

Tony's Blueprint

Outdoor activities;	Beauty
Renew/re-energize	

Engage in sports		
Being Adventurous	Taking Risks	Follow-through
Adventure	Operate your own business	Orderly
Play games of strategy	Plan/Strategize	
	Assertive	
	Doer	
Enthusiastic	Initiate Change	
Activities that have an edge to them		

Personal Growth

Challenging Problems
Observant
Analyze
Analytical
Research
Evaluate/diagnose
Use logic to solve problems

Friendships	Relationships
Communicate	Meet people from other countries/cultures
Sell	
Negotiate	Conceptualize
Mediate	Originality
Give speeches/presentations, debate	Intuition
Encourage people to be successful	Counsel people with personal problems
Help people to improve their lives	

Persistent	Patient	Dependable	Sincere	Tolerant
Qualities that I bring to any endeavor				

Key
 Yellow-**Realistic** (People who like to use hands/are physical)
 Orange-**Investigative** (People who like ideas-inquiry/scientific)
 Pink-**Artistic** (People who are creative/unstructured)
 Purple-**Social** (People who like interacting with people helping/teaching)
 Blue-**Enterprising** (People who like influencing people selling/managing)
 Green-**Conventional** (People who like data/organization/follow-through)
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Tom's Blueprint
 R=5, I=7, A=4, S=11,
 E=10, C=3



This case study illustrates how a client used his Touchstones to evaluate a career path. By understanding his Touchstones, he was able to understand why his first career choice was unfulfilling. He was also better equipped to evaluate his current career as well as a new one he was considering.

Tony was in his early thirties when he completed his VISTA Blueprint. He was considering his third career move and wanted to see if it made sense, based on his abilities and personality.

Tony graduated with a degree in Computer Science. He worked in that field as a programmer for a few years, but it wasn't fulfilling to him.

In the center of Tony's Blueprint are:

I-Observant-S
I-Analyze-S
I-Analytical-T
I-Research-S
I-Evaluate/diagnose-S

Tony acknowledged this narrow Investigative band in his work as a computer programmer; however, he felt there were many aspects of his personality that were not fully expressed in his first career.

Leaving the career as a computer programmer, Tony made a complete shift to become a mortgage broker. He found this suited his identity much better. Being a mortgage broker still allowed him to use the research and analytical side of his personality. After approximately five years, he was considering a third career, going to graduate school to become a psychologist.

On the surface, it wouldn't appear that a mortgage broker and a psychologist would have much in common as careers. As Tony reviewed his Blueprint, he realized that not only did both careers have a lot in common, both were extremely compatible with his identity. In both careers, he would continue to use the investigative abilities he used as a programmer.

What was missing for Tony as a computer programmer could be met with these two careers. One of Tony's Touchstones was to have an edge to his life. He liked E-Taking risks-V, and to E-Initiate Change-V, and E-Operating your own business-I. In addition, Tony had a Touchstone that would allow him to help people. He liked to S-Communicate-S, be involved in S-Relationships-V, and to S-Counsel-I and S-Encourage people to be successful-I.

As a mortgage broker, Tony specialized in first-time homebuyers. He saw his job as one of counseling young couples to realize their dreams by having a home. He envisioned his role as a psychologist to be very similar; helping people overcome their problems to fulfill their dreams. With his Blueprint in hand, Tony decided to research psychology graduate programs. He felt confident that either staying where he was or returning to school would both be rewarding choices.

Tony did what many college students do when trying to select a career. He chose a first-time career that fulfilled only one aspect of his identity. He failed to understand the importance to him of helping people and of taking risks. As a college student, he didn't know what careers would incorporate all the aspects of his personality. When he actually got out in the world, he realized the career he had chosen wasn't meeting his needs.

Tony's story illustrates how identifying Touchstones prepares you to reinvent yourself. By identifying his Touchstones, Tony realized that he could find satisfaction by staying in his occupation of mortgage broker, or he could reinvent himself around his Touchstones to become a psychologist.

In addition, this story demonstrates that there are many occupations and activities that will allow you to express some aspect of your personality, but it may be challenging to select activities or occupations that encompass all your criteria. The key is to get a perspective broad enough to identify the criteria you need to feel satisfaction. Touchstones identified through the VISTA Blueprint provide that perspective. In some instances the new found awareness of our Touchstones can lead us to accept that we have chosen a good career, and we can explore other avenues that will meet our needs outside of work such as volunteering if we have a strong need to help people.