

This Comprehensive ProScan Reports Package  
is specially prepared for:

**Lisa Lahrman**

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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:**

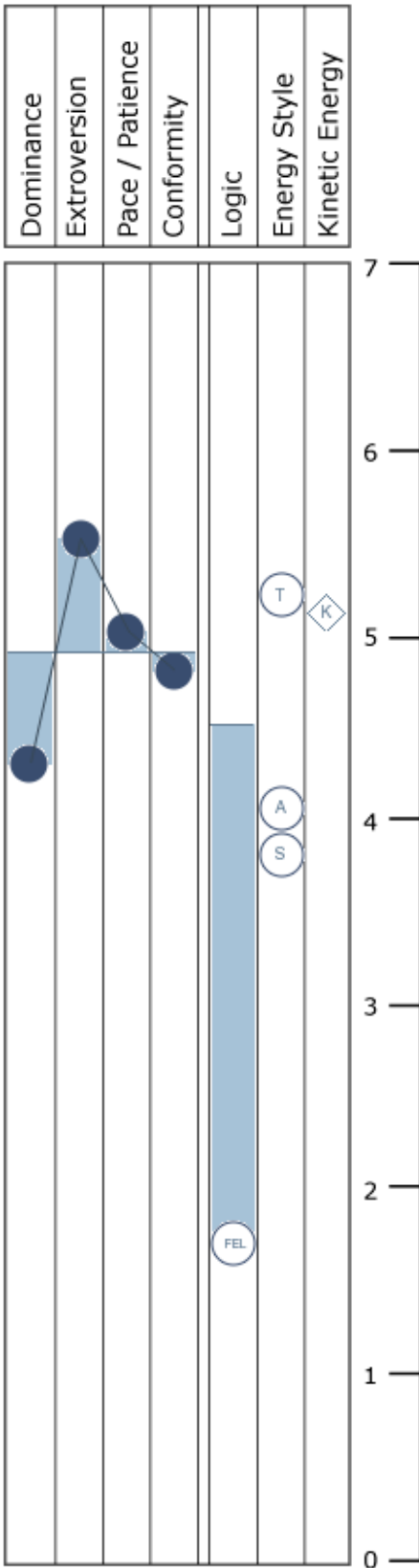
**DOMINANCE:** The Take Charge Trait  
**EXTROVERSION:** The People Trait  
**PACE:** The Patience Trait  
**CONFORMITY:** The Systems Trait

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.

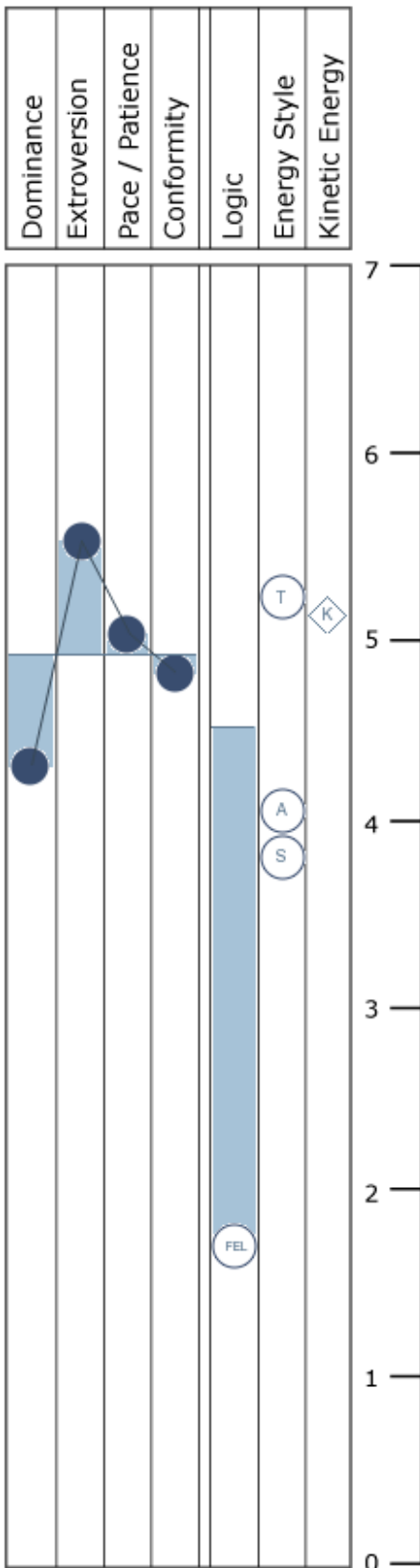


**You have indicated by your responses to the ProScan Survey that:**

You are influential and effective in people skills. Pleasantly persuasive and interested in discussing ideas beneficial to a group of people. Like brainstorming about a variety of subjects. Inclined to be attracted to opportunities and promotions.

You may be turned off by a show of strong authority or rigid regulations. Probably exhibit a carefree and casual attitude and are interested in being liked and appreciated.

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



- Cordial
- Good Natured
- Pleasant
- Shares Ideas
- Comfortable Mixer
- Conversationalist
- Socially Inclined

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

The CONFORMITY (structure) trait describes you as a concerned and thoughtful person who can either delegate the details or go ahead and complete the project.

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**

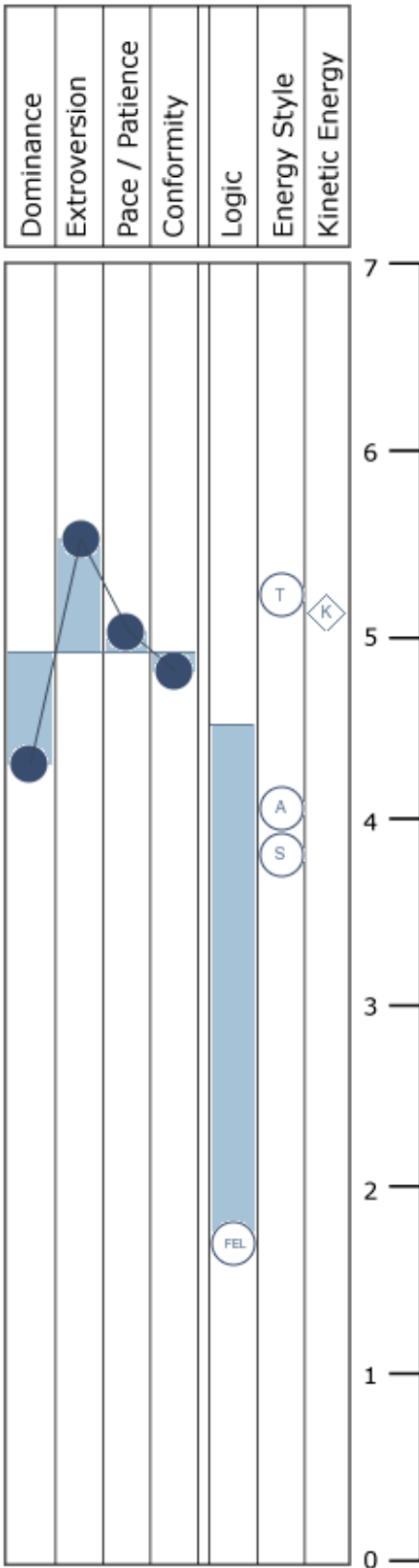
Your trait combinations yield these **UNIQUE CHARACTERISTICS**:

**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)

**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. (High Pace over Low Conformity)



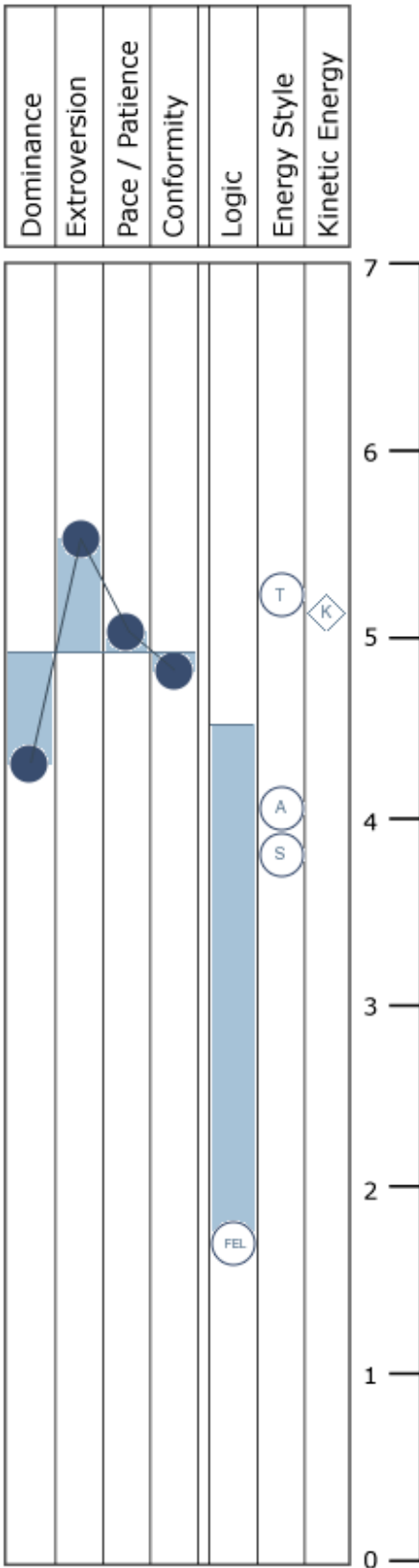
**LOGIC**

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:**

**Almost ENTIRELY on FEELING**

Depend heavily on the intuitive approach.



**ENERGY STYLES**

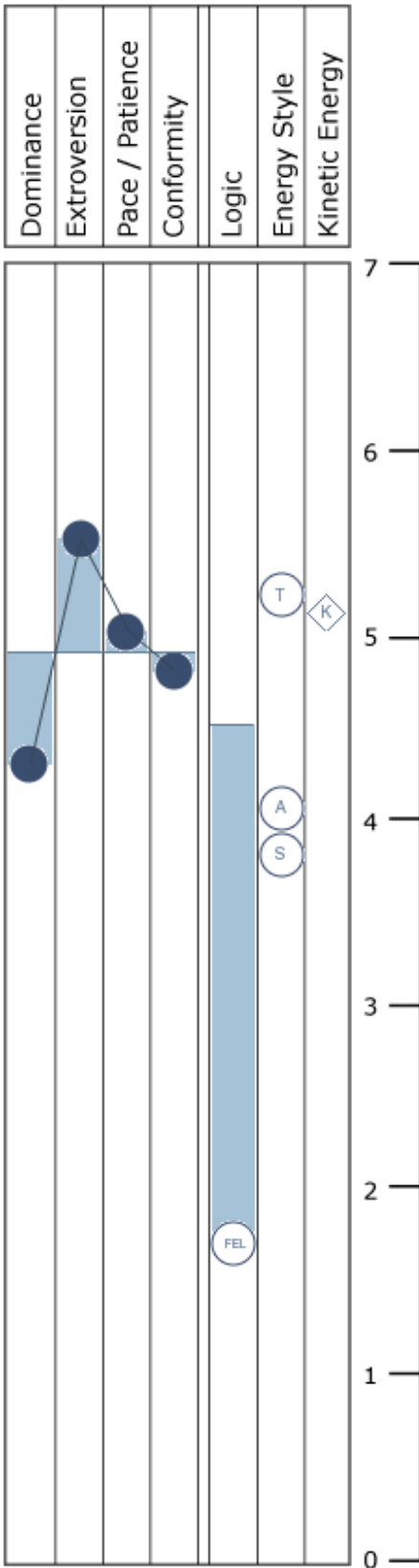
There are three ENERGY STYLES: THRUST, ALLEGIANCE, and STE-NACITY. ENERGY STYLE determines how tasks are approached or how goals are accomplished.

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

**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.



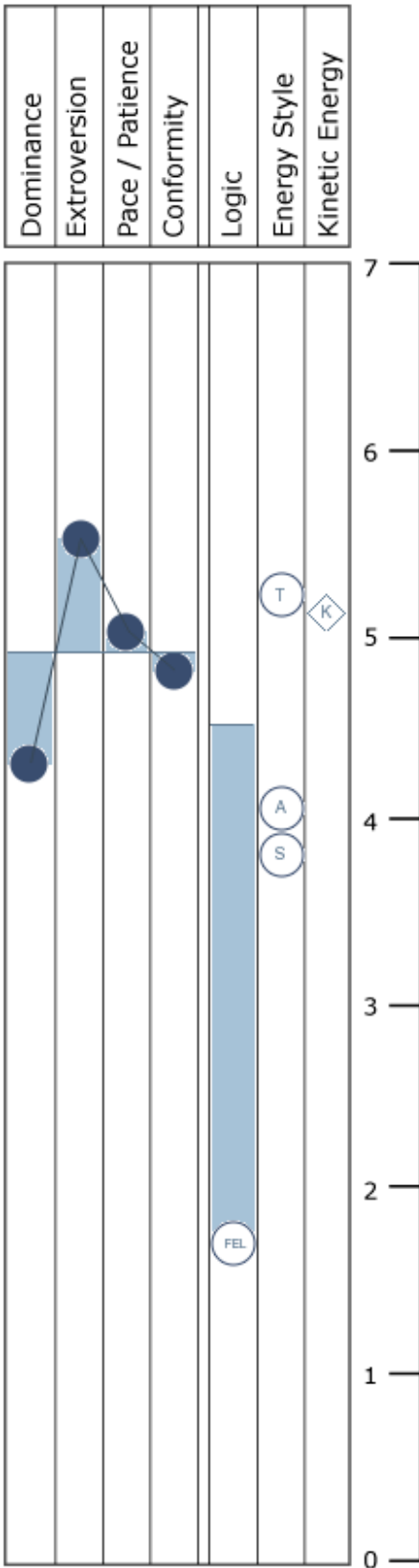
**KINETIC ENERGY LEVEL**

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

**HIGH ACHIEVER ZONE**

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.



**-SECTION 2-**

**PRIORITY ENVIRONMENT(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.

**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: MORE CONTROLLING**

Taking charge, becoming more assertive and forceful. More direct and to the point in communications. May be sensing expectations to assume more control to fill a perceived leadership void. May be using more decisive, analytical and problem-solving skills to achieve desired results.

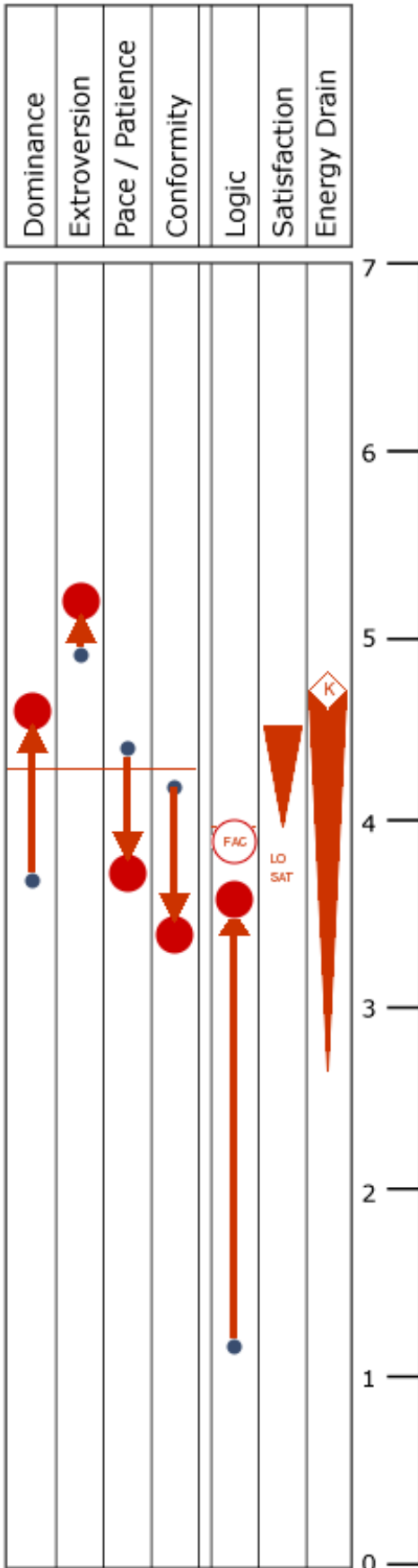
\*\*\*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

**Please identify: Work \_\_\_\_\_ Non-work \_\_\_\_\_**

**EXTROVERSION: MORE FRIENDLY, EMPATHETIC**

Increasing sensitivity to others and more outgoing. Working to develop more relationship and team-building skills. Perhaps an emphasis on public relations and social involvement has created the need for more communication. Using a more persuasive approach to foster cooperation and obtain results.

**Please identify: Work \_\_\_\_\_ Non-work \_\_\_\_\_**



**PACE: LESS PATIENT**

Sensing an urgency to accomplish more in less time. May be pushing to get more rapid results. Perhaps internal or external deadlines are not being met, causing a need to move more quickly.

\*\*\*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 \_\_\_\_\_

**CONFORMITY: LESS DETAILED**

Eliminating or delegating some details. May be looking more at the big picture, trying to be more open-minded, taking more risks, asserting more 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.

Please identify: Work \_\_\_\_\_ Non-work \_\_\_\_\_

**LOGIC: MORE FACT CONSCIOUS**

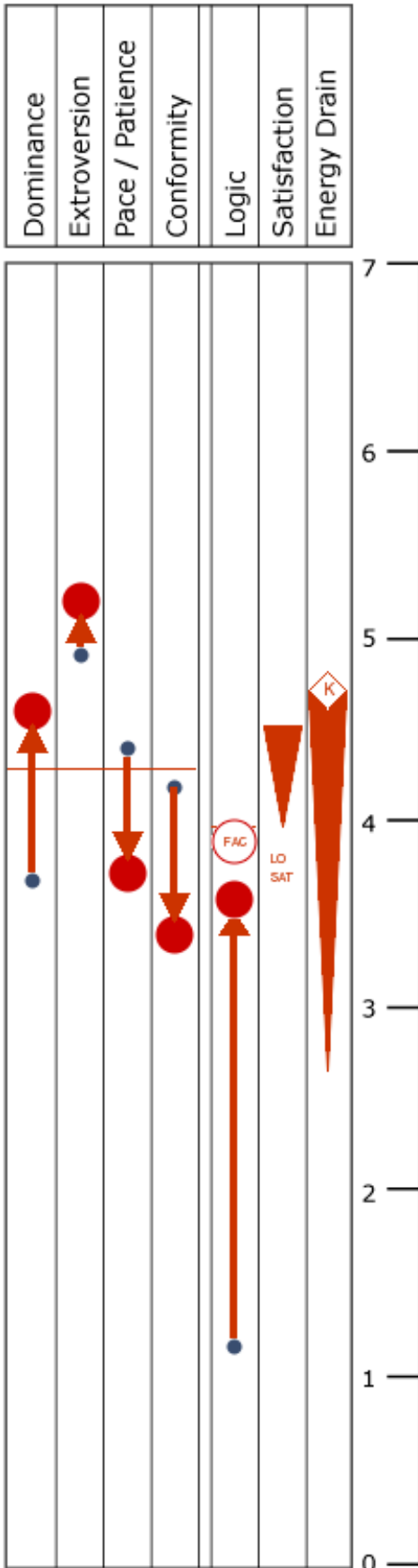
Becoming more objective and deliberate in decision-making process. Perhaps there is pressure to gather more specific factual information to validate the process and outcome of decisions.

Please identify: Work \_\_\_\_\_ Non-work \_\_\_\_\_

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. HIGH SATISFACTION indicates that the stress felt is worth the effort. HIGH SATISFACTION lessens the effect of ENERGY DRAIN. LOW SATISFACTION amplifies the ENERGY DRAIN.

Presently, the level of SATISFACTION indicated is:

**Some CONCERN with SATISFACTION**

You are experiencing some CONCERN as to whether or not your goals and aspirations are being met. You seem to be bordering on low satisfaction.

Please identify: Work \_\_\_\_\_ Non-work \_\_\_\_\_

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

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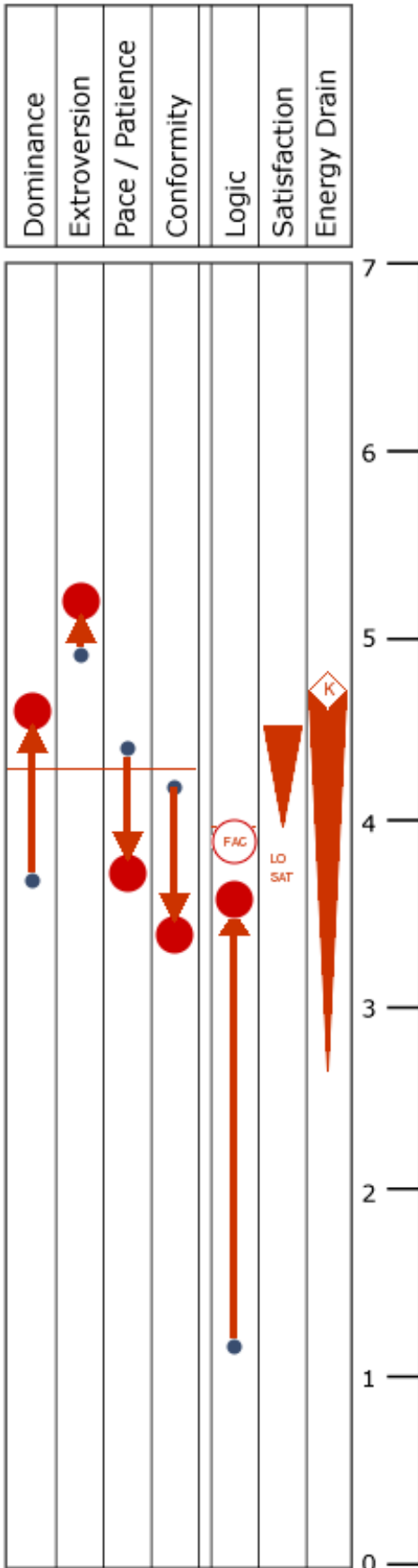
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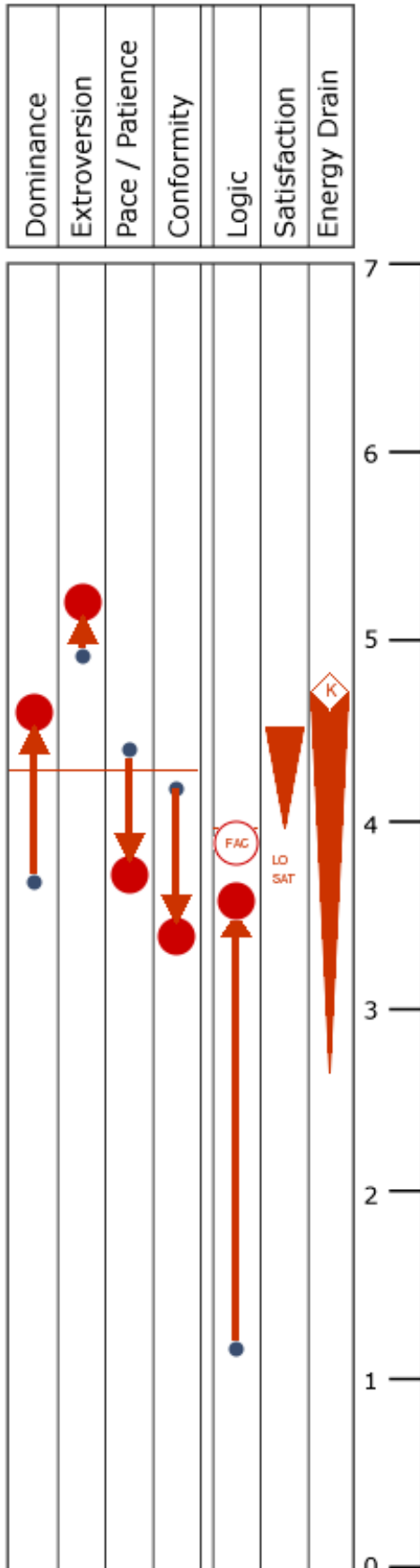


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**ENERGY DRAIN**

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:

**SIGNIFICANT**  
More than average drain for functioning in daily activity requirements.

ENERGY DRAIN is somewhat significant, and may cause some concern. Examine the causes, if any, by referring to the STRESS and SATISFACTION Sections of this report. Commit to addressing the causes as quickly as possible.

**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:

**EFFECTIVENESS ZONE**

Daily functions and activities can be maintained with this level of AVAILABLE ENERGY. May be able to handle more than one task at a time, but may have to prioritize each of the tasks to minimize additional stress.

**-SECTION 3-**

**PREDICTOR/OUTWARD SELF**

**How you COME ACROSS to others.**

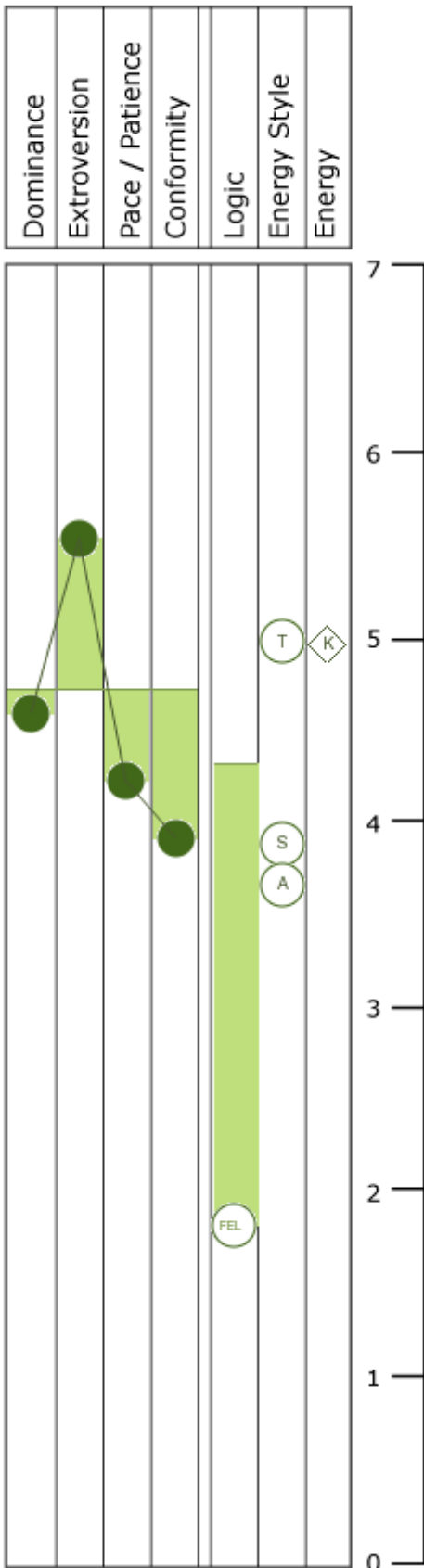
This indicates the adjustments and changes you have been making. This description may be similar to your BASIC description in Section 1, depending on the amount of stress adjustments indicated in PRIORITY ENVIRONMENT in Section 2.

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 exciting, enthusiastic and a persuasive influencer. Probably interested in big picture programs that have a lot of opportunity. Devote most of your time and energy to services and products that are people related.

Prefer to have others involved in decisions about technical matters. Usually dislike rules and regulations and enjoy great freedom of choice. Use empathy and enthusiasm to accomplish goals.



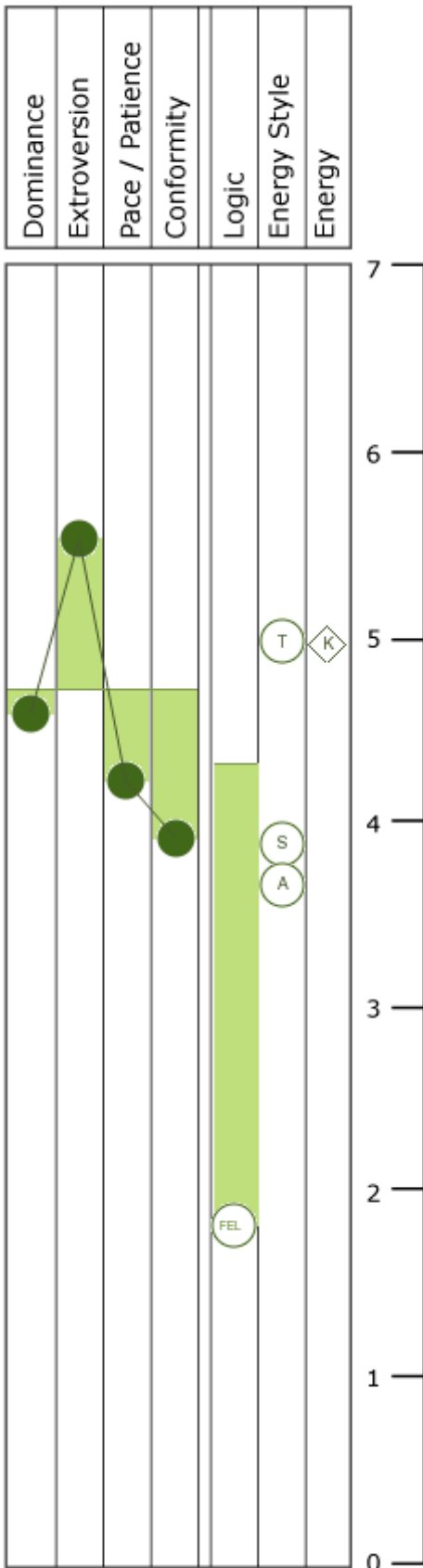
Further insight into your EXTROVERSION trait, the strongest behavioral trait you have developed, is described as:

- Cordial
- Good Natured
- Pleasant
- Shares Ideas
- Comfortable Mixer
- Conversationalist
- Socially Inclined

The DOMINANCE trait describes you as a composed, confident, innovative person who can be, but does not have to be, in charge. You interface with others when your position or imposed expectations require you to.

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.



**UNIQUE TRAIT PAIRS**

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

**PERSUASIVE/SELLER**

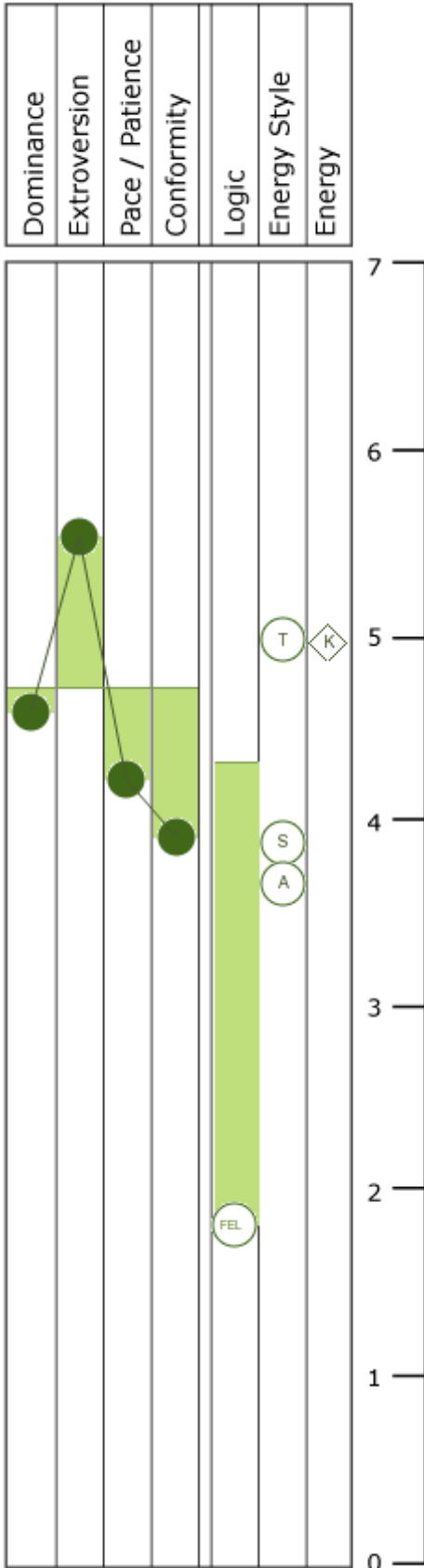
When in charge of people, you prefer to accomplish things through a seller style. A friendly, empathetic, persuasive way of getting help to accomplish the task. (Extroversion over Dominance)

**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)

**FAST, FLUENT COMMUNICATIONS**

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

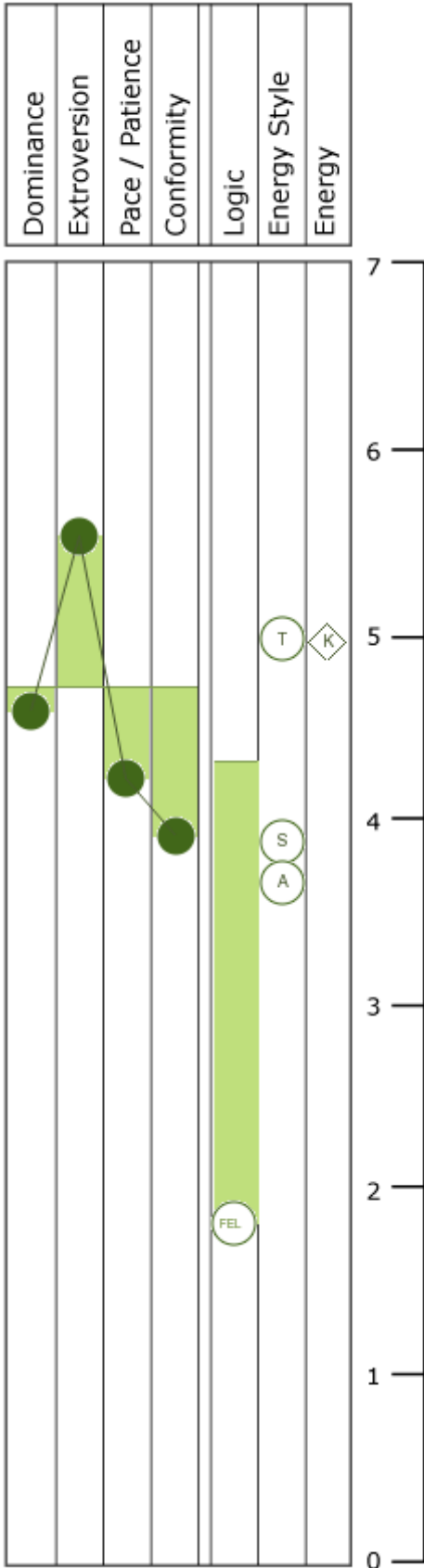


**LOGIC**

**OTHERS SEE YOU making your decisions based on:**

**Almost ENTIRELY on FEELING**

Depend heavily on the intuitive approach.



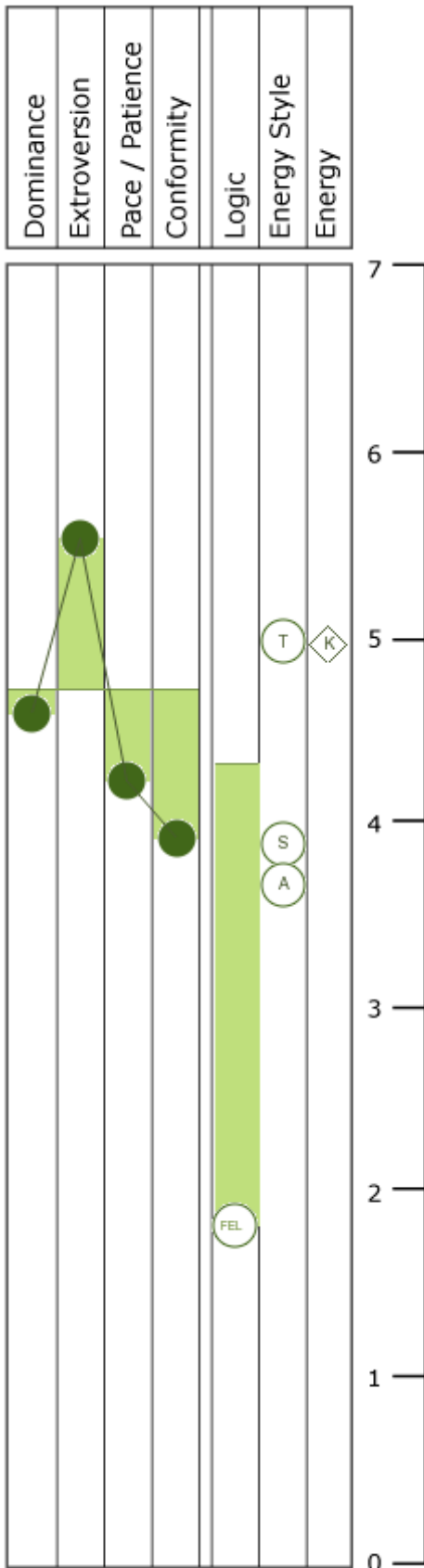
**ENERGY STYLE**

The ENERGY STYLE you display to OTHERS is mostly:

**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.

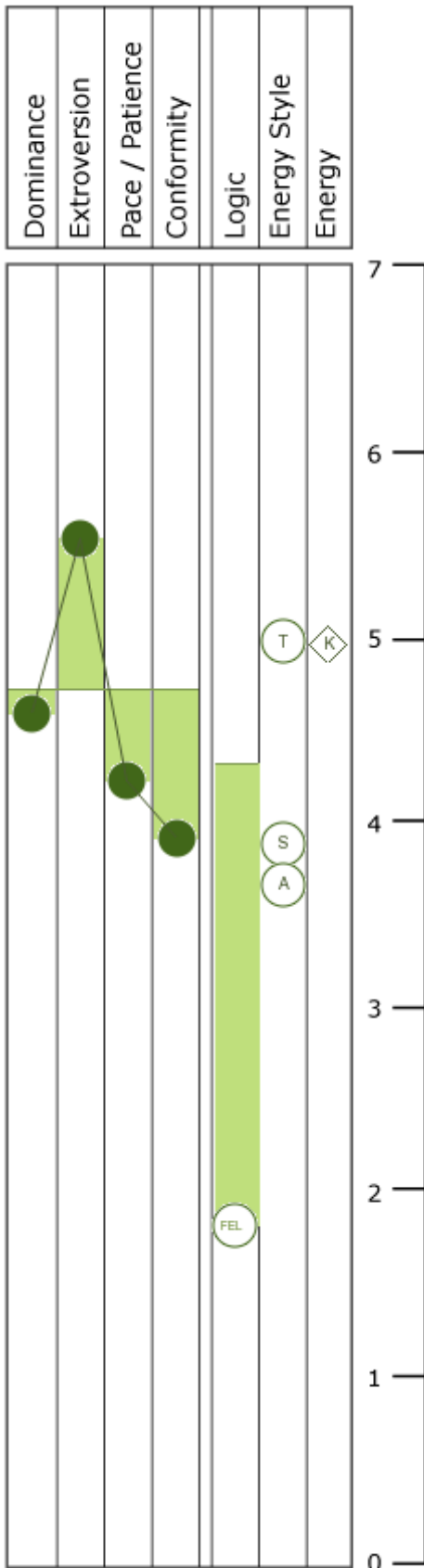


**ENERGY LEVEL**

**OTHERS SEE your ENERGY LEVEL to be 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 or diverse ways to channel this major force.



**-SECTION 4-**

**OPERATIONAL STYLES**

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

**COMMUNICATION STYLE**

**Your natural COMMUNICATION STYLE is:**

**SELLER/PERSUASIVE**

You are quite influential and convincing. Will be positive, optimistic and inspiring, showing empathy and giving encouragement to peers. Enjoy exploring new opportunities and place a high value on being part of a team.

**When you communicate to others, you:**

- Enjoy talking, presenting
- Speak positively, optimistically
- Inspire, motivate
- Show empathy, encouragement

**You prefer to have others communicate to you with:**

- Opportunities to promote ideas, personal skills
- Friendly affirmation, recognition
- Being included in team discussion

## **LEADERSHIP STYLE**

**Your most effective and natural way to LEAD is:**

### **PERSUASIVE**

You use a selling style which includes influencing and reading people. Therefore, your social control skills should be evident. You probably seek to obtain positions by winning them.

**When in a leadership role, you:**

- Build teams effectively
- Seek opportunities
- Delegate authority, responsibility and detail
- Influence and convince others
- Have social and verbal skills
- Present well in public

## **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:**

### **VERBAL ATTACK**

Your back-up style indicates that when all else fails, you may give exhaustive or over explanation if feel cornered, ignored or not appreciated and valued. You may not actually do this, but you will at least feel like it.

**Additional extreme responses:**

- Interrupt and talk too much
- Overpower with persuasion
- Launch verbal attack

**-SECTION 5-**

**MOTIVATION**

There are factors that inspire you or provide a motivating environment. Likewise, there are elements that are negative or demotivating.

**DEMOTIVATORS**

**Factors that create a NEGATIVE ENVIRONMENT for you are:**

**NOT FEELING APPRECIATED OR LIKED AND BEING LEFT OUT.**

**DISTRUST**

**MOTIVATION 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:**

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).

- 
- \_\_\_ Cooperation
  - \_\_\_ Stability
  - \_\_\_ Harmony
  - \_\_\_ Predictable Environment
  - \_\_\_ Time to Adjust to Change
  - \_\_\_ Appropriate Benefits
  - \_\_\_ Justifiable Changes
  - \_\_\_ Happiness
  - \_\_\_ Independence
  - \_\_\_ No Supervision
  - \_\_\_ Freedom from Structure
  - \_\_\_ No Restrictions
  - \_\_\_ Unusual Assignments
  - \_\_\_ Popularity, Status
  - \_\_\_ Monetary Rewards
  - \_\_\_ Praise and Recognition
  - \_\_\_ People to Talk To
  - \_\_\_ Outside Group Activities
  - \_\_\_ Better Working Conditions
  - \_\_\_ Identification with a Group
  - \_\_\_ Protection
  - \_\_\_ Direction
  - \_\_\_ Strong Leadership
  - \_\_\_ Peace
- 

Step 2: Next to the responses marked with 4's and 5's, CIRCLE the four most important.

**OVERRIDING NEEDS SURVEY**

Sometime circumstances or the environment cause us to experience NEEDS that are not related to our Basic/Natural Traits. The following brief survey may contain words you marked on the Motivator List as well as elements that may be significantly more important to you at this time.

Please mark one or more words, not previously marked, that could be described currently as OVERRIDING NEEDS.

- 
- Status/Recognition
  - Cooperation
  - Security
  - Challenge
  - Friends/Family
  - Stability
  - Praise/Affirmation
  - Money
  - Opportunity
  - Harmony
  - Structure
  - Purpose
  - Respect
  - Power
- 

**IN CONCLUSION**

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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