

This Personal Development Report Package Is
Specially Prepared for:

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TABLE OF CONTENTS:

SECTION 1: BASIC/NATURAL SELF

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

UNIQUE TRAIT PAIRS

LOGIC

ENERGY STYLES

KINETIC ENERGY LEVEL

SECTION 2: PRIORITY ENVIRONMENT

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

STRESS ANALYSIS

SATISFACTION ANALYSIS

ENERGY DRAIN

AVAILABLE ENERGY

SECTION 3: PREDICTOR/OUTWARD SELF

How you will predictably come across to others.

UNIQUE TRAIT PAIRS

LOGIC

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.

MOTIVATORS WORKSHEET

DEMOTIVATORS

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 4 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.

SECTION 1: BASIC/NATURAL SELF

The way you function most NATURALLY and EFFICIENTLY.

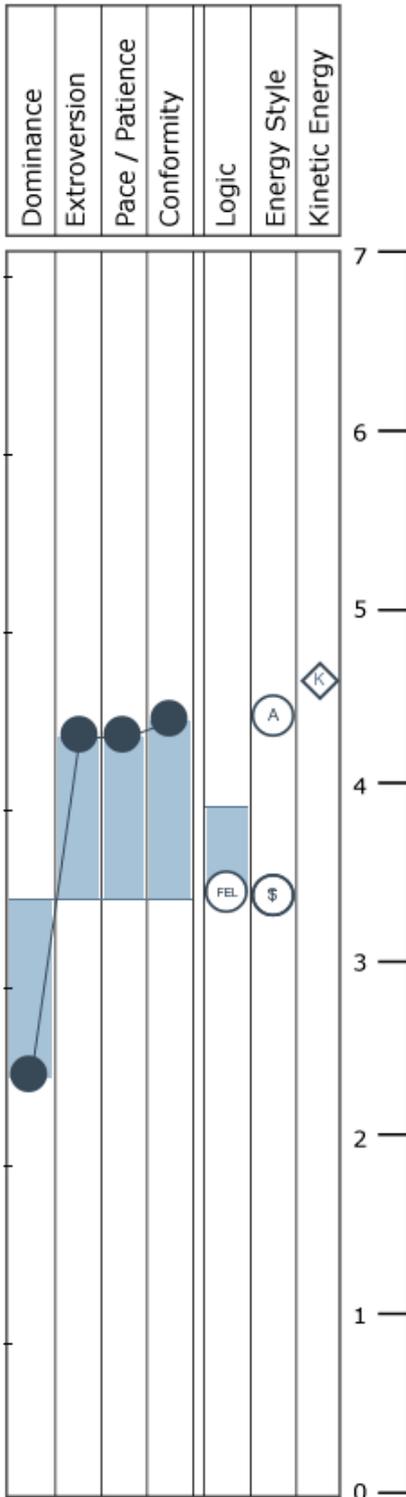
Based on recent research, case studies and a field norming of over 4 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

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

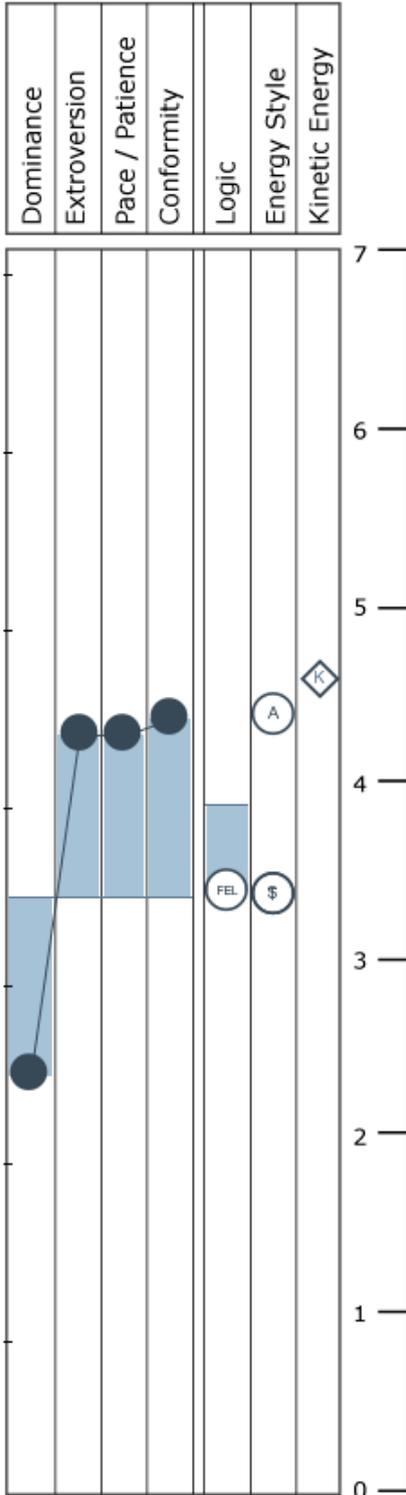
You are precise and systematic. Loyal to respected programs and people. Sincere, friendly and interested in doing what is best and most helpful for people.

You diligently implement accepted procedures and programs that relate to others for whom you are responsible. It is important for you to have pleasant, cooperative and non-threatening situations and relationships.

You want a structured, orderly and somewhat conventional environment. You usually perform tasks with meticulous accuracy.



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



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

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

The **PACE** trait and its relationship to the above would represent you as being steady, unhurried, persistent, pleasant and able to take what comes and make the best of it.

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.

UNIQUE TRAIT PAIRS

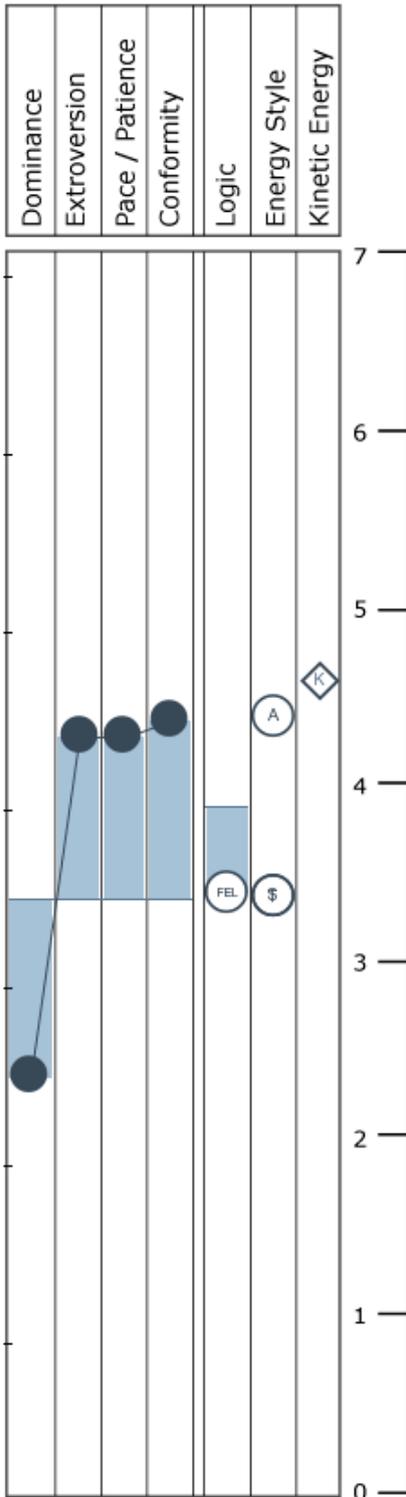
Your trait combinations yield these **UNIQUE CHARACTERISTICS**:

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)

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. (High Conformity over Pace)



LOGIC

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

You NATURALLY base your decisions on:

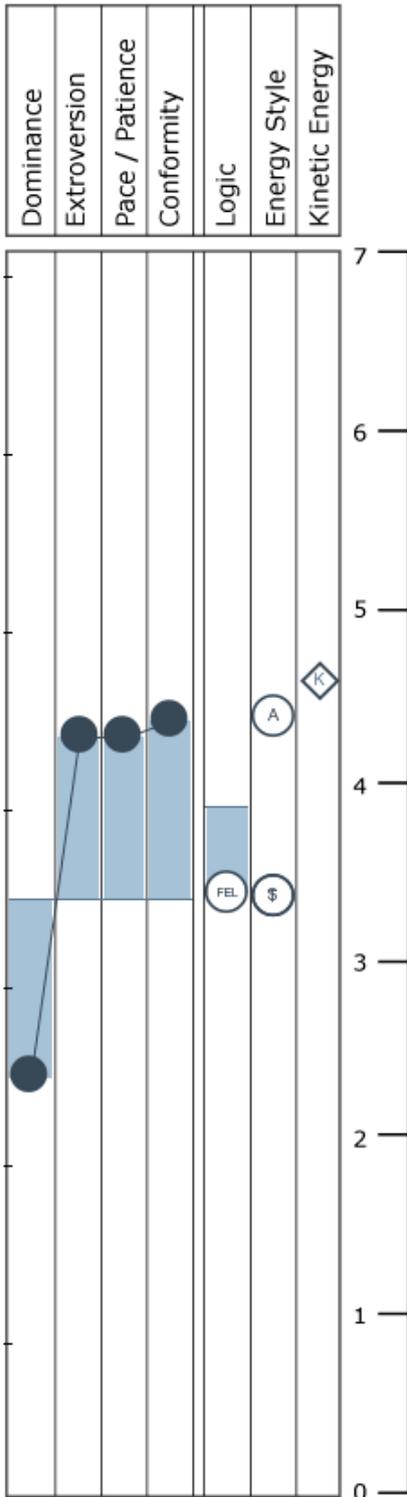
FEELING

An initial, automatic conclusion based on an inner sense.

You are able to make accurate decisions based on your innate intuition and trust in a sense of recognized patterns to follow.

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.



ENERGY STYLES

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

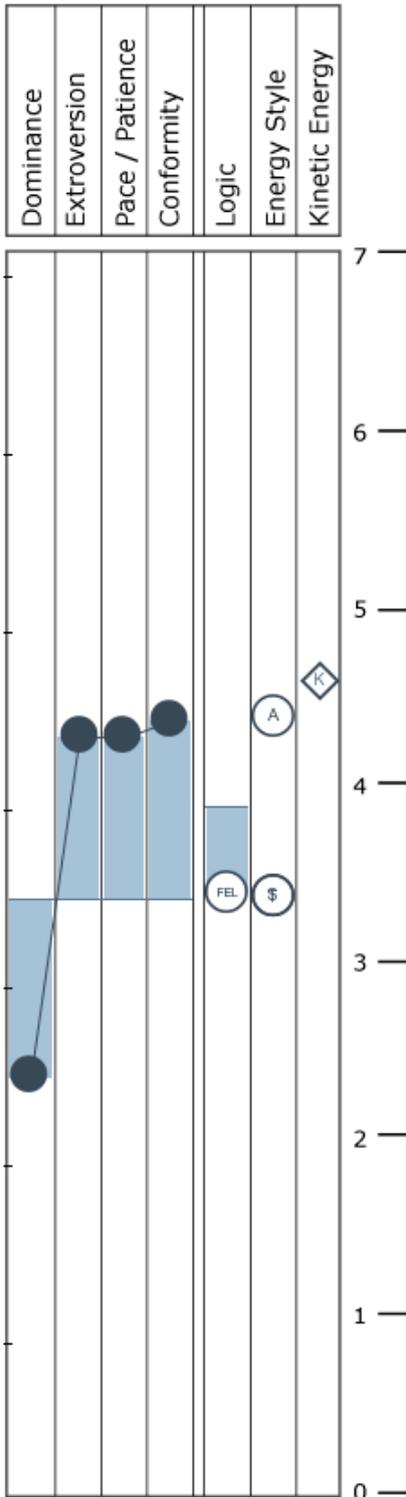
A follow through, supportive style. Dedicated to completing a predetermined project. Sense of connection to a common purpose.

You have closely developed the third energy style to that of your ALTERNATIVE STYLE identified above. You have the capability of utilizing the third energy style which 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.



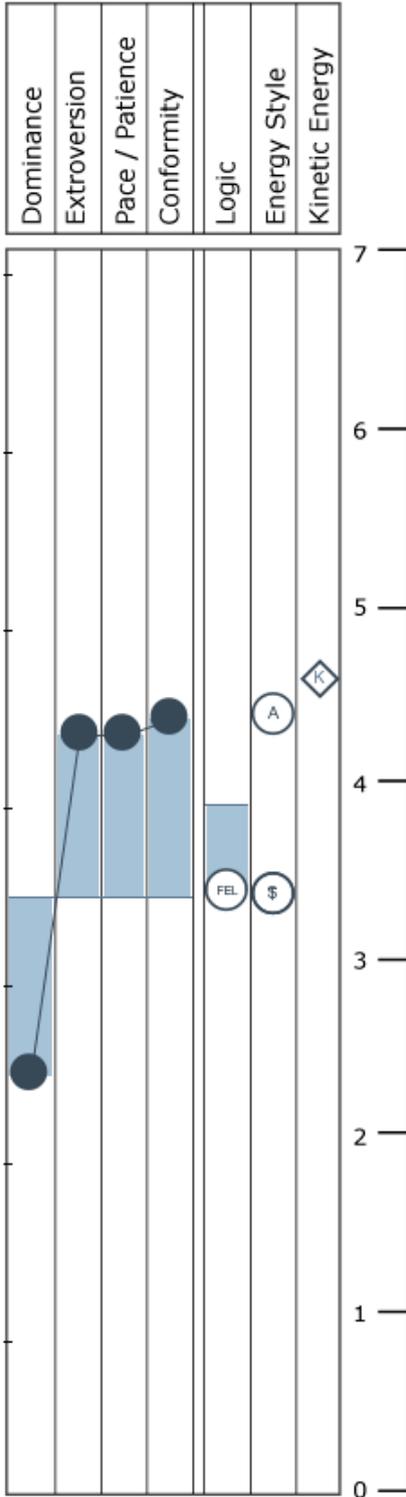
KINETIC ENERGY LEVEL

Think in terms of CAPACITY, BATTERY, or HORSEPOWER. ENERGY LEVEL relates to mental, emotional and physical energy. 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:

ACHIEVER ZONE (5)

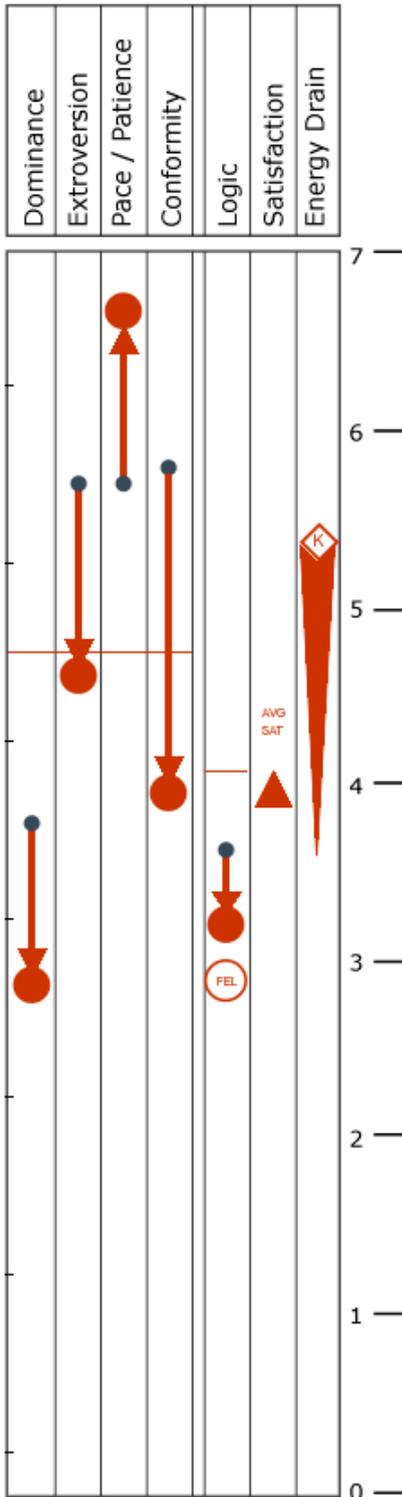
With this means of accomplishing a task, you should be very successful. Your only concern here might be whether there is enough time in the day and can the important areas of your life (job, mate, peers, etc.) really utilize the energies you have to offer.



SECTION 2: 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: LESS CONTROLLING

Stepping back and not being as forceful or assertive as would be natural. Perhaps attempting to delegate authority; or conversely, some authority is being taken away.

Please identify: Work _____ Non-work _____

What is causing the pressure? How could it be reduced?

EXTROVERSION: LESS OUTGOING

Being less communicative, quieter. May result from a change in roles that require a more objective and direct approach with people. Perhaps feeling let down, disappointed, or not appreciated by others.

***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?

PACE: MORE PATIENT

May be realizing things are not going to happen as quickly as preferred; thus waiting for others, or not pushing as hard as would be natural. Perhaps feeling the need to be more casual and easygoing.

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.

***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?

LOGIC: MORE FEELING CONSCIOUS

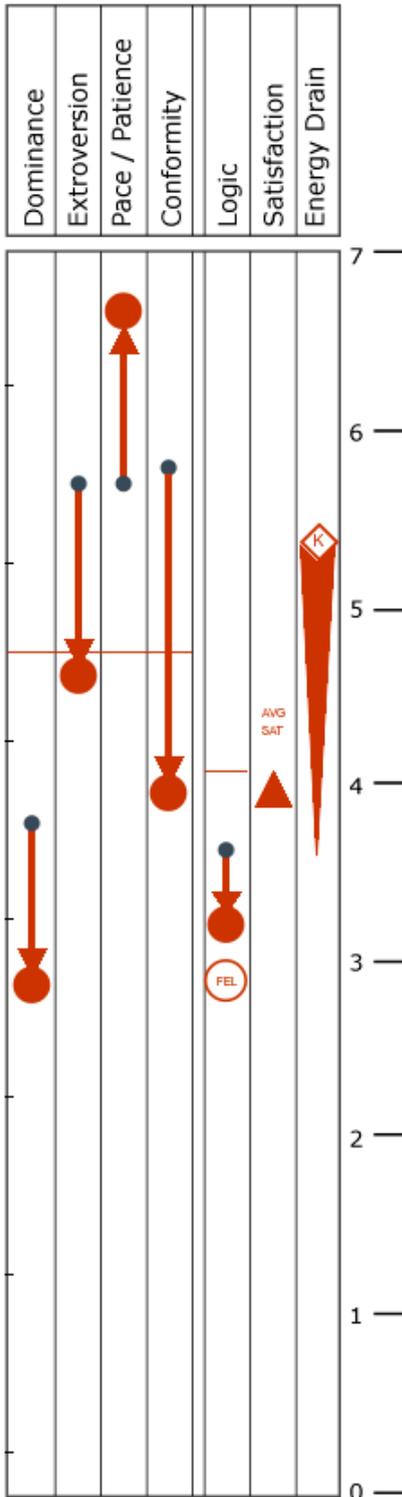
Pressure to be more intuitive and spontaneous in making decisions. Perhaps decisions must be made in less time. May base decisions more on past experiences and less on facts.

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

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:

OVER-EXTENSION

Being stretched or pushed beyond natural comfort levels. Reducing the causes of the STRESS listed above may render the quickest relief.



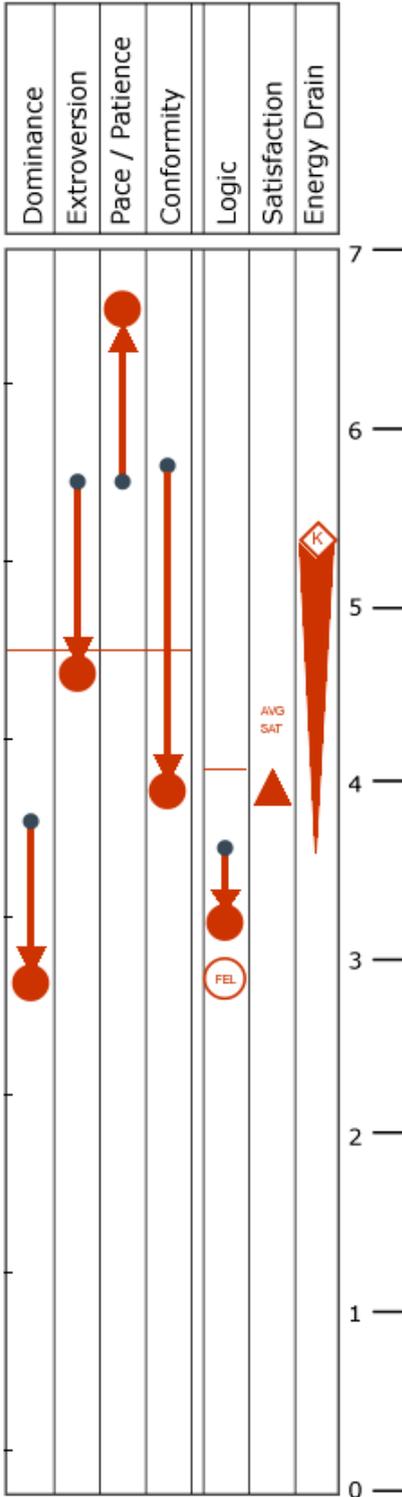
SATISFACTION ANALYSIS

Relates to whether or not your GOALS AND ASPIRATIONS are being fulfilled.

Presently, the level of SATISFACTION indicated is:

AVERAGE SATISFACTION

You are probably coping well, things are status quo, or apparently you are getting enough rewards to make your stress worthwhile. You are seeing light at the end of the tunnel.



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.

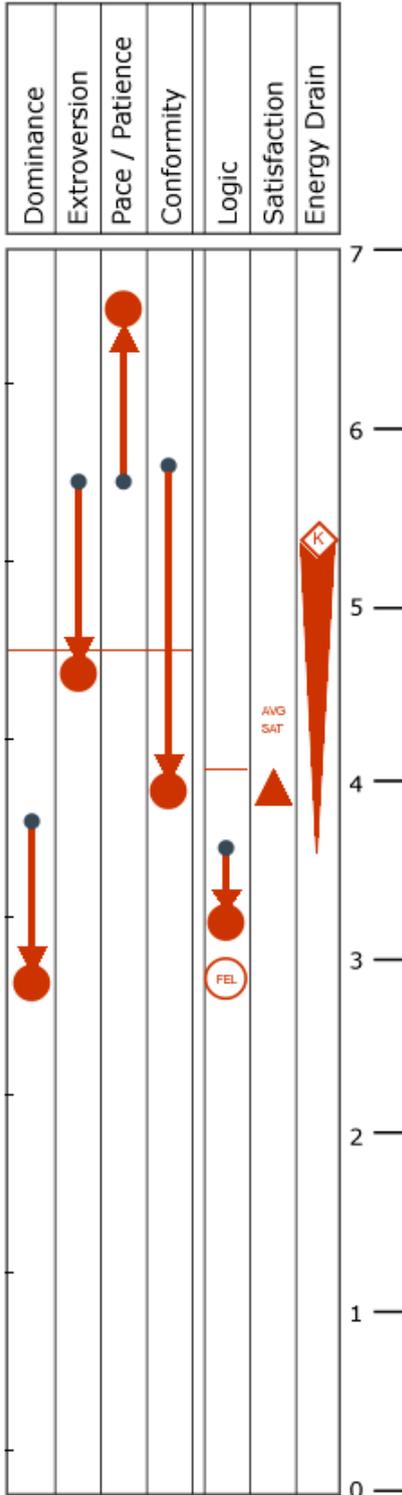
AVAILABLE ENERGY

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:

PRODUCTIVE ZONE (4)

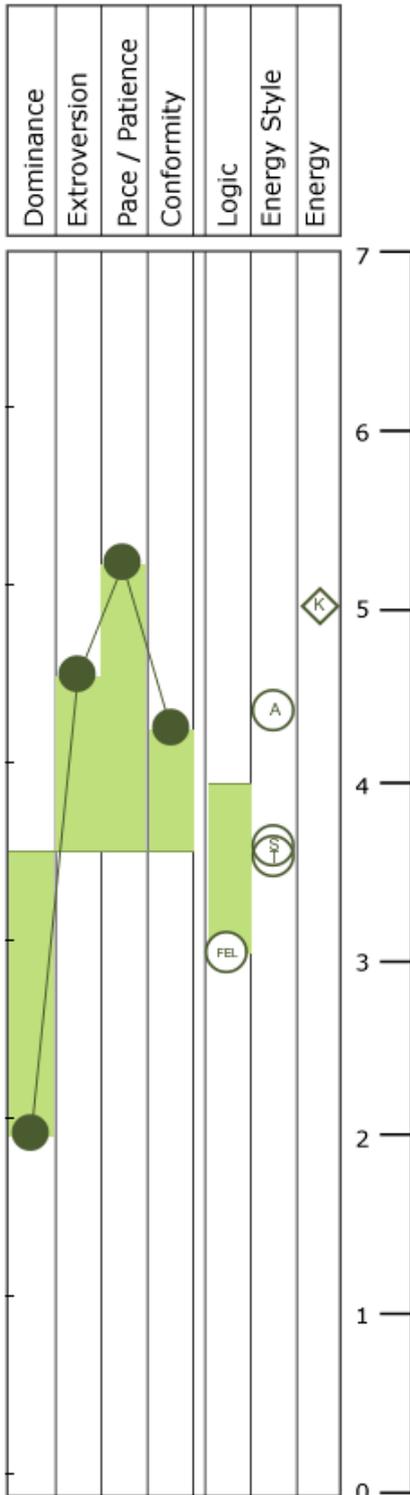
Capacity to productively manage several different activities continuously and simultaneously.



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. 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. A cooperative and peaceful approach is preferred. Does not want to be taken advantage of.

DOMINANCE trait—Not significantly different from BASIC.

EXTROVERSION trait—Not significantly different from BASIC.

PACE trait—Not significantly different from BASIC.

CONFORMITY trait—Not significantly different from BASIC.

Additional insights as to HOW OTHERS SEE YOU at this time:

TRAIT PAIRS:

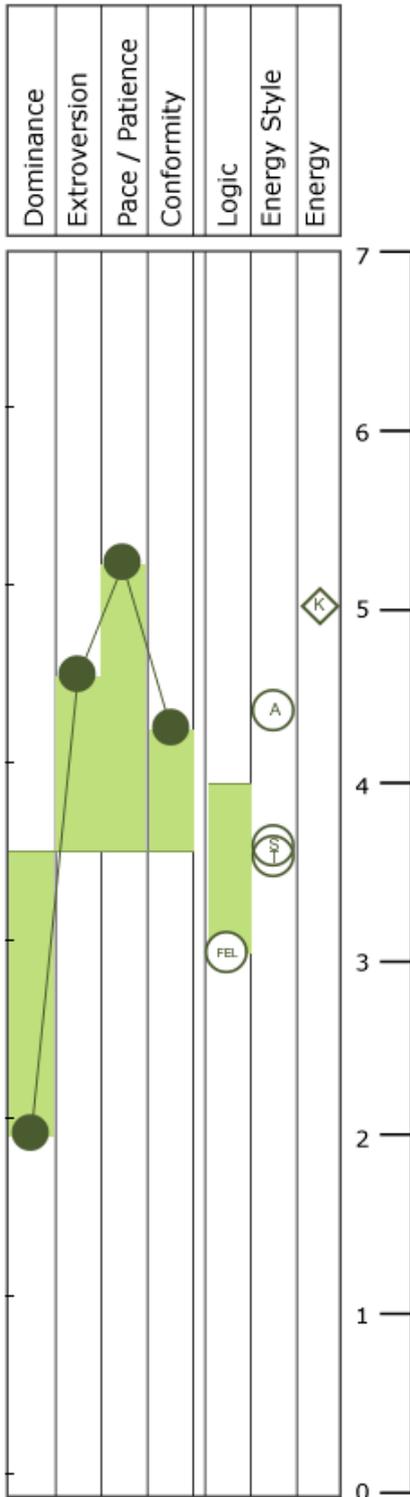
PERSUASIVE/SELLER—Persuade with friendliness and empathy when accomplishing goals through people.

DEPENDABLE/PRODUCTIVE—Emphasize quantity and consistent production flow.

LOGIC: FEELING—Respond instinctively when making a decision. React to unproven situations with an automatic conclusion.

ENERGY STYLE—Not significantly different from BASIC.

ENERGY LEVEL: High Achiever Zone (6)—Endless energy resource. Require extensive projects or diverse activities.



SECTION 4: OPERATIONAL STYLES

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

COMMUNICATION STYLE

Your natural COMMUNICATION STYLE is:

GUARDED/CAUTIOUS/EXACTING

You are most likely a selective communicator. When in charge of people, will use a mild persuasive style. Will be concerned and conscientious, referring to proven policies and rules as basis for actions. Naturally itemize things in detail and expect accuracy from self and others. Place an importance on loyalty and sincerity.

When you communicate to others, you:

- Voice concern, sincerity, conscientiousness
- Focus on accuracy, quality
- Present details, clear directions
- Point out negative impact

You prefer to have others communicate to you with:

- Proven procedures, systems
- Respectful language and tone of voice
- Written, up-to-date guidelines

LEADERSHIP STYLE

Your most effective and natural way to LEAD is:

PROCEDURAL/TRADITIONAL

Demanding the adherence to the system and structure whenever possible, you follow the regulations and continue with what has worked in the past. You probably seek to obtain positions by earning them.

When in a leadership role, you:

- Follow clearly defined systems and established programs
- Show loyalty and commitment
- Value expertise of others
- Ensure accuracy and quality
- Seek correct results

BACK-UP STYLE

If you run out of energy, patience, or it just is not worth the effort, your BACK-UP STYLE tends to be:

MUST BE RIGHT

Your back-up style indicates that when all else fails, you may silently collect the proof then bury everyone with the facts. You may not actually do this, but you will at least feel like it.

Additional extreme responses:

- Bury challenges with facts
- Show inflexibility in words and body language
- Alarm with what might go wrong
- Hinder or stop work flow

SECTION 5: 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
 - Opportunity
 - Status
 - Money
 - Friends
 - Time to Adjust to Change
 - Appropriate Benefits
 - Forewarning of Changes
 - Happiness
 - Praise and Recognition
 - People to Talk To
 - Outside Group Activities
 - Better Working Conditions
 - Identification with a Group
 - Protection
 - Direction
 - Strong Leadership
 - Peace
 - Standard Operating Systems
 - Assurance of Job Well Done
 - Justifiable Changes
 - Sound Actions
 - Accuracy/Exact Instructions
-

Factors that are DEMOTIVATING or negative to you:

- Criticism, especially when it is unjustified; lack of organization
- 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

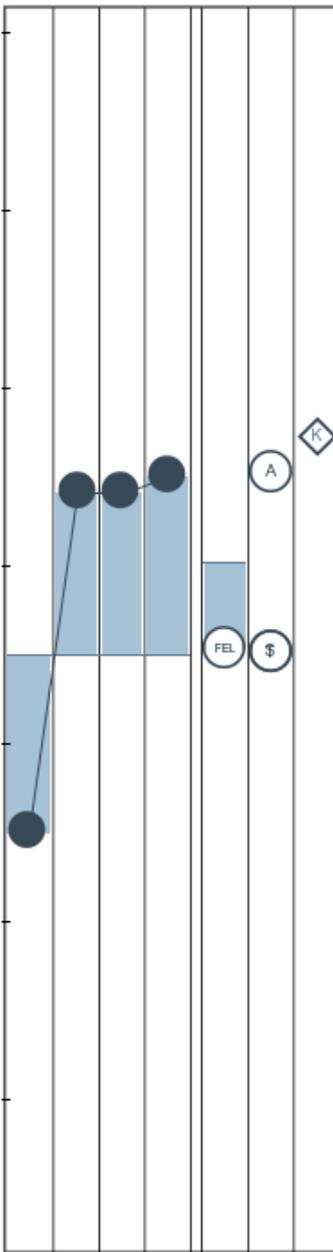
IN CONCLUSION: If you feel ANYTHING contained herein is stated incorrectly or does not describe you, please mark the area, add your comments and send to your PDP Representative. Refer to the last page of this report for contact information.

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PDP® ProScan® Data Sheet (400 Series)

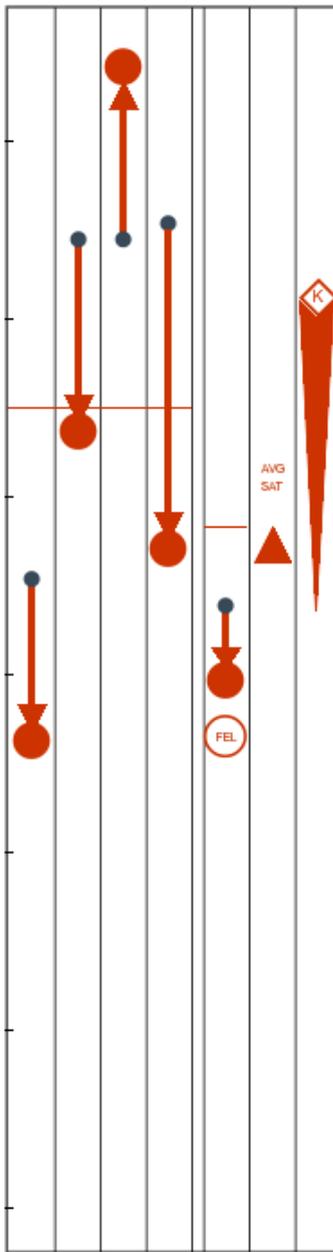
Basic / Natural Self

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Kinetic Energy



Priority Environment

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Satisfaction
Energy Drain



Predictor / Outward Self

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Energy

