



# PDPworks

Professional DynaMetric Programs

**ProScan®**

This Basic ProScan Report Package (Generated on: 12/06/05)

Is Specially prepared for:  
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(Survey Date:120605)

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## **INTRODUCTION:**

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ProScan is a management/coaching instrument that will aid in developing better communications, understanding and mutual respect. PDP focuses on the STRENGTHS of people and has proven that when STRENGTHS are understood and matched with the requirements of a job or situation, positive improvements will result.

Based on extensive research, case studies, and a 'field norming' currently over 3 million, the following information is compiled by comparing your responses to a statistically-based study of a cross section of working adults.

## **THE FOLLOWING ARE FOUR CORNERSTONE BEHAVIORAL TRAITS RESEARCHED BY PDP:**

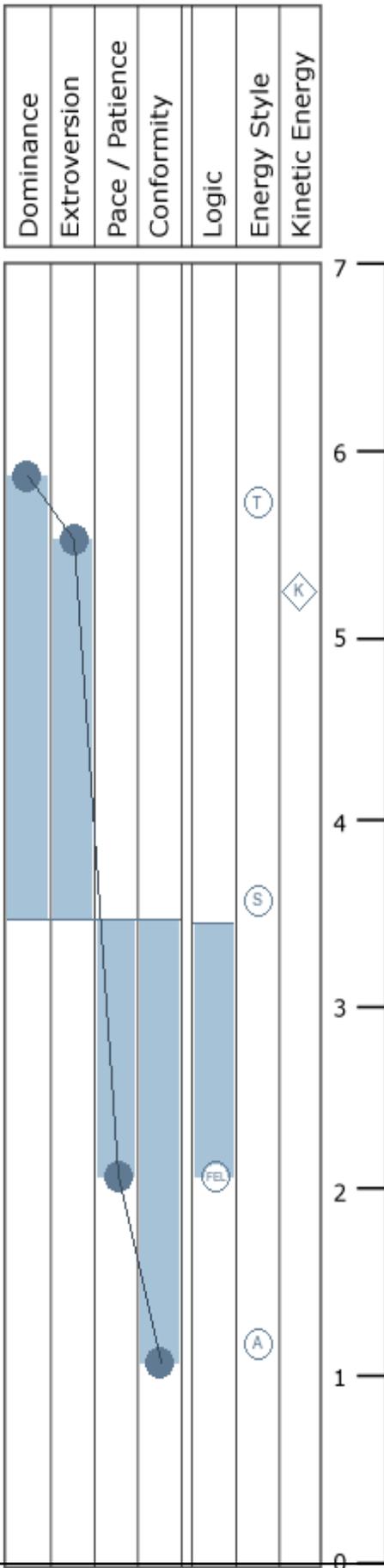
**DOMINANCE:** The 'Take Charge' Trait

**EXTROVERSION:** The 'People' Trait

**PACE:** The 'Patience' Trait

**CONFORMITY:** The 'Systems' Trait

This ProScan Report is a detailed description of your unique combinations of these traits. (If you feel areas do not describe you, please tell your administrator or PDP Representative.)



**-SECTION 1-**

**BASIC/NATURAL SELF**

The way you function most NATURALLY and EFFICIENTLY.

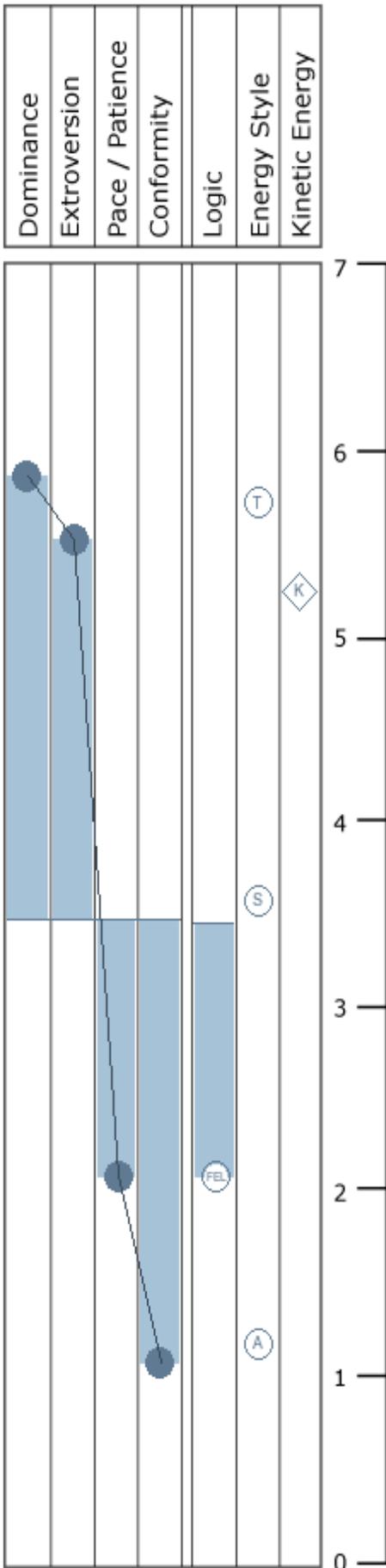
Based on recent research, case studies and a 'field norming' of over 3 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

**You have indicated by your responses to the ProScan Survey that—**

You are individualistic, convincingly personable and a direct communicator. Typically aggressive, very competitive and independent. Quick at making decisions and taking risks.

As a non-conformist, you are interested in finding better ways to do things away from tradition or rules.

Charming if things are going well, can be intently forceful if not. Like to have people involved in activities.



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

- Authoritative
- Bold
- Venturesome
- A Problem Solver
- Decisive
- Aggressive
- Conceptually Analytic
- A Risk-taker
- Direct Competitive
- A Challenge Seeker
- A Hard Driver
- A Big-picture Person

- Take or Assume Authority Readily
- A Delegator of Responsibility Rather than Authority
- Most Productive Without Close Supervision
- Prefer Bottom Line Results and Few Guidelines
- Pursue the Biggest and Best Possible
- A Straight From the Shoulder Communicator
- Often Come Across More Strongly than Realize
- Possessing a Keen, Curious and Inquiring Mind

\*Because you have this particular intensity of trait characteristics, you may at time exhibit a daring fearlessness with a 'do or die determination.' You may feel a need for total control possibly to the point of authoritarian behavior.

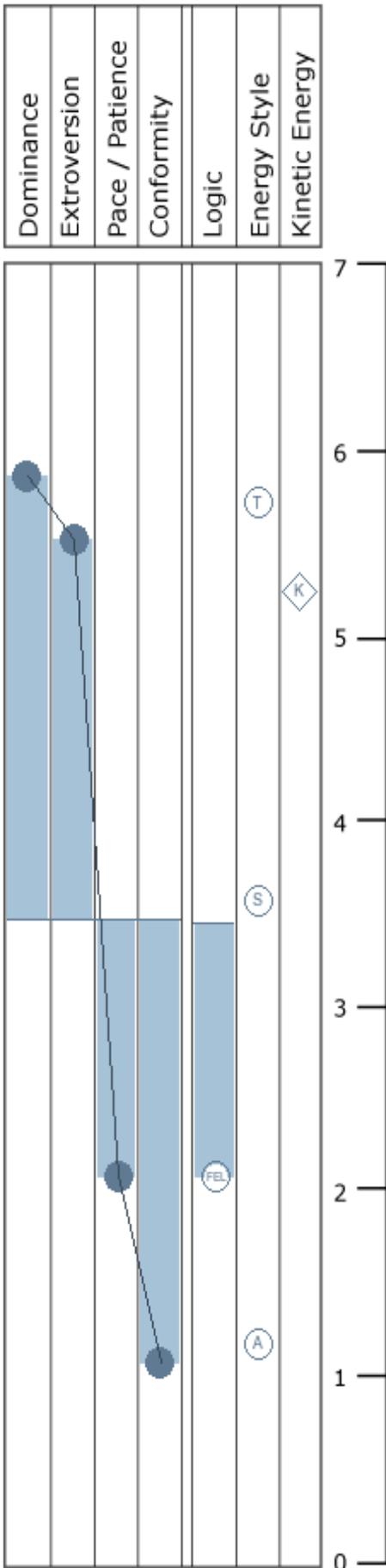
The 'EXTROVERSION' trait and its relationship to the above would represent you as being friendly, empathetic, intuitive and interested in people and getting them involved.

\*Because you have this particular intensity of trait characteristics, you may at times exhibit an outgoing zealousness and a great need to be in the limelight. You may also be gregarious, lavish and extremely talkative.

The 'PACE' trait indicates you are a fast paced, action oriented and impatient person. Described as a 'doer' and 'driver,' you like and perhaps seek change.

The 'CONFORMITY' trait indicates you are a non-traditional, candid, informal and general (big picture) person. Known for being independent and a 'free thinker,' you prefer to delegate matters of a technical and detailed nature to others unless a strong sense of motivation exists.

\*Because of the extensiveness of the above characteristics, you may be observed as being adversarial and resistant to authority or the establishment. You are no doubt noted for your INDEPENDENCE.



### UNIQUE TRAIT PAIRS

Your trait combinations yield these **UNIQUE CHARACTERISTICS**:

#### **DIRECT/TELLER**

When in charge of people, you prefer to accomplish things through a take-charge 'teller style.' A degree of authoritativeness is usually shown. A creative, analytical way of solving problems. (Dominance over Extroversion)

#### **SEEKS CHANGE/INNOVATIVE**

Have a great freedom of choice as opposed to being tied to tradition. This is a style that has become known as a 'free wheeler.' Details, unnecessary reports, too many rules and regulations (at least in your opinion), are ridiculous and may be ignored. (Low Pace over Low Conformity)

#### **HARD CHARGING**

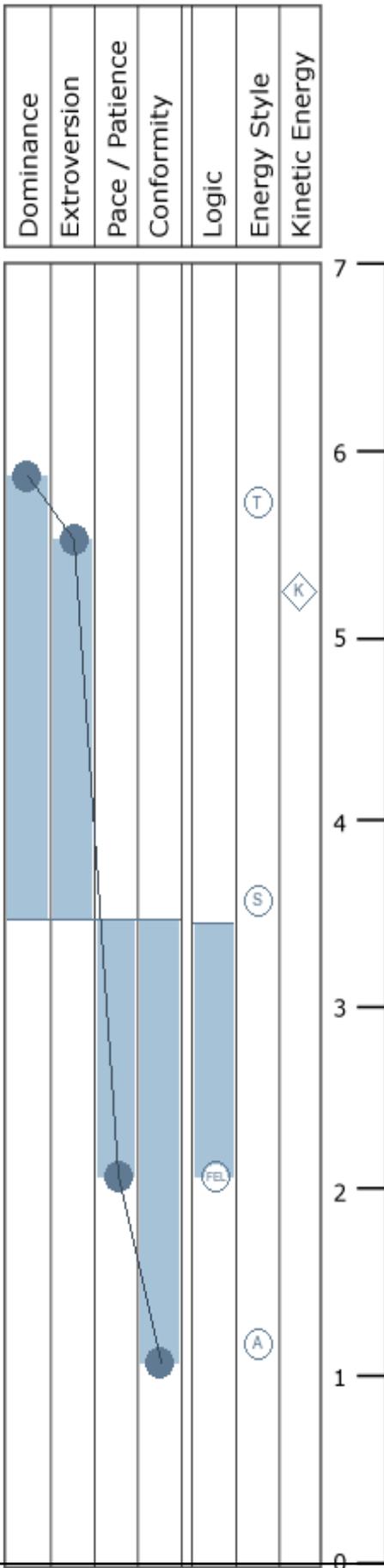
A 'hard driver'/'hard charger' disposition is usually evident in your mannerisms and expressions. There is a competitive spirit and an ambitious desire to win. (High Dominance over Low Pace)

#### **FAST, FLUENT COMMUNICATIONS**

You have the ability to quickly and effectively convey ideas and information in an influential manner. (High Extroversion over Low Pace)

#### **CONFIDENT RISK TAKER**

You probably exhibit a lot of self-confidence and are very independent. Known for a willingness to pursue opportunities and take calculated risks to reach goals. (High Dominance over Low Conformity)



## LOGIC

There are three LOGIC styles: FACT, FEELING or a BALANCE of both. LOGIC determines the process by which decisions are made.

**You NATURALLY base your decisions on:**

### **MOSTLY FEELING**

The ability to make accurate decisions based on your intuitive, inner sense. If you go against your strong feelings, chances are you will be wrong.

## ENERGY STYLES

There are three ENERGY STYLES: THRUST, ALLEGIANCE, and STENACITY. ENERGY STYLE determines how tasks are approached or how goals are accomplished.

**Your NATURAL or primary style for accomplishing goals is through:**

### **THRUST**

A ROCKET launch style. A highly inner directed, self starting and intense energy.

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

Think in terms of CAPACITY, BATTERY, or HORSEPOWER. ENERGY LEVEL relates to mental, emotional and physical energy. Concentrated use of one can pull you down. Rest, breaks, sleep, vacations or a change of activity can restore energy in varying degrees.

**Your NATURAL ENERGY LEVEL is in the:**

### **HIGH ACHIEVER ZONE**

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