

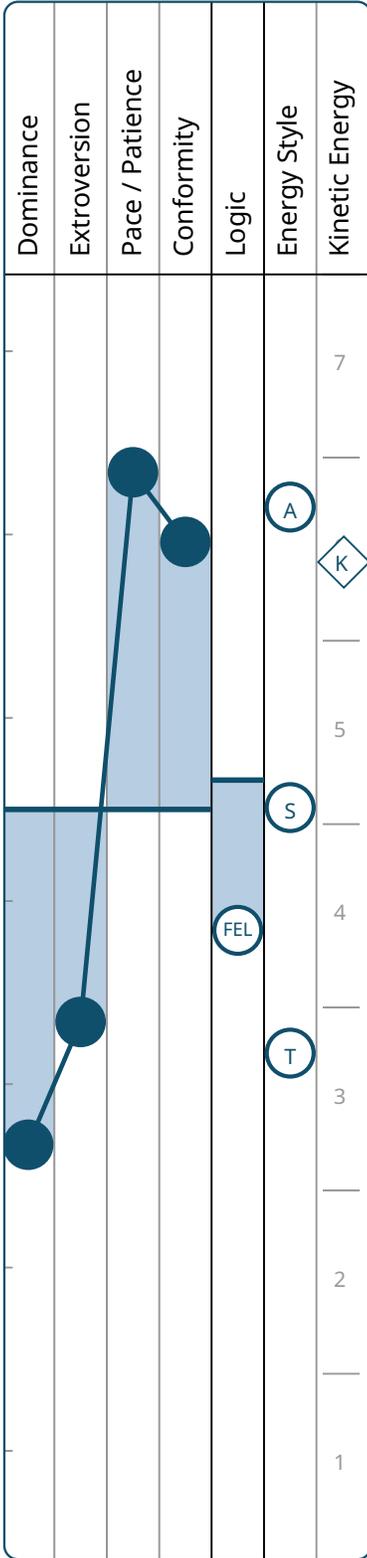
ProScan

This Personal Dynamics is specifically prepared for:

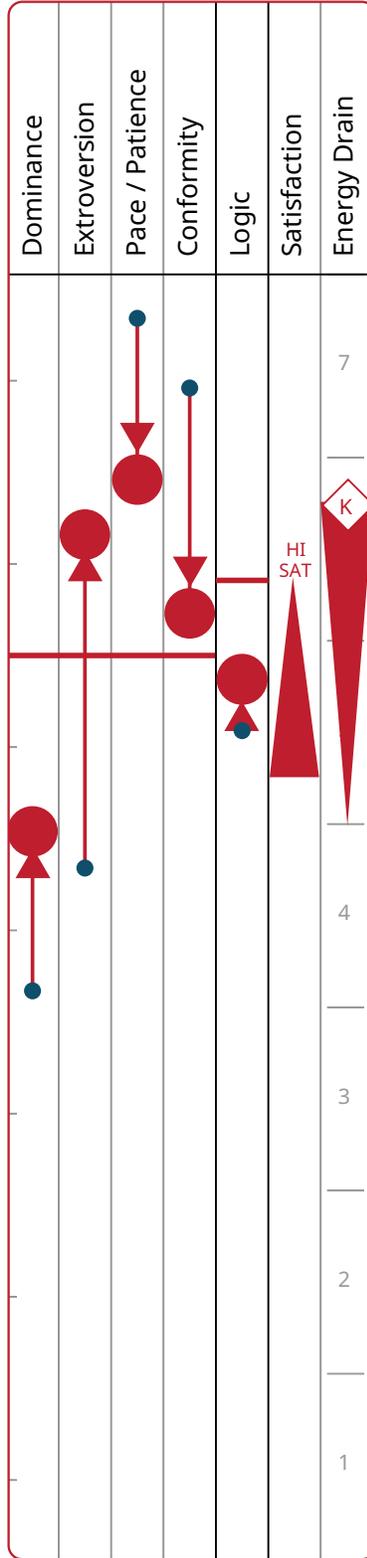
C.C. Sample

PDP Client Platinum Test
Client Platinum Street
CPville, CO 80125
719-222-2222
client_platinum@client.com

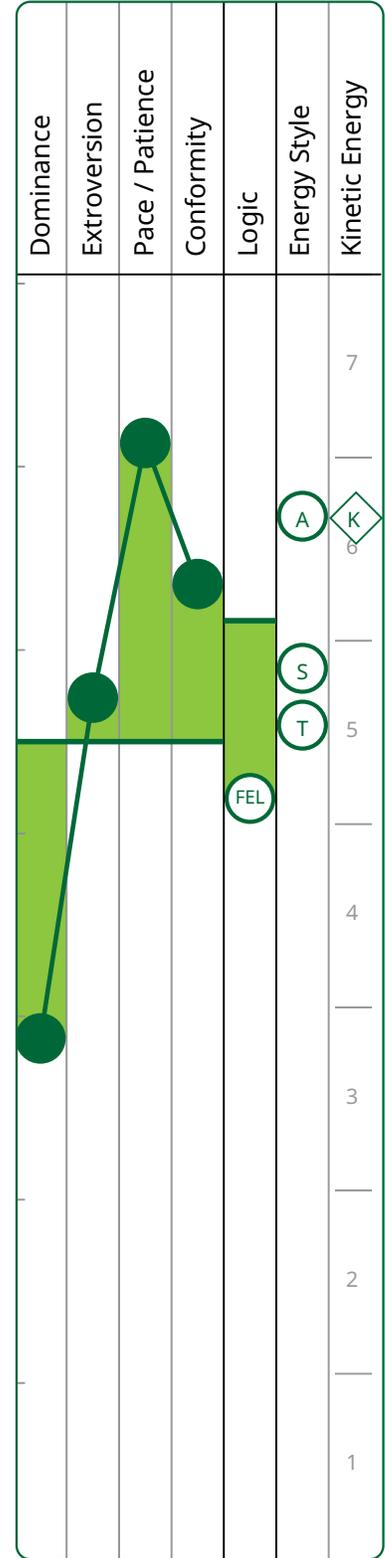
Basic / Natural Self



Priority Environment



Outward Self

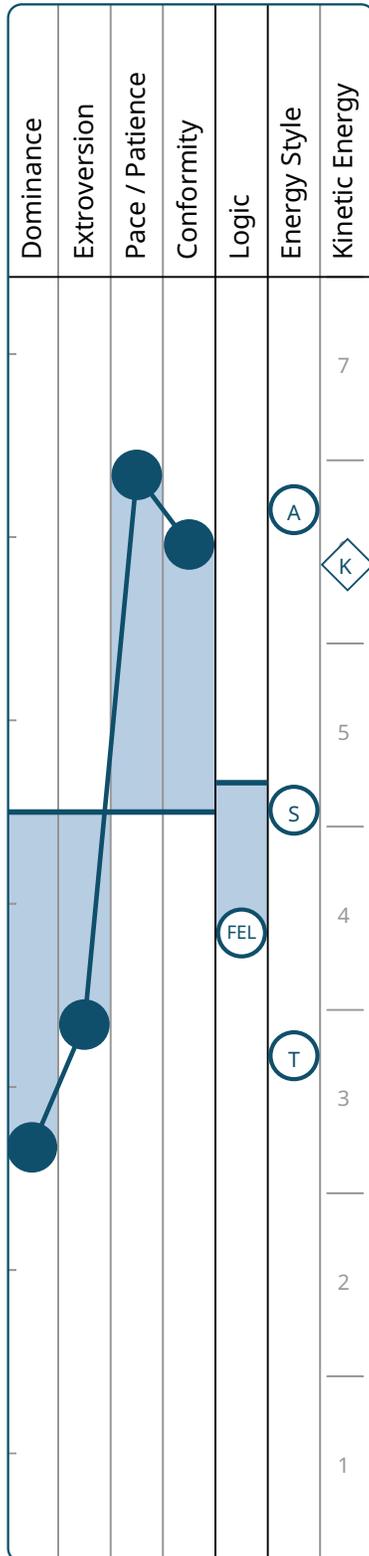


Basic / Natural Self

The way you would function if there were no outside pressures for adjustment.

Dominance Take-charge Trait	Extroversion People Trait	Pace Patience Trait	Conformity Systems Trait	Logic Decision Basis	Energy Style T A S	Energy Level Kinetic		
Intimidating Bold Forceful Abrasive Commanding Fearless Daring Demanding	Overwhelming Flamboyant Verbose Promoter Convincing Gregarious Pleaser Effusive	Resist change Unhurried Determined Tenacious Deliberate Persistent Avoid conflict Resilient	Judgmental Perfectionistic Uncompromising Exacting Meticulous Vigilant Strict Orthodox	Fact/Analytical Rely on established theory	A	Zone 7 An awesome energy force - can conquer almost any goal or task - have mental/physical power for sustained, complex endeavors		
Authoritative Courageous Direct Visionary Inventive Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivating	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Systematic Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional	Need factual proof		Zone 6 An endless resource of energy - require extensive projects or diverse activities to channel this major force		
Firm Competitive Decisive Definite Assertive Self-assured Innovative Originator	Articulate Optimistic Sociable Responsive Fun-loving Enthusiastic Persuasive Verbal	Constant Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate	Seek uniform fact-finding procedures		Zone 5 Significant capacity for accomplishing tasks - achieve goals with high success - need extra activities to utilize energy		
Certain Confident Curious	Participative Poised Friendly	Easy-going Amiable Pleasant	Structured Careful Orderly	Examine empirical evidence		Zone 4 Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities		
DYNAMETRIC MID-LINE		FLEXIBLE / ADAPTABLE		BALANCED LOGIC				
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense	T	Zone 3 Sufficient energy to meet requirements of today's jobs - focus on tasks - avoid overload		
Collaborative Agreeable Modest Accepting Attentive Helpful Discreet Tolerant	Composed Contemplative Considerate Observant Imaginative Private Selective communicator	Active Spirited Restless Impatient Mobile Dynamic Seek change Lively	Big-picture Independent Avoid detail Free-spirited Flexible Creative Unconventional Individualistic	Use innate intuition and recognition		Zone 2 Capacity to complete tasks that are motive-driven - evaluate goals and focus accordingly - make every move count		
Contributing Obliging Peaceable Gracious Accommodating Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Reflective Unpretentious Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Instantaneous Fast-paced Impulsive	Adventurous Free-thinker Unconstrained Challenge rules Carefree Autonomous Uninhibited Self-governing	Respond instinctively	S	Zone 1 Limited capacity, allocate efforts in order to succeed - identify priority(s) in life - direct efforts toward specific task		
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Reserved Shy Circumspect Skeptical Confidential Guarded Undemonstrative Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Non-detailed Free-wheeling Resistant Controversial Contrary Anti-bureaucratic Adversarial Nonconforming	Rely on initial viewpoint				
Supportive	Reserved	Urgent	Independent	Feeling/Intuition	T	A	S	K

Basic / Natural Self



Introduction

ProScan is a self awareness instrument that will aid in developing better communications, understanding and mutual respect. PDP focuses on the **strengths** of individuals and has proven that when **strengths** are understood and matched with the requirements of a job or situation, positive improvements will result.

Section 1: Basic/Natural Self

The way you function most **naturally** and **efficiently**.

Based on recent research, case studies and a field norming of over 5 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

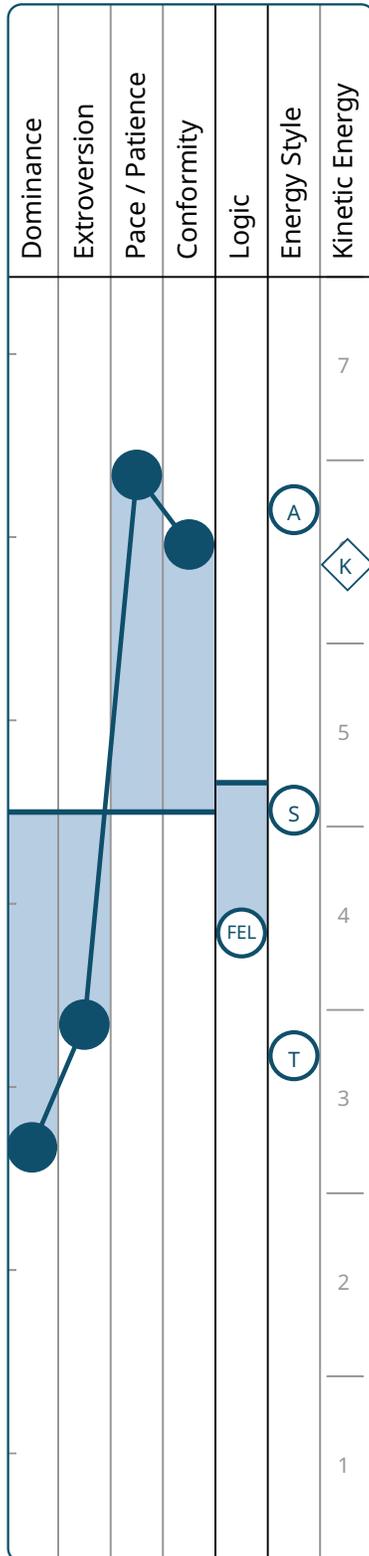
You have indicated by your responses to the ProScan Survey that:

You are dependable, steady and efficient. Dedicated to respected programs and people. You are sincerely cautious and conscientious, wanting things done well.

Able to do repetitive tasks, you usually like a consistent routine. Make every move count. Can be uncomfortable if placed under too much unjustified pressure or confrontational environments.

You are friendly and well accepted by others. A cooperative and peaceful approach is your preference. Do not want yourself or others taken advantage of.

Basic / Natural Self



Further insight into your **Pace** trait, the strongest behavioral trait you have developed, is described as:

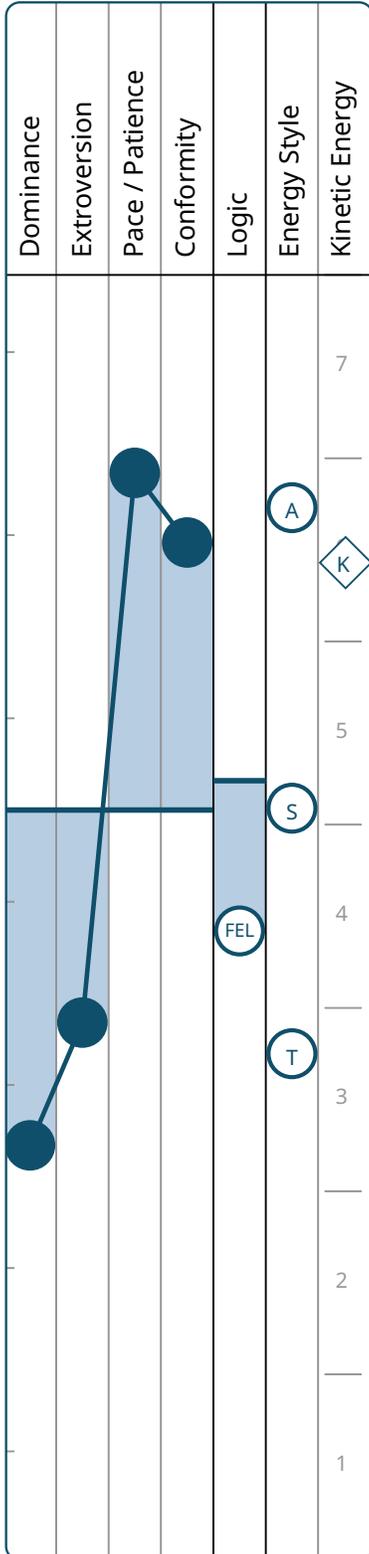
- Cooperative
- Generous
- Unassuming
- Amiable
- Dependable
- Warm
- Sincere
- Very likable
- Tolerant, may hold things within
- Take things in stride, roll with the punches
- Very few enemies
- Good listener
- Almost always strive to be in harmony with the environment
- Approach activities with persistence and willingness for repetitive action if necessary
- Able to accommodate about any justifiable pace
- Rhythmic characteristic often exhibited in sports, music or mechanical activities
- Friendly in an unselfish way
- Probably have a lot of friends
- Cautious about change until change is tested and proven

The **Conformity** trait and its relationship to the above would represent you as being careful, thorough, dependable, conservative and systems oriented. You want to be correct and desire guidelines to work within.

The **Dominance** trait suggests you are supportive, collaborative and modest. You may place importance on security and prefer to work with leadership that has a strong sense of direction and purpose.

The **Extroversion** trait indicates you are a reserved, private and quiet person especially around strangers. The more familiar you become with an individual or group, the higher your comfort level of expressing yourself to them.

Basic / Natural Self



Unique Trait Pairs

Your trait combinations yield these unique characteristics:

Persuasive/Seller

When in charge of people, you prefer to accomplish things through a seller style. A friendly, empathetic, persuasive way of getting help to accomplish the task. (Extroversion over Dominance)

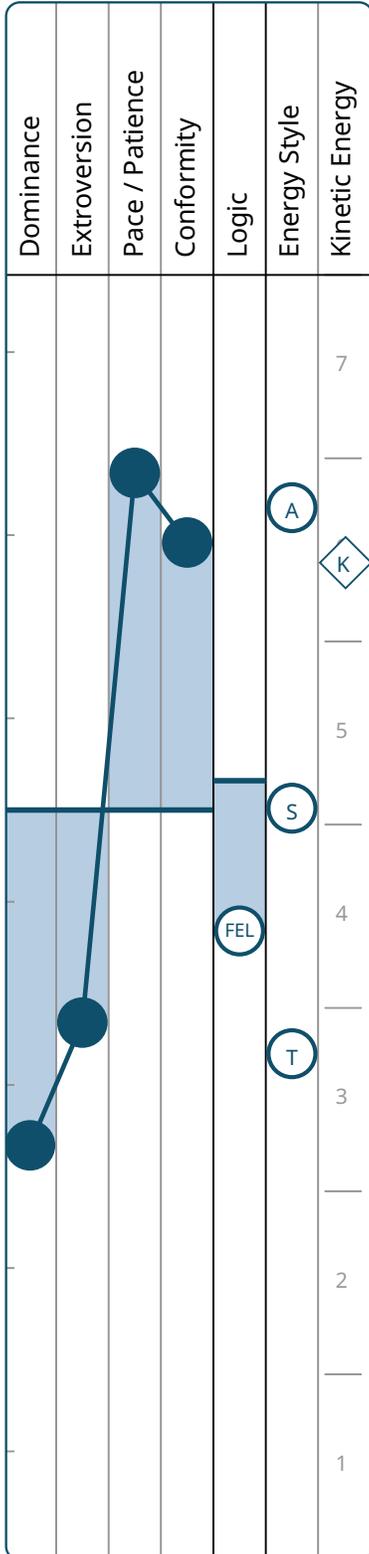
Dependable/Productive

A cooperative disposition. You move at a steady pace, with emphasis on quantity and consistent production flow. (High Pace over High Conformity)

Cautious/Requires proof

Cautious about taking chances. You probably feel that it is your responsibility to point out what could go wrong, or at least be realistic and prepared for the unexpected. A 'show me' attitude, perhaps even skeptical. Sensitive to criticism. (High Conformity over Low Extroversion)

Basic / Natural Self



Logic

Logic determines the mental processes by which decisions are made. There are three Logic styles: **Fact**, **Feeling** or a **Balance** of both.

You naturally base your decisions on:

Feeling

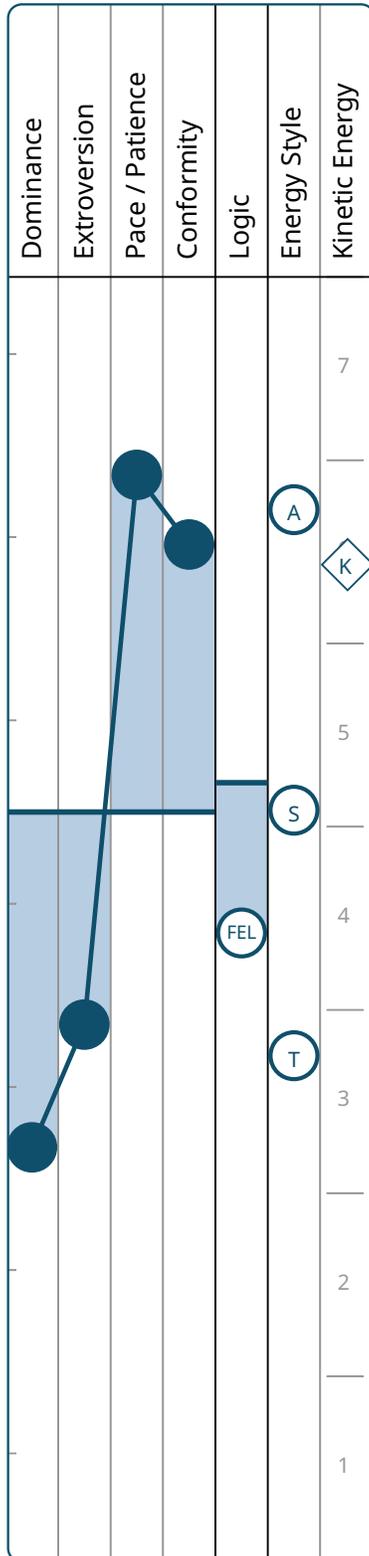
An initial, automatic conclusion based on an inner sense.

You respond instinctively when making a decision. Accept unproven situations in the absence of hard facts.

When in situations involving decisions about new projects and people issues where few hard facts are available, you have a sense of what decision to make.

Feeling style makes valid decisions based on the continual mental recording of information through observations, experiences, reading and listening.

Basic / Natural Self



Energy Styles

Energy Style determines how tasks are approached or how goals are accomplished. There are three Energy Style: **Thrust, Allegiance, and Ste-nacity.**

Your natural or primary style for accomplishing goals is through:

Allegiance

A follow through, supportive style. Dedicated to completing a predetermined project. Sense of connection to a common purpose.

As you consider the style(s) that fits you best it is **important** for you to know that it can be sustained **only** as long as you have the **energy level** to support it.

Kinetic Energy Level

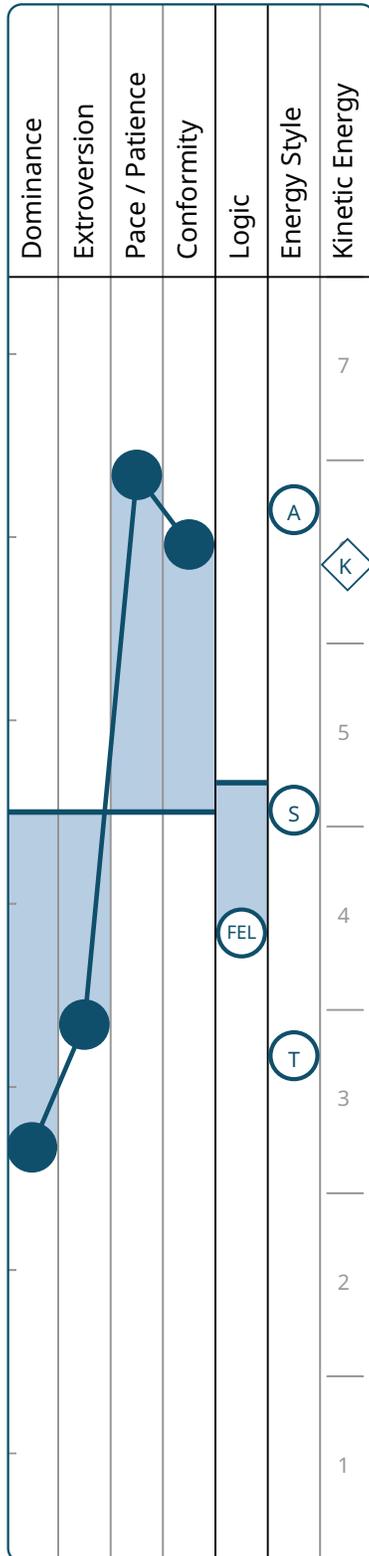
Relates to mental, emotional and physical energy. Think in terms of **capacity, battery or horsepower.** Concentrated use of one type can tire you out and wear you down. Rest, breaks, sleep, vacations or a change of activity can restore energy in varying degrees.

Your natural energy level is in the:

Zone 6

You may be described as having endless energy. It is essential that you have extensive places to direct these energies or diverse ways to channel this major force.

Basic / Natural Self



Communication Style

Your natural communication style is:

Casual/Careful

You are warm, friendly and willing to listen. When in charge of people, a mild persuasive style is natural. Prefer to have harmonious and non-chaotic surroundings with time to get comfortable in a new environment.

When you communicate to others, you:

- Talk in a friendly, easy-going way
- Show patience, accommodation
- Wait for others, circumstances, results
- Hold things within, react calmly

You prefer to have others communicate to you with:

- Time and opportunity to process need for change
- Agreement on agenda, time frame
- Consistent, clear directions, priorities

Leadership Style

Your most effective and natural way to lead is:

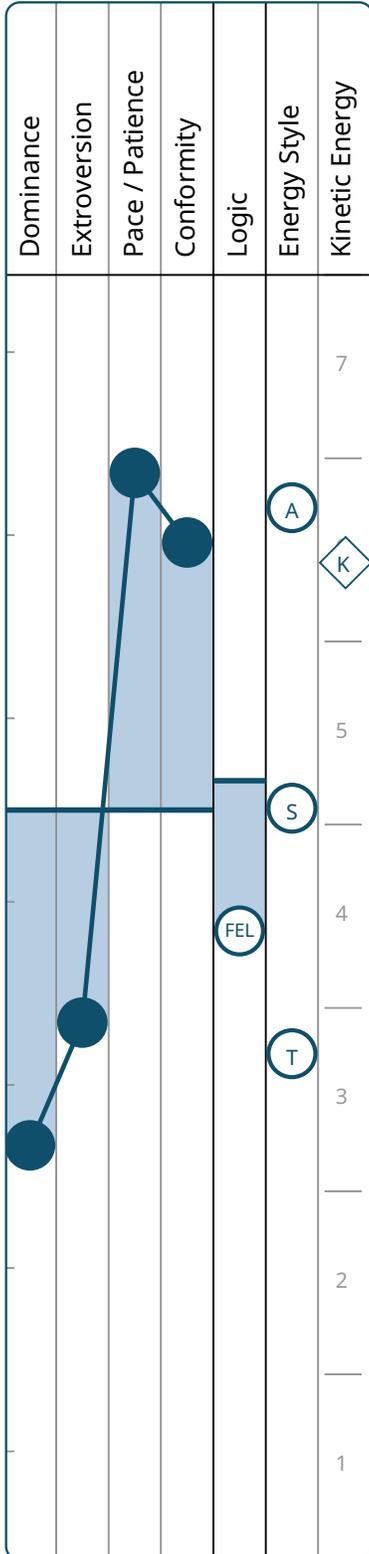
Caretaker/Persistent

You take what comes, adjust as needed then push ahead. Constant observation of everything is a strength, and you probably seek to obtain positions by earning them.

When in a leadership role, you:

- Show dependability and consistency
- Prefer an established pace, but will adjust to reasonable change
- Value promotion based on performance
- Foster stability and harmony, earns respect of others
- Press persistently toward goal

Basic / Natural Self



Backup Style

If you run out of energy, patience, or it just is not worth the effort, your back-up style tends to be:

Avoid conflict

Your back-up style indicates that when all else fails, you may avoid conflict but have a get you later attitude. You may not actually do this, but you at least will feel like it.

Additional extreme responses:

- Avoid conflict and give in to not make a scene
- Reach a bursting point and unload all internally built up offenses
- Resist change

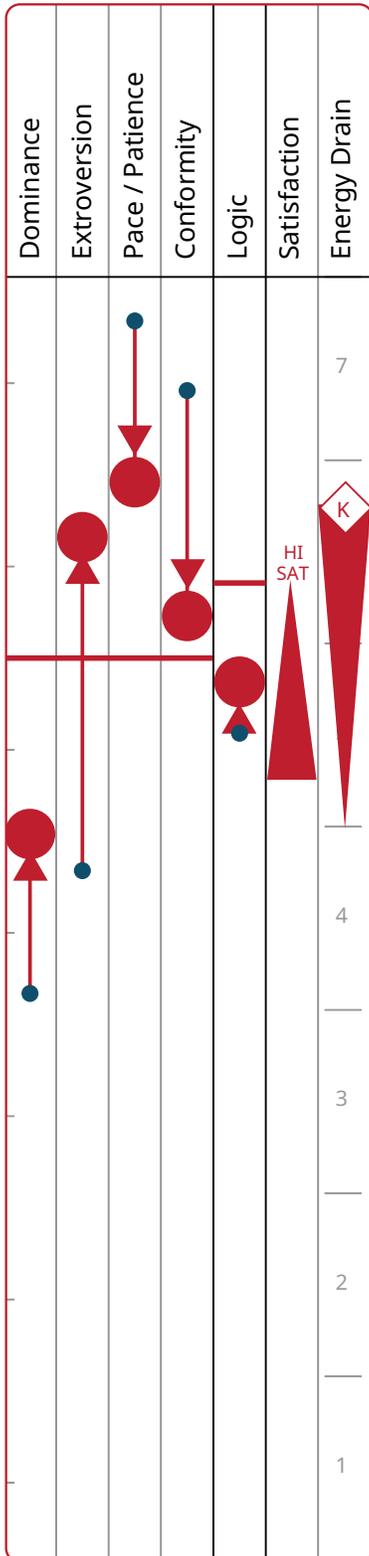
Learned Responses

Learned responses to develop for certain situations:

- Adjust to a sudden or unexpected change of pace
- Voice opinion, stand up for rights, confront with directness and courage

Priority Environment

Section 2: Priority Environment(s)



A measurement of the pressures from important influences (environments) which are taking priority in your life and causing you to feel the need to make adjustments at this time.

Pressures come from one or more of the six major environments: work, social, family, economic, health and beliefs. Efforts to adjust take extra energy, most commonly known as **stress**.

Stress Analysis

Your **adjustments** to Priority Environment(s) are described below. To relate to the amount of energy being expended on each **adjustment**, reference the Data Sheet and note the length of each line for each Priority trait.

You are being forced or are feeling the need to make the following trait adjustments:

Dominance—more controlling

Taking charge, becoming more assertive and forceful. Perhaps placed in a leadership role, or sense the need to take control. May be using more decisive, analytical and problem-solving skills to achieve desired results.

Please identify: Work _____ Non-work _____
What is causing the pressure? How could it be reduced?

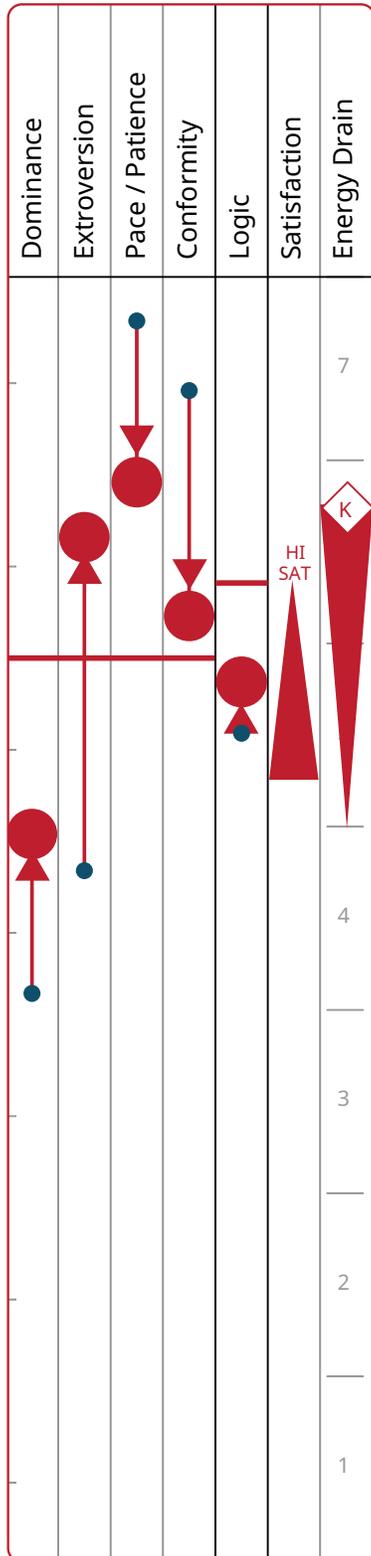
Extroversion—more friendly, empathetic

Being more outgoing and persuasive. May feel the need to develop more relationship and team-building skills. Perhaps an emphasis on social involvement has created the need to be more interactive.

Note: The intensity of this adjustment is very significant as it is creating an **opposite style** from that which is **natural**.

Please identify: Work _____ Non-work _____
What is causing the pressure? How could it be reduced?

Priority Environment



Pace—less patient

Sensing an urgency to accomplish more in less time. May be pushing to get more rapid results. Perhaps internal or external deadlines are not being met, causing a need to move more quickly.

Please identify: Work _____ Non-work _____
What is causing the pressure? How could it be reduced?

Conformity—less detailed

Eliminating or delegating some details. May be taking more risks, asserting independence or breaking away from tradition. Perhaps there is pressure to forego quality to increase production, which may minimize the opportunity to conduct preferred accuracy checks.

Please identify: Work _____ Non-work _____
What is causing the pressure? How could it be reduced?

Logic—more fact conscious

Pressure to be more objective and deliberate in making decisions. Perhaps there is pressure to gather more specific factual information to validate the resulting decision.

Please identify: Work _____ Non-work _____
What is causing the pressure? How could it be reduced?

Dimensional Adjustment

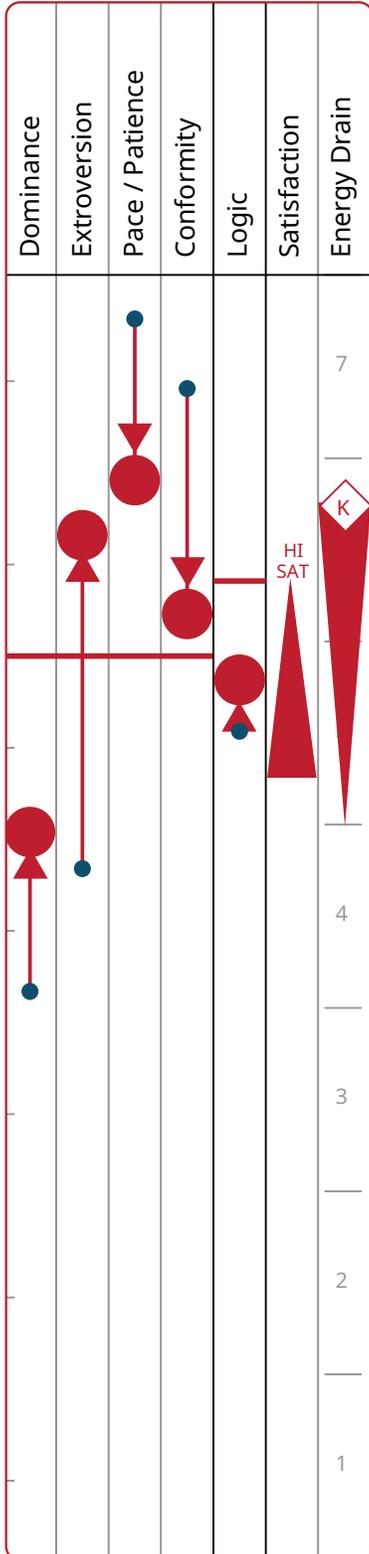
When the spread of the Priority Environment(s) profile (distance between highest and lowest trait) is compared to the spread of the Basic profile, there is an added Energy Drain:

Compression

Feeling restricted or limited from utilizing natural potential in some part(s) of life. Reducing the causes of the **stress** listed above may render the quickest relief.

Priority Environment

Satisfaction Analysis



Relates to whether or not your **goals and aspirations** are being fulfilled.

Presently, the level of satisfaction indicated is:

High Satisfaction

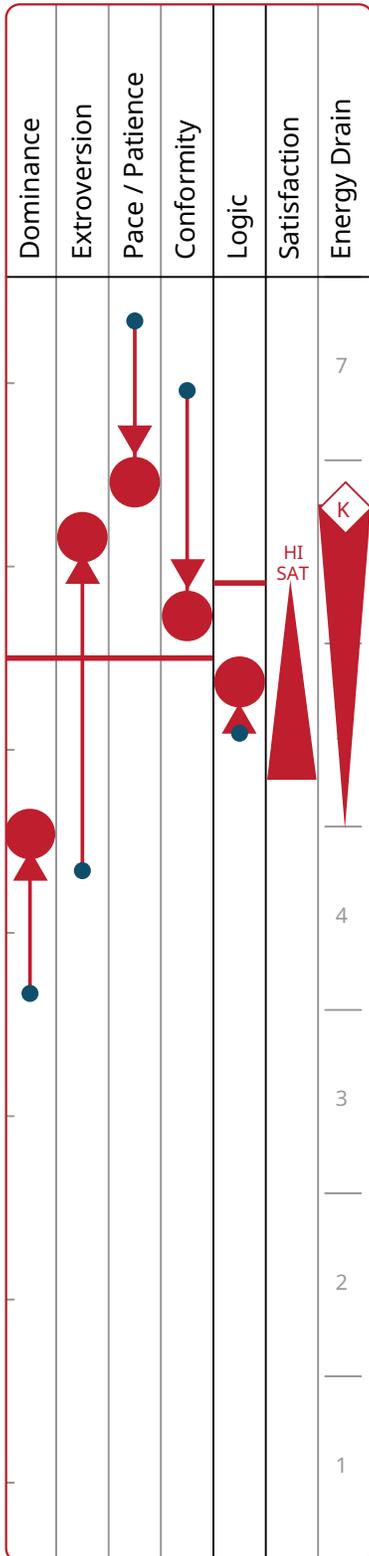
This is an indication that you have a feeling of satisfaction or high morale. You apparently are getting many of the rewards you want for what you are doing.

High Satisfaction also indicates that you consider the stress you are experiencing at this time to be worth the effort. This can be positive stress (eustress) when viewed as making progress toward reaching a personal goal.

Review **expectations** you feel are imposed by yourself and others, and determine realistic goals. The amount of true satisfaction is diminished when more is expected of you than you feel comfortable in delivering, or when more is expected of you than you feel is reasonable. This is referred to as **over expectations**.

Priority Environment

Energy Drain



Energy drain is the net result of **stress** and **satisfaction**. Illness, frustration, distress and low satisfaction are often the reason for significant energy drain. Refer to Section 2: Stress Analysis for specifics that may be the cause.

The energy drain is:

Average energy drain (1-2 sigmas)

Typical drain for functioning in daily activity requirements. Energy Drain is at a level that is average and is not significant enough to cause concern. To examine the causes, if any, please refer to the Stress and Satisfaction Sections of this report.

Available Energy

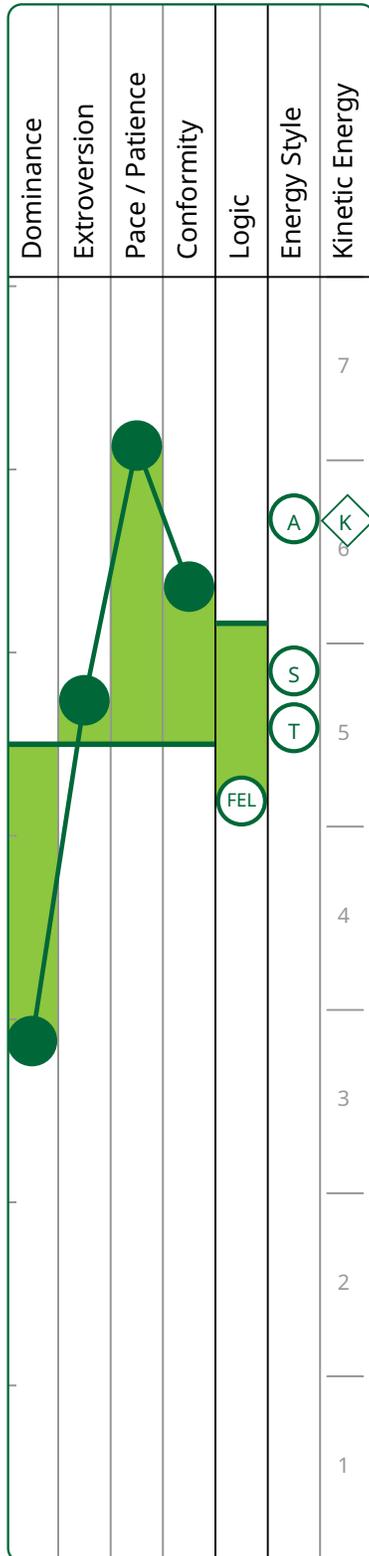
The available energy indicates the degree of energy felt at the end of the day or at periods throughout the day, due to energy drain. The available energy level can be rejuvenated or recharged in many ways; commonly with food, sleep or short periods of relaxation.

Available energy level registers in the:

Zone 5

Expect successful results of starting tasks, while maintaining or overlapping existing projects. To avoid misdirection of energy, focus on priorities rather than expending energy on less important activities.

Outward Self



Section 3: Predictor/Outward Self

A synthesis of the Basic/Natural Self and Priority Environment(s). The Predictor describes how others observe you. Depending on the stress pressures indicated in Priority, this section may be quite different from your Basic/Natural Self.

The following summary indicates how you come across to others at this time:

Dependable, steady and efficient person. Dedicated to respected programs and people. Sincerely cautious and conscientious, wanting things done well.

Able to do repetitive tasks, usually likes a consistent routine. Makes every move count. Can be uncomfortable if placed under too much unjustified pressure or confrontational environments.

Friendly and well accepted by others. Welcome meaningful conversations about planning ahead to avoid surprises. Prefers a cooperative and peaceful approach. Good at mentoring and developing others. Does not want self or others taken advantage of.

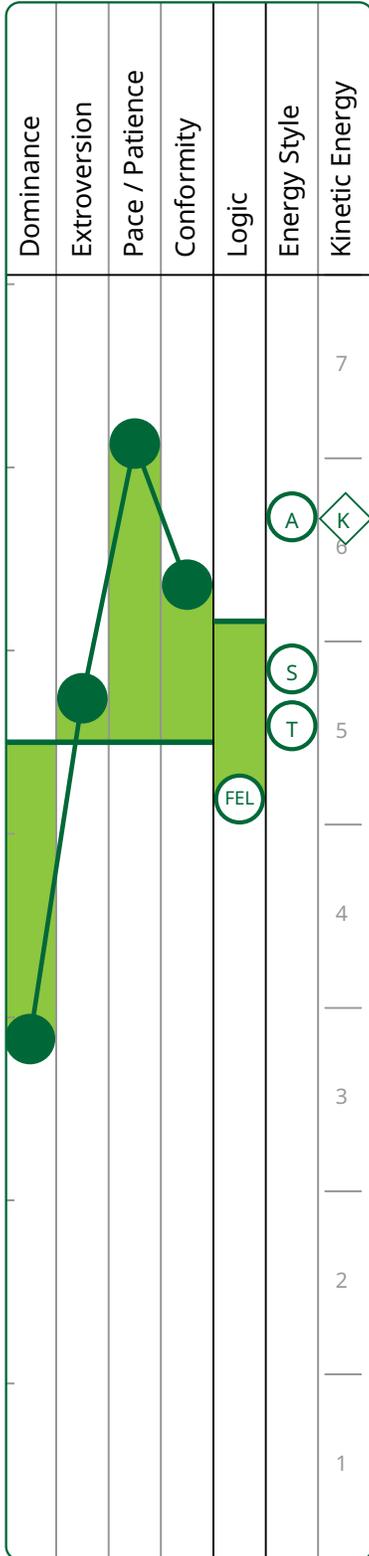
Dominance trait—Not significantly different from Basic.

Extroversion trait—Participative, friendly, sincere, congenial and genuine. Flexible enough to enjoy communicating with others when necessary, but also enjoy private time.

Pace trait—Not significantly different from Basic.

Conformity trait—Not significantly different from Basic.

Outward Self



Additional insights as to how others see you at this time:

Trait Pairs

Persuasive/Seller—Persuade with friendliness and empathy when accomplishing goals through people.

Dependable/Productive—Emphasize quantity and consistent production flow.

Logic—Not significantly different from Basic.

Energy Style—Not significantly different from Basic.

Energy Level—Not significantly different from Basic.

Section 4: Motivation

To be motivated, you alone know what truly drives you to take action. Likewise, there are elements that demotivate you or are negative.

Motivators Worksheet

The following are typical motivators for your profile. Use this as your own analysis worksheet to identify the importance that each of these has for you in your work and/or personal life.

Instructions

1. Please check the **four** items that are most important to **you** at this time.
2. Define, verbally or in writing, what each of the four items means to you.
3. Are these motivators currently being provided (yes, no or occasionally)?

- Cooperation
- Stability
- Harmony
- Security
- Praise
- Structure
- Predictable environment
- Time to adjust to change
- Appropriate benefits
- Forewarning of changes
- Happiness
- Limited emotional exposure
- Respect
- Time to think
- Freedom to think creatively
- Protection
- Direction
- Strong Leadership
- Peace
- Standard operating systems
- Justifiable changes
- Conservative/sound actions
- Accuracy/exact instructions
- Privacy

Factors that are demotivating or negative to you:

- Unjustified or erratic pressure, confrontation
- Having to be authoritative; incompetent leadership

Overriding Needs Survey

Sometimes circumstances or the environment cause us to experience **needs** that may not be related to our Basic/Natural Traits. The following brief survey will help you capture and identify what is important to you at this time.

Instructions

1. Please check any of the following words that are important to you at this time.
2. Define, verbally or in writing, what each of the checked items mean to you.
3. Are these needs currently being provided (yes, no or occasionally)?

- Status
- Cooperation
- Security
- Challenge
- Friends
- Stability
- Praise
- Money
- Opportunity
- Harmony
- Structure
- Power

In conclusion: If you feel anything contained herein is stated incorrectly or does not describe you, please mark the area, add your comments and send to your PDP Representative. Refer to the last page of this report for contact information.

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