

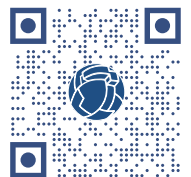
# ProScan

This Personal Strengths is specifically prepared for:

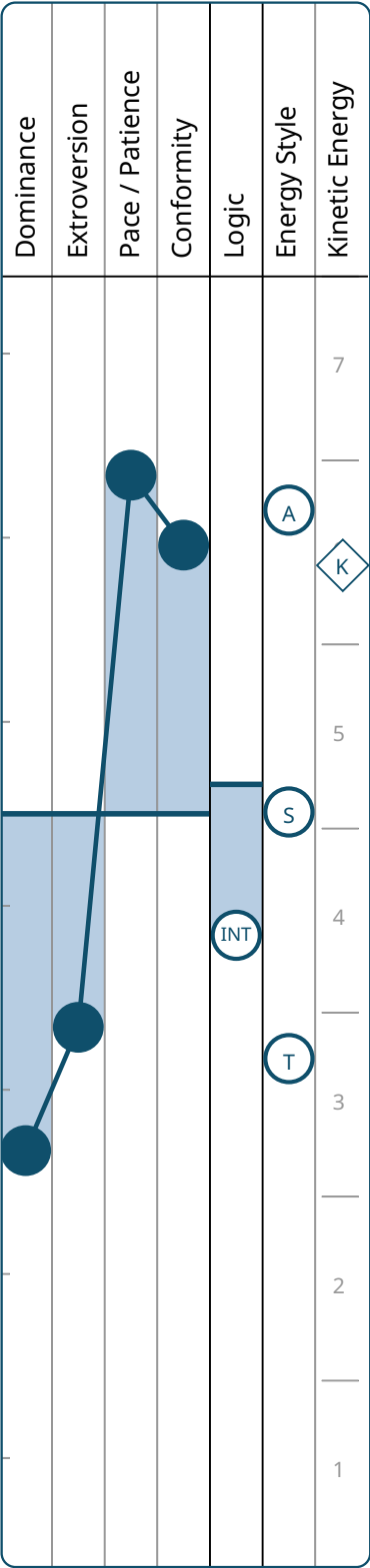
**C.C. Sample**

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[Why is ProScan  
so accurate?](#)



Natural Self

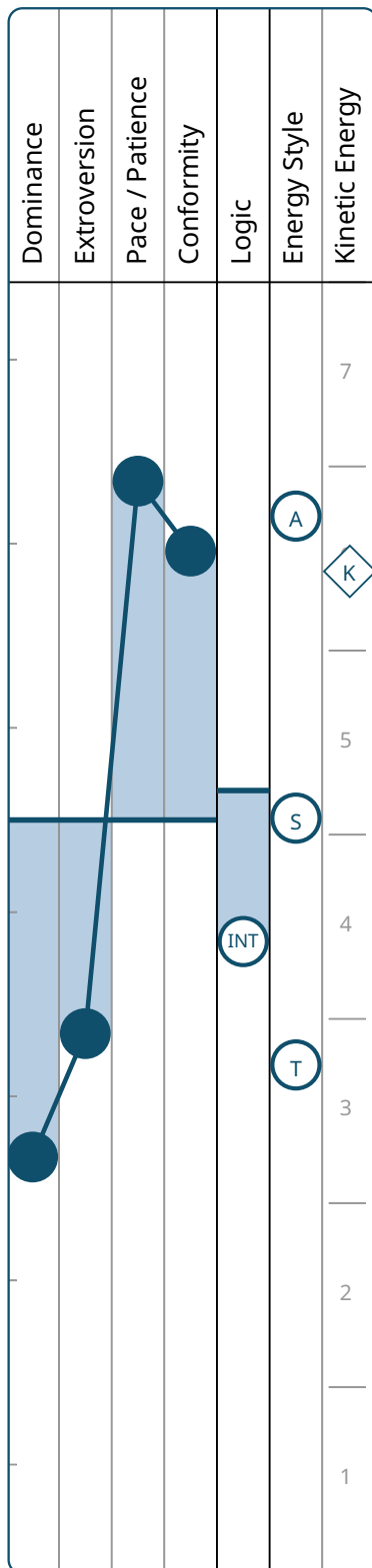


## Intensity Chart—Natural Self

How you function when there is freedom to respond in a completely natural way.

Dominance Take-charge	Extroversion Outgoing	Pace Patient	Conformity Structured	Logic Fact/Analytical	Energy Style	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	Rely on established theory	<div> <div>A</div> <div>S</div> <div>T</div> </div>	<b>Zone 7</b> 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		<b>Zone 6</b> 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		<b>Zone 5</b> 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		<b>Zone 4</b> Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense		<b>Zone 3</b> 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	<div> <div>T</div> </div>	<b>Zone 2</b> 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		<b>Zone 1</b> 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	Intuition/Feeling	<b>Thrust</b> —Rocket launch style with huge energy output; inner-directed, self-starting drive <b>Allegiance</b> —Follow through, supportive style; dedicated to completing predetermined project <b>Ste-Nacity</b> —Steadfast, tenacious; locomotive-like force that self-initiates, pursues and completes project	

## 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: 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.

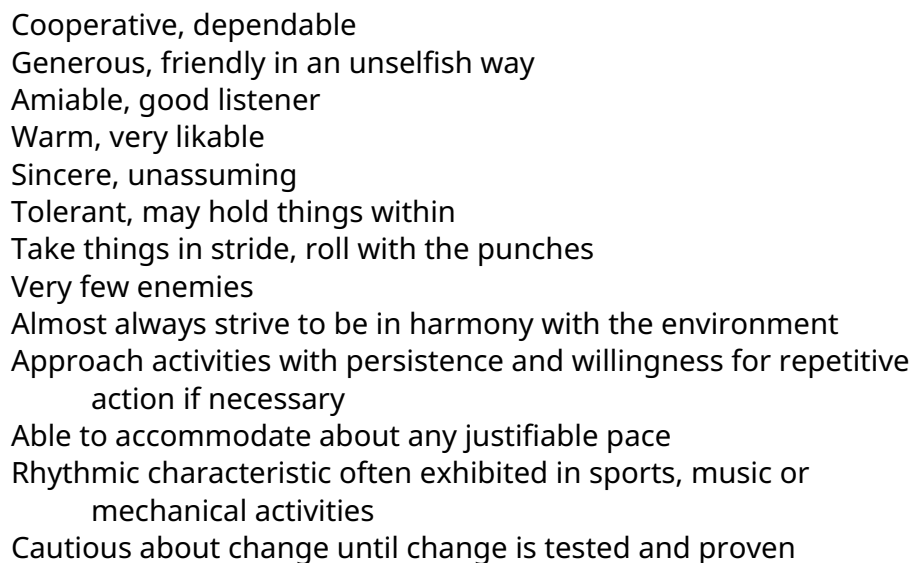
**You have indicated by your responses to the ProScan Survey that:**

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.

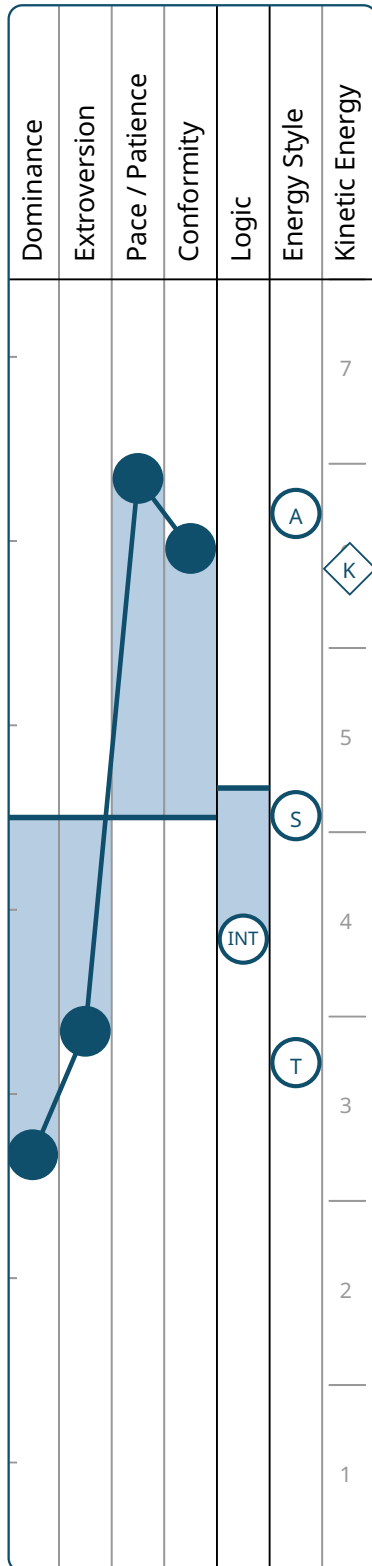
Further insight into your **Pace** trait, the strongest behavioral trait you have developed, is described as:



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.

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.

## Natural Self



## Unique Trait Pairs

Your trait combinations yield these unique characteristics:

### Dependable/Productive

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

### Internal processor

You consider all sides of an issue quietly and internally prior to offering an opinion or providing input on an issue and want time to privately consider options before speaking. (High Pace over Low Extroversion)

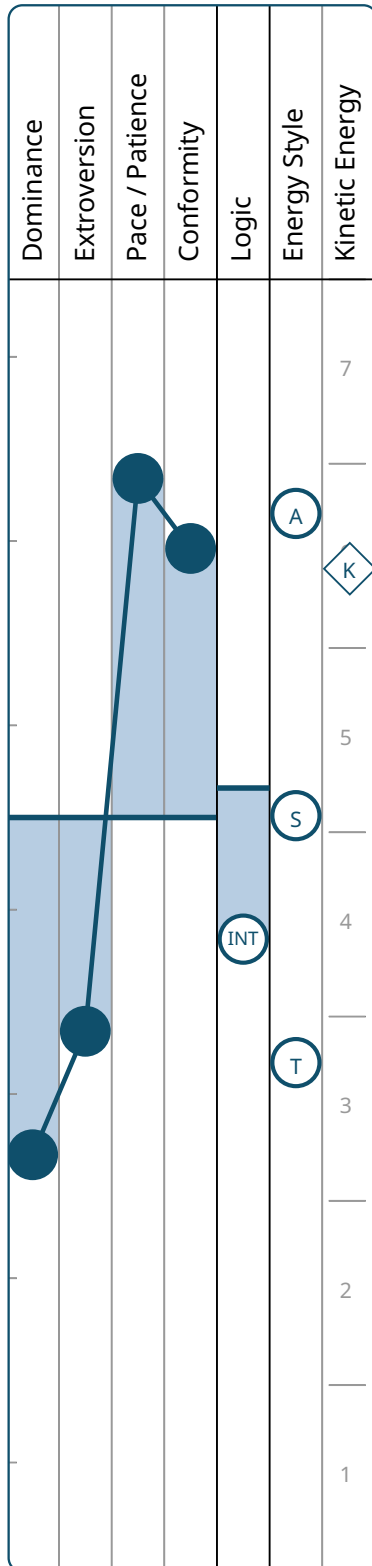
### Cautious/Requires proof

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)

### 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)

## Natural Self



## Logic

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

**You naturally base your decisions on:**

### Intuition

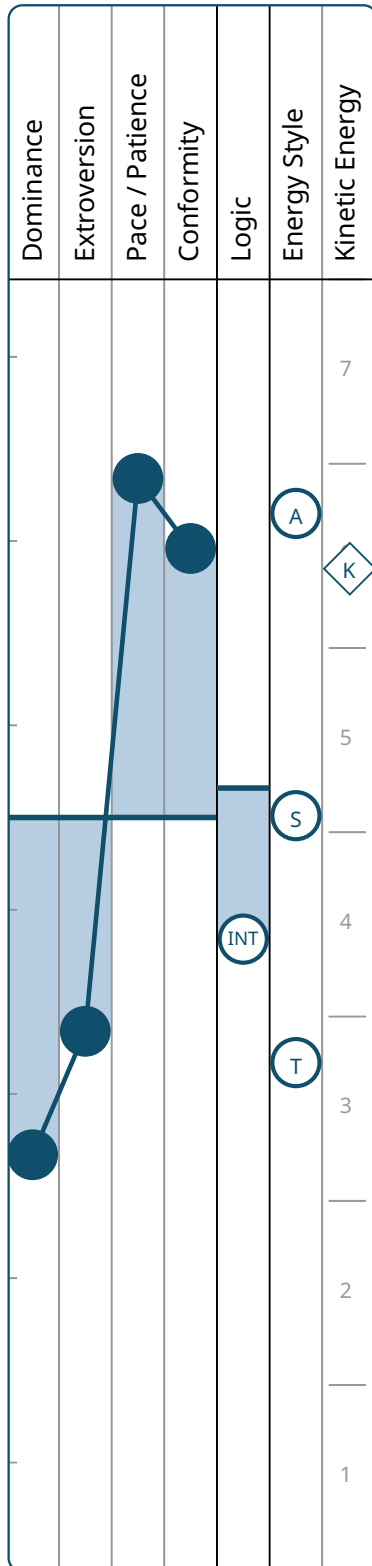
An initial, automatic conclusion based on an inner sense.

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.

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

## 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.

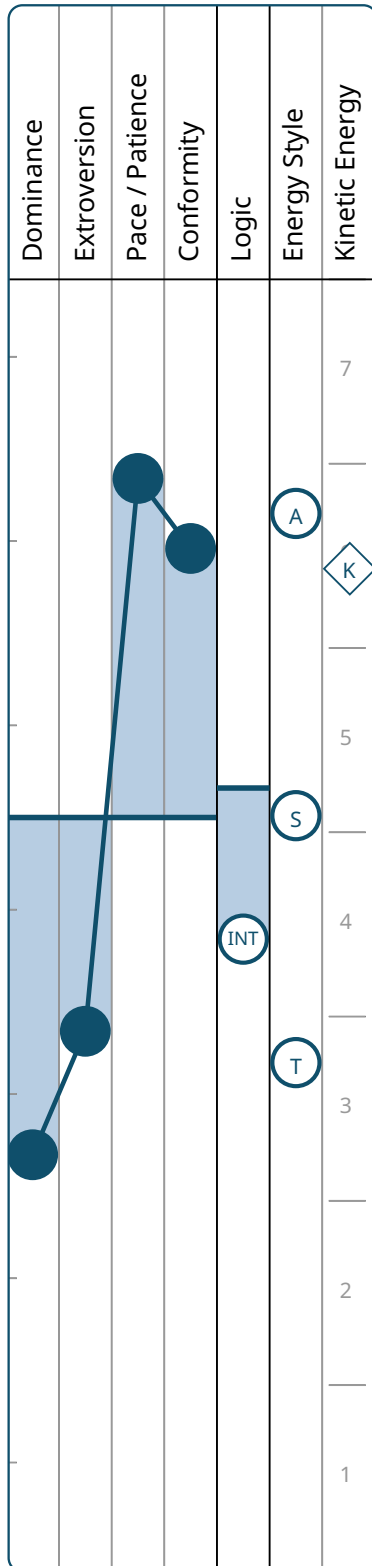
**Your natural energy level is in the:**

### 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.



## 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:**

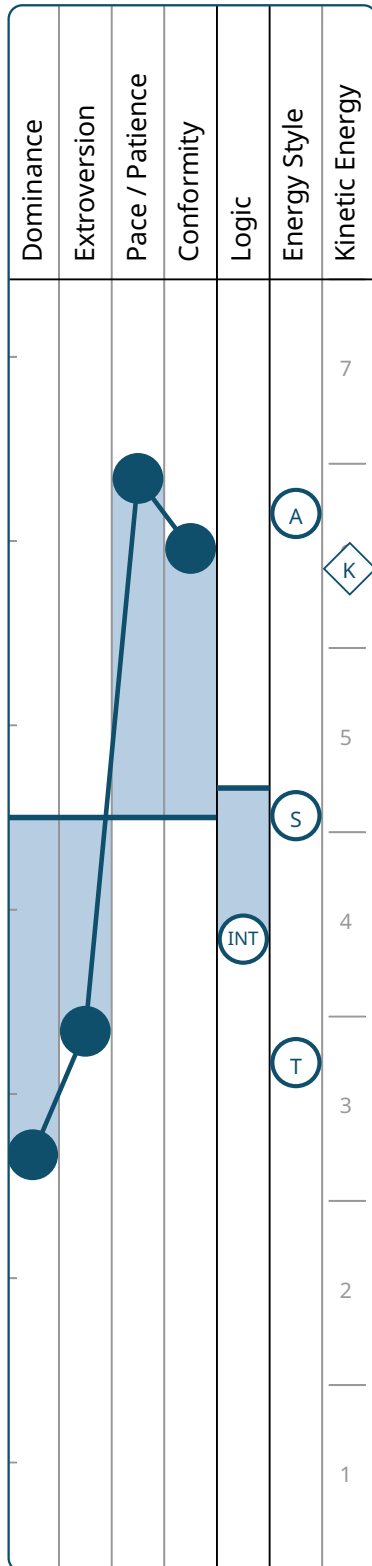
### Caretaker/Persistent

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

## 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

## 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)?

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

### Factors that are demotivating or negative to you:

Unjustified or erratic pressure. Confrontation.  
Having to be authoritative. Incompetent leadership.