



Basic/Natural Self

--the way you would function if there were no outside pressures for adjustment--

Note: Read continuum of word (up or down) from the mid line out to the end of the shading

DOMINANCE Control Trait	EXTROVERSION People Trait	PACE Patience Trait	CONFORMITY Systems Trait
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 Systematic Vigilant Strict
Authoritative Courageous Direct Visionary Originator Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivating	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Orthodox Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional
Firm Competitive Decisive Definite Assertive Self-assured Innovative Organizer	Articulate Optimistic Sociable Responsive Fun-loving Enthusiastic Persuasive Verbal	Settled Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate
Certain Confident Curious Flexible/ Adaptable	Participative Poised Friendly Flexible/ Adaptable	Easy-going Amiable Pleasant Flexible/ Adaptable	Structured Careful Orderly Flexible/ Adaptable
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustable Like change Versatile	Open-minded Generalist Less-detailed
Agreeable Modest Tolerant Accepting Accommodating Helpful Discreet Collaborative	Composed Contemplative Kind Observant Imaginative Private Selective communicator	Active Lively Spirited Restless Impatient Mobile Dynamic Seek change	Big-picture Independent Individualistic Non-detailed Free-spirited Flexible Creative Unconventional
Non-competitive Cautious Peaceable Gracious Attentive Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Restrained Reserved Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Reactive Instantaneous Fast-paced	Adventurous Free-thinker Controversial Unconstrained Challenge rules Carefree Autonomous Uninhibited
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Considerate Circumspect Skeptical Confidential Guarded Undemonstrative Unexpressive Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Avoid detail Free-wheeling Resistant Self-governing Contrary Anti-bureaucratic Adversarial Nonconforming
Supportive	Reserved	Urgent	Independent

DynaMetric
Mid Line



ProScan®

by Professional DynaMetric Programs (PDP)

This: **Comprehensive Report**
(Printed on 3/6/00)

Is Specially Prepared for:
Sally Test
(Survey date: 10/19/99 1:42:00 PM)

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Sally Test



TABLE OF CONTENTS:

SECTION 1: THE BASIC/NATURAL SELF

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

UNIQUE TRAIT PAIRS
LOGIC/RATIONALE
ENERGY STYLES
ENERGY LEVEL

SECTION 2: THE PRIORITY ENVIRONMENT

Adjustments to circumstances, people and/or matters of importance.

SATISFACTION ANALYSIS
STRESS ANALYSIS
ENERGY LEVEL
ENERGY DRAIN
AVAILABLE ENERGY

SECTION 3: THE PREDICTOR/OUTWARD SELF

How you will predictably come across interfacing with others.

UNIQUE TRAIT PAIRS
LOGIC/RATIONALE
ENERGY STYLES
ENERGY LEVEL

SECTION 4: OPERATIONAL STYLES

Natural styles for daily interactions.

COMMUNICATION STYLE
LEADERSHIP STYLE
BACK-UP STYLE

SECTION 5: MOTIVATION

What tends to motivate and demotivate you.

NEGATIVE ENVIRONMENTS
MOTIVATION WORKSHEET
OVERRIDING NEEDS SURVEY



INTRODUCTION:

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 "Control" 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 very thorough and precise in your approach to tasks. Steady, methodical and efficient. Direct and persistent in maintaining standards and systems which produce results.

You may have well-developed technical and mechanical abilities, with insight and skills for improvement of operations. Deliberately work with accuracy and follow-through. May delegate details to others only after processes are in place.

You may choose to work alone, and will prefer to interact with close friends and associates.

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

Cooperative	Almost Always Striving to be in
Generous	Harmony with the Environment
Unassuming	Approach Tasks or Activities with
Amiable	Persistence and Willingness for
Dependable	Repetitive Action if Necessary
Warm	Able to Accommodate About Any
Sincere	Justifiable Pace
Very Likable	Rhythmic Characteristic Often
Tolerant	Exhibited in Sports, Music,
Take Things in Stride	General Activity or Mechanical
Very Few Enemies	Coordinator
Roll with the Punches	Friendly in an Unselfish Way
Good Listener	Probably Have a Lot of Friends
May Hold Things	Cautious About Change Until Change
Within	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 have a supportive, collaborative, modest and gentle disposition. You may place a good deal of importance on security and look for strong leadership.

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.



U N I Q U E T R A I T P A I R S

Your trait combinations yield these UNIQUE CHARACTERISTICS:

EASY GOING.

A cooperative type of loyalty and interest in accomplishing what is expected in a consistent manner. You are rather "easy going" and usually adapt to any circumstance. You may not feel you have enough time to check accuracy due to production requirements. Prefer to have less care to detail.

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. Very sensitive to criticism.

L O G I C / R A T I O N A L E

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

You NATURALLY base your decisions on:

MOSTLY FACT.

E N E R G Y S T Y L E S

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

Your NATURAL or primary style for accomplishing goals is through:

ALLEGIANCE.

A dependability or maintenance style. A carry through capability that is often from an outer directed source (i.e., Supervisor).

Your ALTERNATIVE energy style is:

STE-NACITY.

A persistent style. A locomotive like force that is inner directed or self-initiated; steady, steadfast, tenacious.

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.

E N E R G Y L E V E L

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:

ACHIEVER ZONE.

With this means of accomplishing a task, you should be very successful. Your only concern here might be whether there is



enough time in the day and can the important areas of your life (job, mate, peers, etc.) really utilize the energies you have to offer.



- SECTION 2 -

P R I O R I T Y E N V I R O N M E N T (S)

A measurement of the pressures from important external influences which are causing you to make adjustments and changes at this time. Efforts to change take extra energy, most commonly known as STRESS. To have insight as to whether the stress is positive or negative, check the overall SATISFACTION level.

S A T I S F A C T I O N A N A L Y S I S

Relates to whether or not YOUR GOALS AND ASPIRATIONS are being fulfilled. HIGH SATISFACTION lessens the effect of ENERGY DRAIN, like "seeing the light at the end of the tunnel" and feeling that the stress is worth the effort. LOW SATISFACTION amplifies the ENERGY DRAIN.

Presently, it is apparent that you are experiencing:

LOW SATISFACTION:

You may not be getting the rewards you would like to receive for the effort you are putting forth, and as a result may feel somewhat dissatisfied or discouraged. This amount of ENERGY LOSS is causing a substantial drain. Take time to identify the source of this.

Please identify: Work ____% Non-work ____%

List the goals and/or aspirations not being realized as much as you would like:

Four horizontal lines for writing.



S T R E S S A N A L Y S I S

Your ADJUSTMENTS to PRIORITY ENVIRONMENT(S) are described below. To relate to the amount of energy being expended on each ADJUSTMENT, reference your "Data Sheet" and note the length of each line for each PRIORITY trait.

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

(D) DOMINANCE: MORE CONTROLLING.

↑ More in charge and/or more assertive and forceful. Perhaps you have recently been positioned into a management role or there are expectations for you to assume more control. Another possibility is that you may have placed an emphasis on being more direct and decisive in order to get results.

Please identify: Work _____% Non-work _____%

(E) EXTROVERSION: MORE FRIENDLY, EMPATHETIC.

↑ Sensitive in terms of people. More communicative in general and working to develop more people skills. Perhaps an emphasis on public relations has created the feeling of needing to be more outgoing and social.

Please identify: Work _____% Non-work _____%

(P) PACE: LESS PATIENT.

↓ Getting more done in less time with an increase in urgency. Things are not happening as quickly as desired. Perhaps deadlines have been imposed that are not being met causing a sense of urgency to be moving at a faster pace.

Please identify: Work _____% Non-work _____%

(C) CONFORMITY: ELIMINATING DETAIL.

↓ Eliminating or delegating some details, looking more at the big picture, being more open-minded, taking more risks, asserting more independence and breaking away from tradition. Perhaps this is an indication of pressure in your environment to forego quality in lieu of concern for production, minimizing your ability to conduct your preferred quality checks.

Please identify: Work _____% Non-work _____%

(L) LOGIC: MORE FACT CONSCIOUS.

↑ More objective and deliberate in your decision making process. Perhaps you are or someone is requiring more figures and numbers or the gathering of more data for proof in order to validate why decisions are being made the way they are.



Please identify: Work _____% Non-work _____%

When the spread of your PRIORITY ENVIRONMENT(S) profile (distance between highest and lowest trait) is compared to the spread of your BASIC profile, there is an added ENERGY DRAIN:

COMPRESSION.

It appears that you are feeling restricted or limited from utilizing your natural potential in some part(s) of your life. Reducing the causes of the STRESS listed above may render the quickest relief.

E N E R G Y D R A I N

The net result of STRESS and SATISFACTION. Illness, frustration, distress and low satisfaction are often the reason for excessive energy drain. Refer to SECTION 2: STRESS ANALYSIS for specifics that may be the cause. From your results, your ENERGY DRAIN is:

SIGNIFICANT.

Your ENERGY DRAIN is somewhat significant, but not enough to cause great concern. Examine the causes, if any, by referring to the stress and satisfaction sections of this report.

A V A I L A B L E E N E R G Y

The AVAILABLE ENERGY level provides you with the degree of how you may perhaps be feeling 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 relaxation by taking a quick break.

Your AVAILABLE ENERGY level registers in the:

EFFECTIVENESS ZONE.

Daily functions and activities can be maintained with this level of AVAILABLE ENERGY. More than one task can be handled, but you may have to prioritize each of the tasks in order to avoid further pressures of stress.



- SECTION 3 -

P R E D I C T O R / O U T W A R D S E L F

How you COME ACROSS to others.

This indicates the adjustments and changes you have been making. This description may be similar to your BASIC description in Section 1, depending on the amount of stress adjustments indicated in PRIORITY ENVIRONMENT in Section 2. The more stress you have, the more the PREDICTOR will differ from the BASIC.

The following summary indicates how you COME ACROSS to others:

You are dedicated to maintaining high standards. Conscientious, systematic and careful to follow policies and established traditions. You are interested in perfecting a system and want people and equipment operating smoothly in an organization.

Cautious about new ideas, people and plans, until they have been thoroughly considered. Reserved about expressing an opinion until certain of being correct. Able to concentrate and focus on a task or subject. Somewhat direct and firm when communicating to others.

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

Careful	Structure and Systems Oriented
Accurate	Strong Personal Values as to
Precise	Right and Wrong and Fairness
Thorough	Armed with "Inner Book" for Values
Meticulous	Strong Sense of Duty and Loyalty
Skillful	Hesitant About Making Changes or
Dependable	Taking Risks Unless Justifiable
Prudent	Good with Detail IF Trained to Own
Conservative	Satisfaction with Proper Time to
Conscientious	do Work
Reserved	Tend to be Worrisome
Traditional	Concerned About Security
Somewhat Formal	May Recheck Work to Avoid Criticism
Hating to be Wrong	Committed to Obligations
Commonly Self	
Critical	

The "PACE" trait describes you as a cooperative, steady, and warm person. You can easily adjust your own tempo according to the need.

The "DOMINANCE" trait suggests you have a supportive, collaborative, modest and gentle disposition. You may place a good deal of importance on security and look for strong leadership.

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.

U N I Q U E T R A I T P A I R S



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.

ACCURATE/CONSCIENTIOUS.

A real pride in and emphasis on quality. You are very loyal, conscientious and interested in perfection. You want time to check accuracy.

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. Very sensitive to criticism.

LOGIC / R A T I O N A L E

OTHERS SEE YOU making your decisions based on:

MOSTLY FACT.

E N E R G Y S T Y L E S

The ENERGY STYLE you display to OTHERS is mostly:

ALLEGIANCE.

A dependability or maintenance style. A carry through capability that is often from an outer directed source (i.e., Supervisor).

With your ALTERNATIVE energy style being:

STE-NACITY.

A persistent style. A locomotive like force that is inner directed or self-initiated; steady, steadfast, tenacious.

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.

E N E R G Y L E V E L

OTHERS SEE your ENERGY LEVEL to be in the:

ACHIEVER ZONE.

With this means of accomplishing a task, you should be very successful. Your only concern here might be whether there is enough time in the day and can the important areas of your life (job, mate, peers, etc.) really utilize the energies you have to offer.



- SECTION 4 -

O P E R A T I O N A L S T Y L E S

The BASIC/NATURAL styles for daily interactions: COMMUNICATION, LEADERSHIP, and BACK-UP STYLES.

C O M M U N I C A T I O N S T Y L E

Your natural COMMUNICATION STYLE is:

CASUAL/CAREFUL.

You are warm, friendly and willing to listen. When in charge of people, a mild "teller" approach is natural.

L E A D E R S H I P S T Y L E

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.

B A C K - U P S T Y L E

If you run out of energy, patience, or "it just isn't 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.



- SECTION 5 -
M O T I V A T I O N

To be motivated, you alone know what truly "turns you ON." By the same token, certain things demotivate you or are NEGATIVE.

N E G A T I V E E N V I R O N M E N T S

Factors that are NEGATIVE or DEMOTIVATING to you:

**UNJUSTIFIED OR ERRATIC PRESSURE.
CONFRONTATION.**

M O T I V A T I O N W O R K S H E E T

The following are typical motivators for your profile. Use this as your own analysis worksheet to help you choose your activities, a career path or life-style best suited to you.

INSTRUCTIONS:

Step 1:

Please rank each item on a scale of 1 to 5 (1 being least important and 5 being the most important to YOU at this time).

-
- | | |
|--|---|
| <input type="checkbox"/> Cooperation
<input type="checkbox"/> Stability
<input type="checkbox"/> Harmony
<input type="checkbox"/> Security
<input type="checkbox"/> Praise
<input type="checkbox"/> Structure
<input type="checkbox"/> Predictable Environment
<input type="checkbox"/> Time to Adjust to Change
<input type="checkbox"/> Appropriate Benefits
<input type="checkbox"/> Forewarning of Changes
<input type="checkbox"/> Happiness
<input type="checkbox"/> Limited Emotional Exposure | <input type="checkbox"/> Respect
<input type="checkbox"/> Time to Think
<input type="checkbox"/> Freedom to Think Creatively
<input type="checkbox"/> Protection
<input type="checkbox"/> Direction
<input type="checkbox"/> Strong Leadership
<input type="checkbox"/> Peace
<input type="checkbox"/> Standard Operating Systems
<input type="checkbox"/> Justifiable Changes
<input type="checkbox"/> Conservative/Sound Actions
<input type="checkbox"/> Accuracy/Exact Instructions
<input type="checkbox"/> Privacy |
|--|---|
-

Step 2:

Next to the responses marked with 4's and 5's, CIRCLE the four most important.



O V E R R I D I N G N E E D S S U R V E Y

From time to time, regardless of our behavioral profiles, we have unrelated NEEDS. The following brief survey will help you capture and identify them.

Please SELECT and RANK below YOUR 4 Most Important NEEDS.

-
- | | | |
|--------------------------------------|------------------------------------|--------------------------------------|
| <input type="checkbox"/> Power | <input type="checkbox"/> Challenge | <input type="checkbox"/> Money |
| <input type="checkbox"/> Status | <input type="checkbox"/> Friends | <input type="checkbox"/> Opportunity |
| <input type="checkbox"/> Cooperation | <input type="checkbox"/> Stability | <input type="checkbox"/> Harmony |
| <input type="checkbox"/> Security | <input type="checkbox"/> Praise | <input type="checkbox"/> Structure |
-

I N C O N C L U S I O N

If ANYTHING contained herein is felt to be stated incorrectly or does not describe you, please mark the area, add your comments along with survey scores and send to your PDP Representative.

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