



# *TeamScan*<sup>®</sup>

by Professional DynaMetric Programs (PDP)

**This: Team Communication**

(Printed on 5/9/00)

Is Specially Prepared for:

**Sample Company**

(Survey date: 5/9/00 11:52:00 AM)

By the Offices of:

JCM Consulting, Inc.  
175 West 200 South  
3006  
Salt Lake City UT 84101

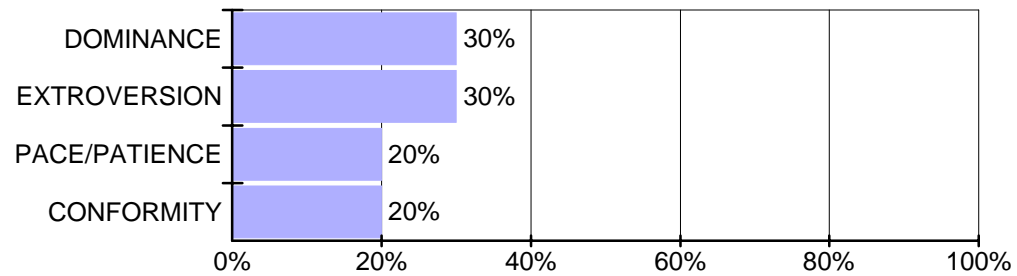
Your PDP Representative is:

Clyde Johnson  
801-322-3700  
801-322-3708  
consultingjcm@msn.com

**Sample Company**



**BASIC HIGH TRAIT DISTRIBUTION:**



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**HIGH EXTROVERSION team members:**

Kelly Smith  
Billery Clinton

Mary Knowalot

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When communicating to a HIGH EXTROVERSION person, keep in mind that they:

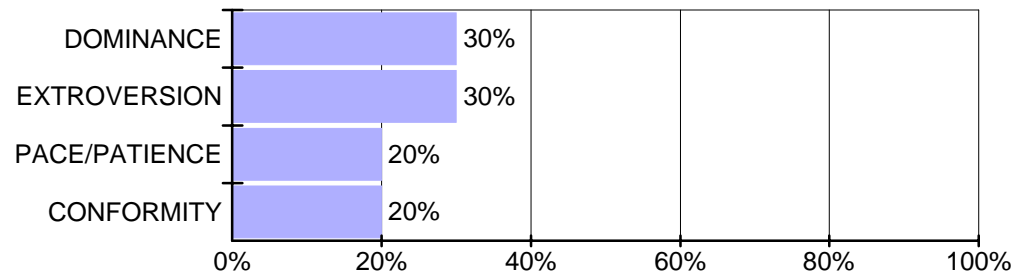
- Like friendly comments
- Appreciate being recognized and accepted
- Do not like harsh or insulting people
- Respond to persuasion and empathy

When HIGH EXTROVERSION communicate, they will:

- Be a seller, using a persuasive style of communicating
- Enjoy talking
- Possibly not show real self to avoid looking bad or foolish
- Be positive and optimistic
- Be empathetic



**BASIC HIGH TRAIT DISTRIBUTION:**



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**HIGH DOMINANCE team members:**

James Harris  
Tolbert Frandsen

Susan Brown

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When communicating to a HIGH DOMINANCE person, keep in mind that they:

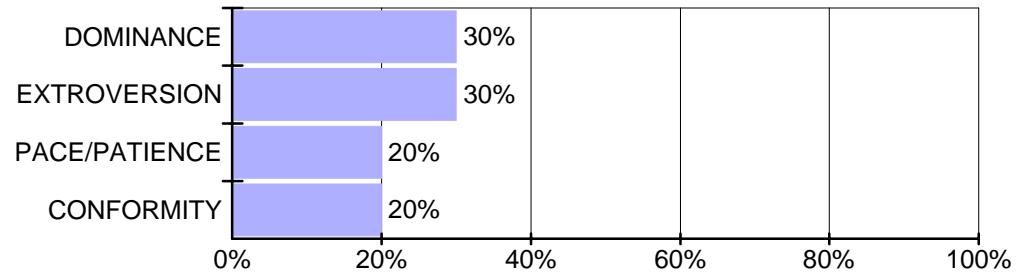
- Appreciate direct and concise messages
- Do not like to hear a lot of detail
- Do not like to be told:  
"This is the way it has always been done."

When HIGH DOMINANCE communicate, they will:

- Like being in control
- Be a teller, using a direct style of communicating
- Prefer to say things only once
- Take risks
- Feel that conflict is all right
- Be forceful, outspoken and frank



**BASIC HIGH TRAIT DISTRIBUTION:**



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**HIGH CONFORMITY team members:**

William Burton

Mary Dogood

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**When communicating to a HIGH CONFORMITY person, keep in mind that they:**

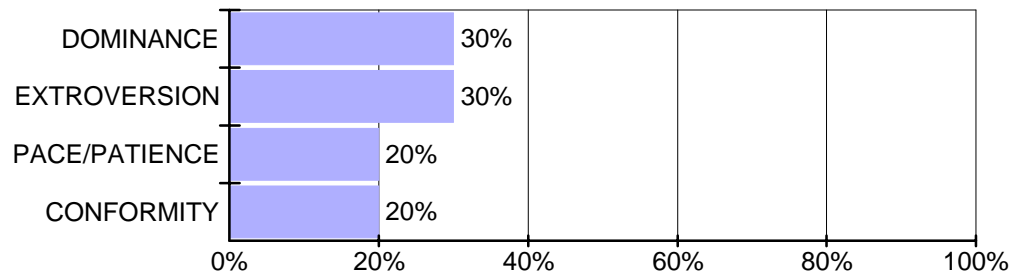
- Like clearly defined direction
- Like ideas presented in detail (correctly and in order)
- Value dependable leadership
- Want to avoid arguments
- Do NOT like criticism
- Like well deserved praise and respect

**When HIGH CONFORMITY communicate, they will:**

- Be concerned and conscientious
- Want to "do what is right"
- Be loyal and sincere



**BASIC HIGH TRAIT DISTRIBUTION:**



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**HIGH PACE/PATIENCE team members:**

Joe Doe

Jack James

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**When communicating to a HIGH PACE person, keep in mind that they:**

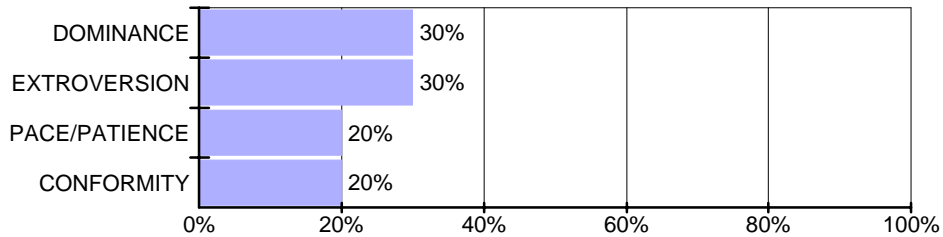
- Need time to think it through
- Want to know that the benefits are fair
- Want to adhere to agreed upon agendas or schedules

**When HIGH PACE communicate, they will:**

- Tell what has been proven to be correct
- Have a "prove it" approach to change
- Want time to adjust to environment (wait and see)
- Be warm and friendly, careful
- Be empathetic and a good listener
- Want to "make the best of it"



**BASIC HIGH TRAIT DISTRIBUTION:**



<b>HIGH DOMINANCE MEMBERS:</b> Tolbert Frandsen Susan Brown James Harris	<b>When <u>HIGH DOMINANCE</u> communicate, they will:</b>  Tell, and be authoritative Be direct and concise Like saying things only once Be forceful, outspoken, frank Tell it like it is, may make waves, feels conflict is OK Be open to taking risks	<b>When communicating to a <u>HIGH DOMINANCE</u> person:</b>  Be direct and concise Don't get into a lot of detail Don't be bothered if conflicting statements arise Don't say what they hate hearing: "This is the way it has always been done."
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<b>HIGH EXTROVERSION MEMBERS:</b> Billery Clinton Mary Knowalot Kelly Smith	<b>When <u>HIGH EXTROVERSION</u> communicate, they will:</b>  Sell, and be persuasive Enjoy talking Make friendly comments Possibly not show real self to avoid looking bad or foolish Be positive and optimistic, empathetic	<b>When communicating to a <u>HIGH EXTROVERSION</u> person:</b>  Make friendly comments Recognize and approve of them, compliment them as a team player Don't be harsh or insulting Expect them to be responsive, and open to promoting ideas
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<b>HIGH PACE MEMBERS:</b> Joe Doe Jack James	<b>When <u>HIGH PACE/PATIENCE</u> communicate, they will:</b>  Be casual, careful Tell what has proven to be correct Have a "let's go slow" attitude Want time to adjust to new situations Want to "make the best of it" Be warm, friendly, easy-going	<b>When communicating to a <u>HIGH PACE/PATIENCE</u> person:</b>  Expect and give time for them to think and process Present expected benefits Tell them what has been proven Expect them to "wait and see" then "make the best of it"
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<b>HIGH CONFORMITY MEMBERS:</b> William Burton Mary Dogood	<b>When <u>HIGH CONFORMITY</u> communicate, they will:</b>  Be guarded, cautious, exacting Be concerned, conscientious, sincere Want to do "what is right" Present things in detail	<b>When communicating to a <u>HIGH CONFORMITY</u> person:</b>  Make directions clear and in order Communicate leader's dependability Avoid argument and conflict Be supportive, not critical Give praise when it's
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Define direction clearly      deserved



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**This: Team Perception**

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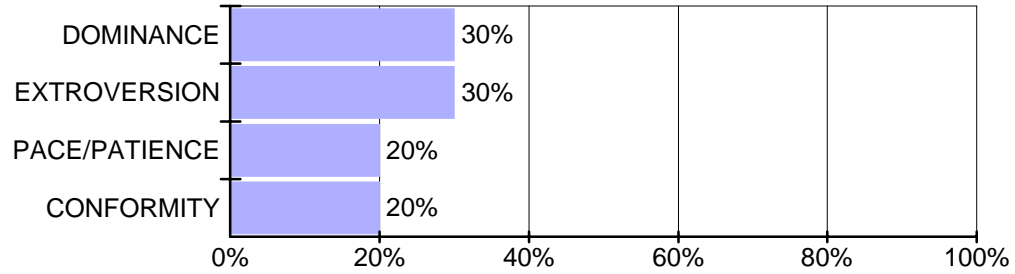
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**Sample Company**





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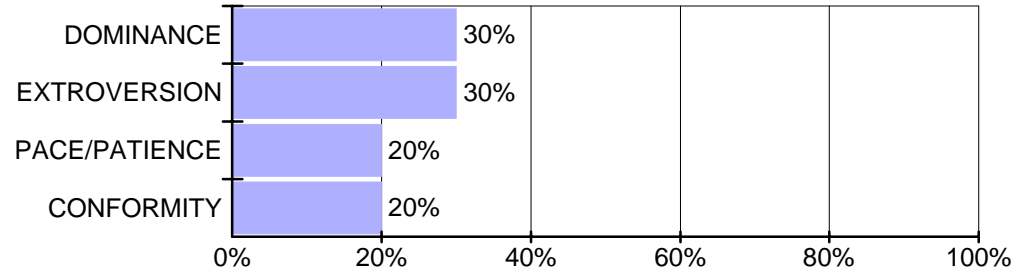


**How HIGH EXTROVERSION see other team members**

<u>HIGH EXTROVERSION</u>	<u>MAY PERCEIVE</u>	<u>HIGH DOMINANCE</u>	<u>AS:</u>
Billery Clinton Mary Knowalot Kelly Smith		Tolbert Frandsen Susan Brown James Harris	Controlling Results oriented Impatient Blunt
<u>HIGH EXTROVERSION</u>	<u>MAY PERCEIVE</u>	<u>OTHER HIGH EXTROVERSION</u>	<u>AS:</u>
Billery Clinton Mary Knowalot Kelly Smith		Billery Clinton Mary Knowalot Kelly Smith	Competitive Interesting Quick Poor listener
<u>HIGH EXTROVERSION</u>	<u>MAY PERCEIVE</u>	<u>HIGH PACE/PATIENCE</u>	<u>AS:</u>
Billery Clinton Mary Knowalot Kelly Smith		Joe Doe Jack James	Friendly Listener Steady Stubborn to change
<u>HIGH EXTROVERSION</u>	<u>MAY PERCEIVE</u>	<u>HIGH CONFORMITY</u>	<u>AS:</u>
Billery Clinton Mary Knowalot Kelly Smith		William Burton Mary Dogood	Precise Detailed Technical Rulebound



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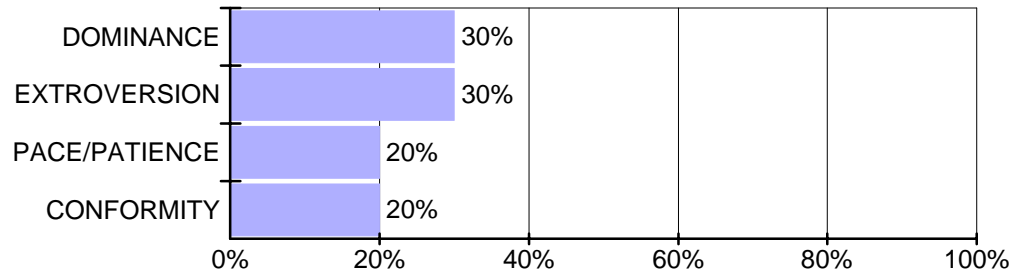


**How HIGH DOMINANCE see other team members**

<u>HIGH DOMINANCE</u>	<u>MAY PERCEIVE</u>	<u>OTHER HIGH DOMINANCE</u>	<u>AS:</u>
Tolbert Frandsen Susan Brown James Harris		Tolbert Frandsen Susan Brown James Harris	Direct Independent Competitive Confrontive
<u>HIGH DOMINANCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH EXTROVERSION</u>	<u>AS:</u>
Tolbert Frandsen Susan Brown James Harris		Billery Clinton Mary Knowalot Kelly Smith	Promoter Emotional Persuasive Too general
<u>HIGH DOMINANCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH PACE/PATIENCE</u>	<u>AS:</u>
Tolbert Frandsen Susan Brown James Harris		Joe Doe Jack James	Team member Traditional Adaptable Indecisive
<u>HIGH DOMINANCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH CONFORMITY</u>	<u>AS:</u>
Tolbert Frandsen Susan Brown James Harris		William Burton Mary Dogood	Cautious Thorough Persistent Accurate Worrier



**BASIC HIGH TRAIT DISTRIBUTION:**

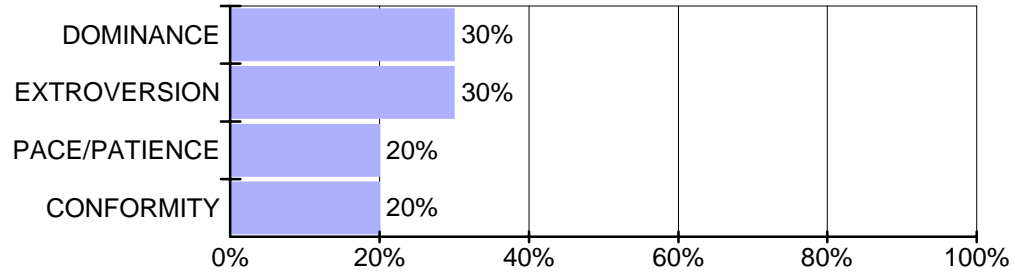


**How HIGH CONFORMITY see other team members**

<u>HIGH CONFORMITY</u>	<u>MAY PERCEIVE</u>	<u>HIGH DOMINANCE</u>	<u>AS:</u>
William Burton Mary Dogood		Tolbert Frandsen Susan Brown James Harris	Risk taker Controlling Direct Driven
<u>HIGH CONFORMITY</u>	<u>MAY PERCEIVE</u>	<u>HIGH EXTROVERSION</u>	<u>AS:</u>
William Burton Mary Dogood		Billery Clinton Mary Knowalot Kelly Smith	Positive People oriented Charming Poor listener
<u>HIGH CONFORMITY</u>	<u>MAY PERCEIVE</u>	<u>OTHER HIGH CONFORMITY</u>	<u>AS:</u>
William Burton Mary Dogood		Joe Doe Jack James	Systematic/Routine Listener Tolerant Supportive
<u>HIGH CONFORMITY</u>	<u>MAY PERCEIVE</u>	<u>HIGH CONFORMITY</u>	<u>AS:</u>
William Burton Mary Dogood		William Burton Mary Dogood	Perfectionistic Cautious Thorough Skeptical



**BASIC HIGH TRAIT DISTRIBUTION:**



**How HIGH PACE/PATIENCE see other team members**

<u>HIGH PACE/PATIENCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH DOMINANCE</u>	<u>AS:</u>
Joe Doe Jack James		Tolbert Frandsen Susan Brown James Harris	Internally motivated Hard charging Organizer Insensitive

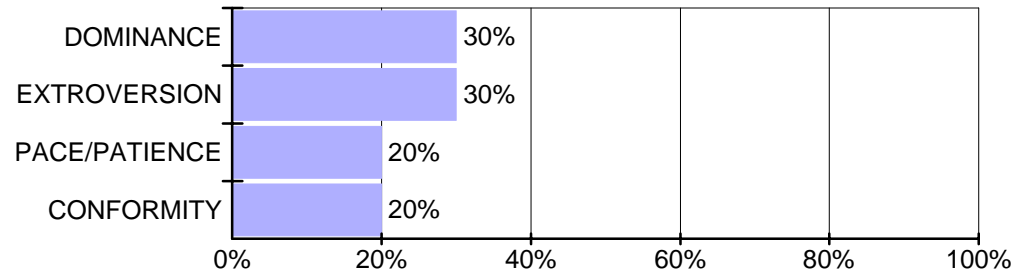
<u>HIGH PACE/PATIENCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH EXTROVERSION</u>	<u>AS:</u>
Joe Doe Jack James		Billery Clinton Mary Knowalot Kelly Smith	Team builder Conversationalist Change oriented Poor listener

<u>HIGH PACE/PATIENCE</u>	<u>MAY PERCEIVE</u>	<u>OTHER HIGH PACE/PATIENCE</u>	<u>AS:</u>
Joe Doe Jack James		Joe Doe Jack James	Peace keeper Attentive Respects schedules Non-threatening

<u>HIGH PACE/PATIENCE</u>	<u>MAY PERCEIVE</u>	<u>HIGH CONFORMITY</u>	<u>AS:</u>
Joe Doe Jack James		William Burton Mary Dogood	Perfectionist Diplomatic Persistent Worrier



**BASIC HIGH TRAIT DISTRIBUTION:**



**HIGH DOMINANCE MEMBERS:**

Tolbert Frandsen  
Susan Brown  
James Harris

**HIGH DOMINANCE LIKES:**

Bottom line results  
Taking risks  
Control  
Retained authority  
Delegating  
responsibility,  
but not authority  
Challenge

**HIGH DOMINANCE DISLIKES:**

Vagueness  
Indecisiveness  
Laziness  
Small talk  
Non-confidence  
Mediocrity

**HIGH EXTROVERSION MEMBERS:**

Billery Clinton  
Mary Knowalot  
Kelly Smith

**HIGH EXTROVERSION LIKES:**

Social contact  
An audience  
To be liked  
Brainstorming  
Opportunities  
Party/Play/Laughter  
Surprises  
Delegating

**HIGH EXTROVERSION DISLIKES:**

Personal criticism  
Technical challenges  
Pessimists  
Negativism  
Being alone (a lot)

**HIGH PACE MEMBERS:**

Joe Doe  
Jack James

**HIGH PACE LIKES:**

Leisure time  
Comfort/Harmony  
Routines  
Deliberation  
Repetition  
Peace  
Cooperation

**HIGH PACE DISLIKES:**

Pressure  
Poor planning  
Spur of the moment  
Shop talk  
Unpredictability

**HIGH CONFORMITY MEMBERS:**

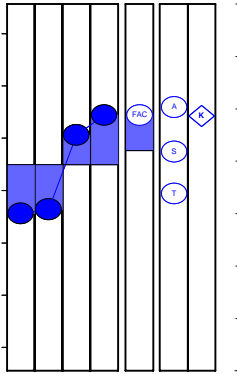
William Burton  
Mary Dogood

**HIGH CONFORMITY LIKES:**

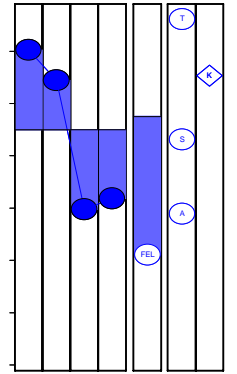
Rules  
Standards  
Sincerity  
Accuracy  
Limited risk  
Pre-planning  
Security

**HIGH CONFORMITY DISLIKES:**

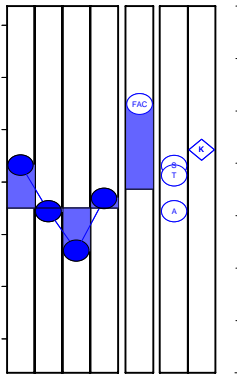
Criticism  
Big talk  
Flattery  
Fickleness  
Unexpectedness  
Rule changes



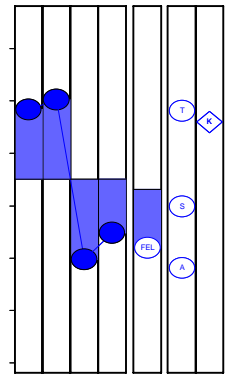
William Burton  
 Sample Company  
 Quality Manager  
 Notes:



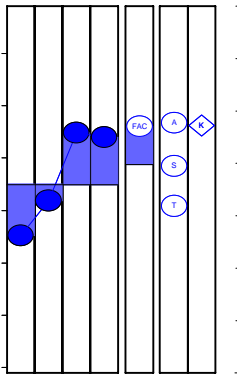
Tolbert Frandsen  
 Sample Company  
 Production Manager  
 Notes:



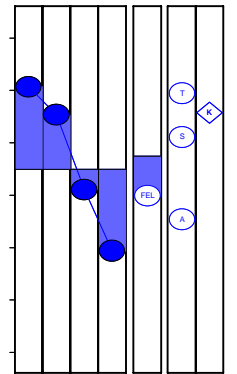
Susan Brown  
 Sample Company  
 Controller  
 Notes:



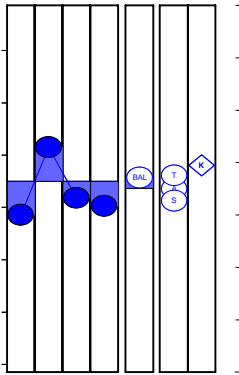
Billery Clinton  
 Sample Company  
 Engineer  
 Notes:



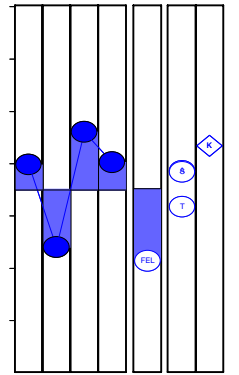
Joe Doe  
 Sample Company  
 Materials Manager  
 Notes:



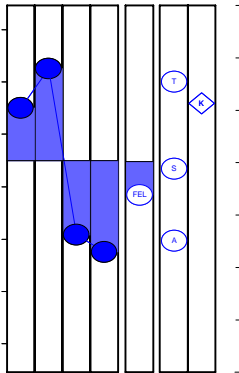
James Harris  
 Sample Company  
 Manager  
 Notes:



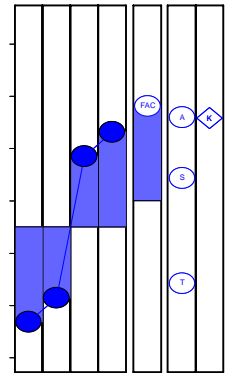
Mary Knowalot  
 Sample Company  
 Manager  
 Notes:



Jack James  
 Sample Company  
 President  
 Notes:



Kelly Smith  
 Sample Company  
 HR/Safety/Training  
 Notes:



Mary Dogood  
 Sample Company  
 General Manager  
 Notes: