in a circle to graphically show the relationships between them.

Although all six are psychologically unique, each **Perceptual Style** shares some similarities with neighboring styles.

Each is also attracted and repelled by its opposite style, and each finds the "one-off styles" somewhat puzzling.

The Perceptual Style Wheel



The **Perceptual Style Assessment (PSA)** you completed measures which of the six **Perceptual Styles** describes the way you see the world.

In the following sections you will discover the depth and richness of your Perceptual Style.

As you read about how your **Perceptual Style** shapes your approach to diverse aspects of your life, you will identify skills you do so easily that you assume everyone can do them as easily as you, but that's not the case. They are unique to your **Perceptual Style**!

You will also identify skills that seem new to you. These are skills for which you have an innate capacity because of your **Perceptual Style**, you just may not have had a reason to use them yet.

You will find that much of the **Perceptual Style** description fits you comfortably; it will validate your perceptual experience.

You will gain pride and confidence in the skills you can readily claim, and identify those skills that provide new possibilities for you.

Let's begin!



**Owner's Manual
Volume 1: Celebrate You**

**Your Perceptual Style is
Activity**



Activity Perceptual Experience

Each of the six **Perceptual Styles** understands and experiences the world in fundamentally different ways. To understand yourself you must understand the nature of your experience.

With the **Activity Perceptual Style** you perceive the world as a dynamic and exciting experience that is enriched by a personal network of family, friends, and acquaintances. You are a very active person, always doing something. Your friends comment that you seem to always be in motion – thinking, doing, or being. Because patterns and connections are constantly changing, you know that you cannot absorb the full richness of life unless you are engaged and participating in it. You find observation and analysis dull and boring, and there is too much to do, see, and experience to waste time on that.

Your world is a complex one in which nothing is static. The pieces are always reconnecting into new patterns and relationships. You have an intense fascination with things that captivate your imagination, but you are just as intensely fascinated by the next thing that comes along and grabs you. Because of this you have been accused of skimming the surface and being unable to commit to one thing. From your perspective you have remained consistently focused on the shifting context around you. Not to shift with it would be to disconnect from life.

The networks and groups that you are constantly creating, refining, and cross-connecting serve as sources of validation for you. You thrive on positive feedback from those around you and actively seek to be at the center of things. You are sensitive to how people are reacting and responding to your behavior. You use direct and non-verbal feedback as a guide for your actions as well as to check that others see things as you do and that what you are doing correctly fits the current situation.

You bring energy and vitality to your activities and are often instrumental in getting things started. You believe that life should be fun as well as productive. Your ability to see how things fit together makes you capable of implementing new projects and bringing plans to life. When tasks require attention to lots of details, in-depth analysis, or become repetitive and routine you get bored. You will abandon anything that bores you as quickly as you started it. When this happens in a group setting, the group will suddenly discover that you have wandered off in search of other groups or activities that are more interesting and energizing.