

This Personal Development Report Package Is  
Specially Prepared for:

**C.C. Sample**

(Survey date: 02/03/09 | Generated on 09/19/11)

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Personal Development Report

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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 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.

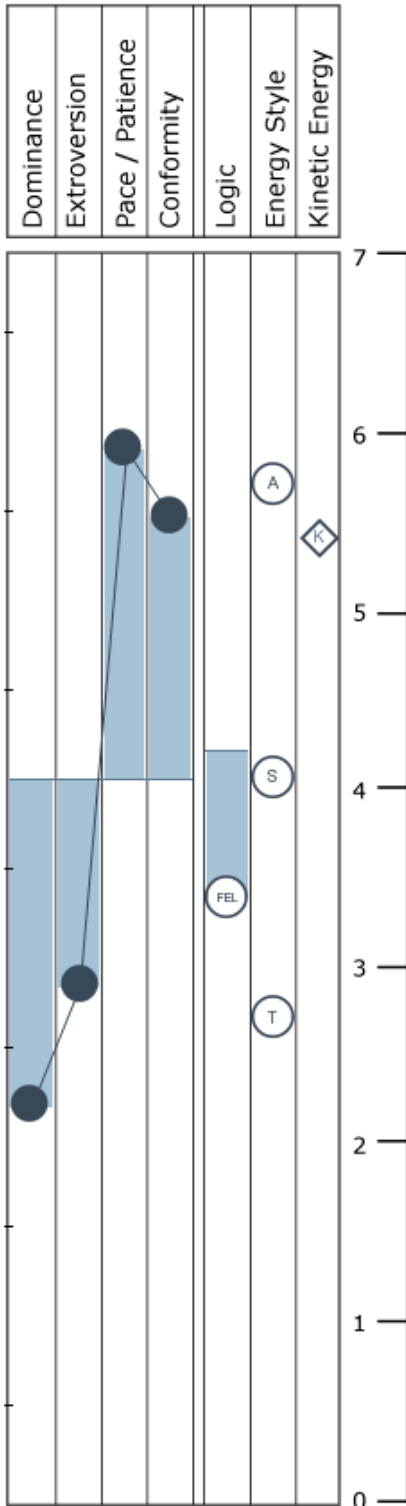
Based on recent research, case studies and a field norming of over 4 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

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

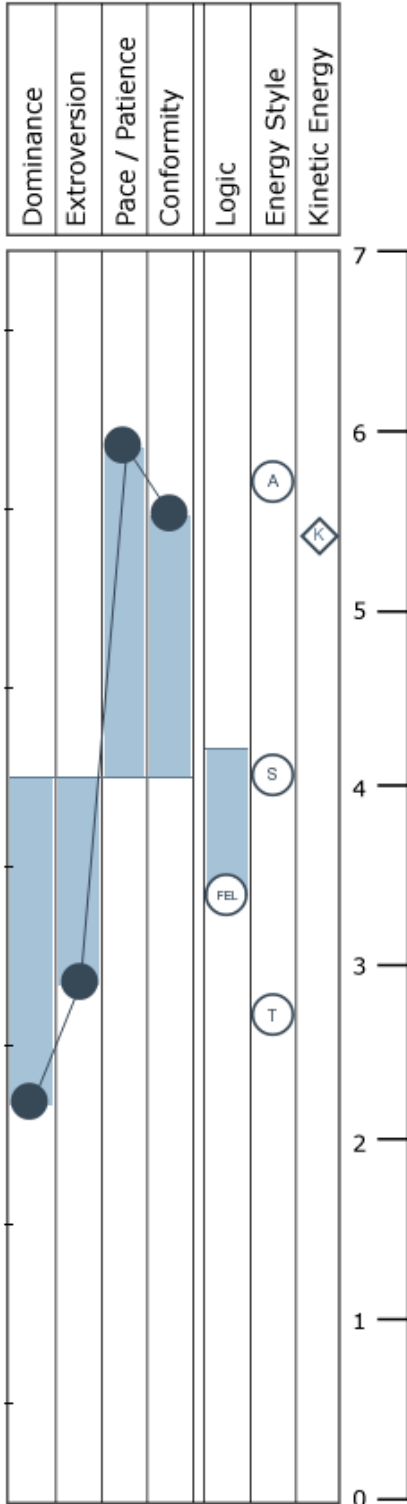
You are dependable, steady and efficient. Dedicated to respected programs and people. You are sincerely cautious and conscientious, wanting things done well.

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:



- Cooperative
- Generous
- Unassuming
- Amiable
- Dependable
- Warm
- Sincere
- Very Likable
- Tolerant, May Hold Things Within
- Take Things in Stride, Roll with the Punches
- Very Few Enemies
- Good Listener
- Almost Always Strive to be in Harmony with the Environment
- Approach Activities with Persistence and Willingness for Repetitive Action if Necessary
- Able to Accommodate About Any Justifiable Pace
- Rhythmic Characteristic Often Exhibited in Sports, Music or Mechanical Activities
- Friendly in an Unselfish Way
- Probably Have a Lot of Friends
- Cautious About Change Until Change 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 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.

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.

## UNIQUE TRAIT PAIRS

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

### **PERSUASIVE/SELLER**

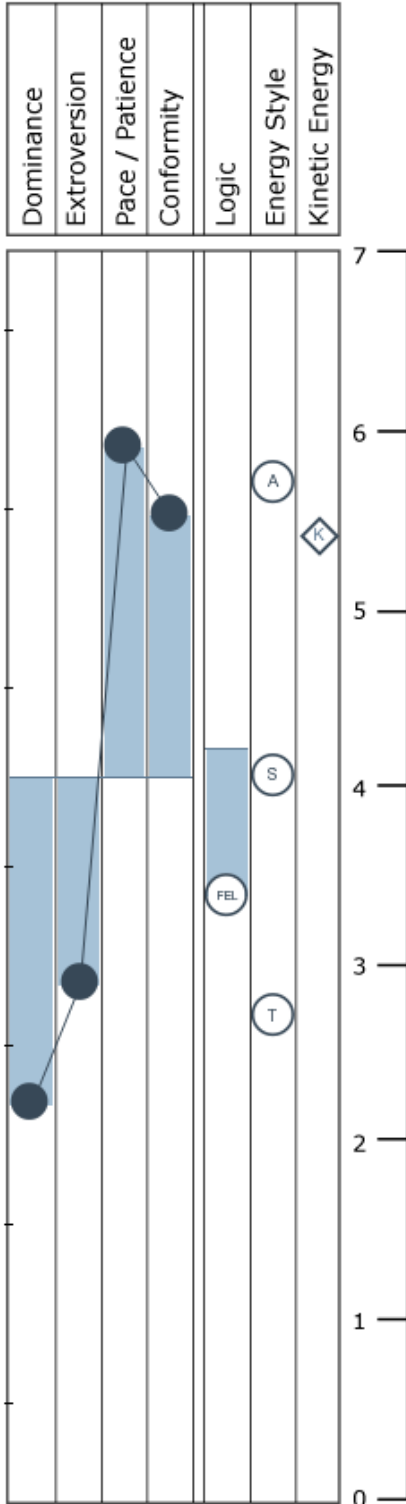
When in charge of people, you prefer to accomplish things through a seller style. A friendly, empathetic, persuasive way of getting help to accomplish the task. (Extroversion over Dominance)

### **DEPENDABLE/PRODUCTIVE**

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

### **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)



## 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:**

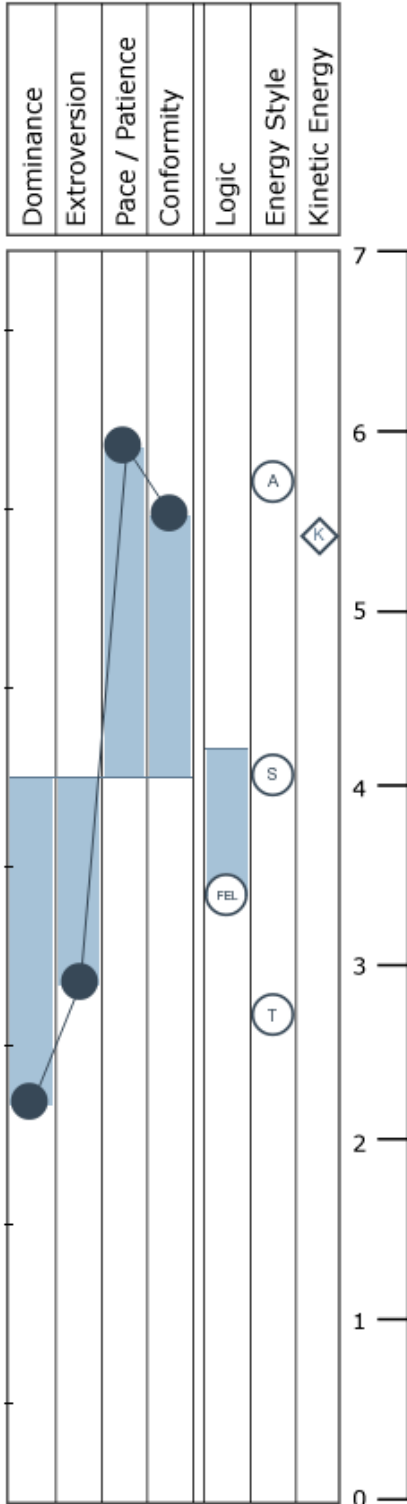
### FEELING

An initial, automatic conclusion based on an inner sense.

You 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.

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



## ENERGY STYLES

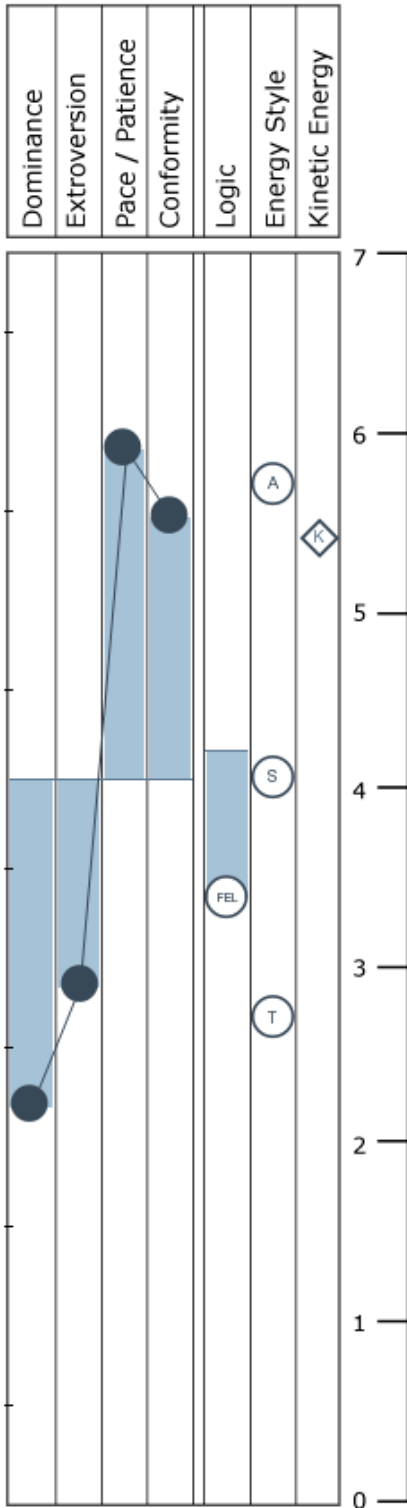
There are three ENERGY STYLES: THRUST, ALLEGIANCE, and STENACITY. ENERGY STYLE determines how tasks are approached or how goals are accomplished.

**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.

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.



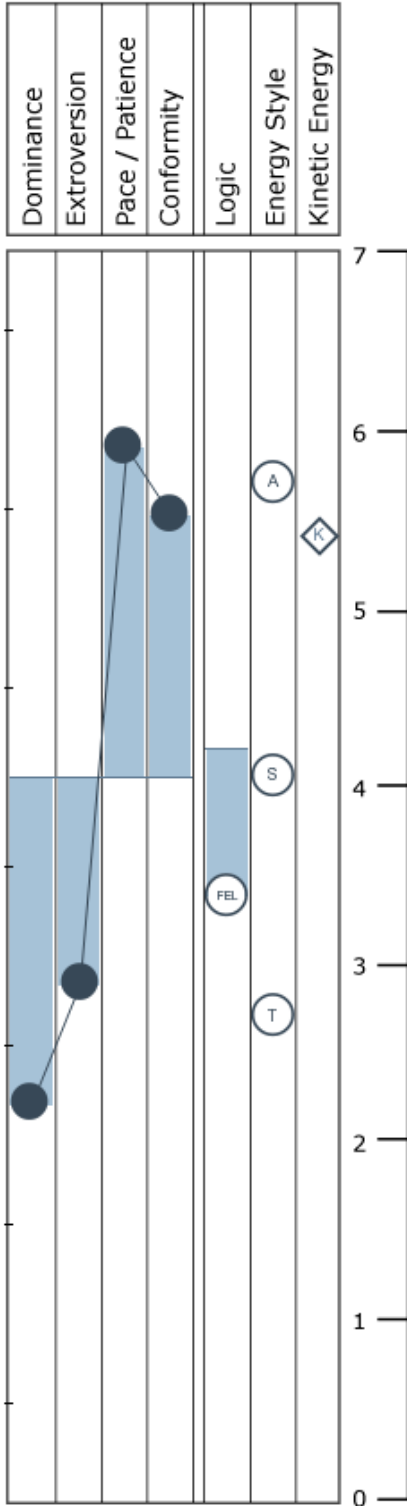
### KINETIC ENERGY LEVEL

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 (6)**

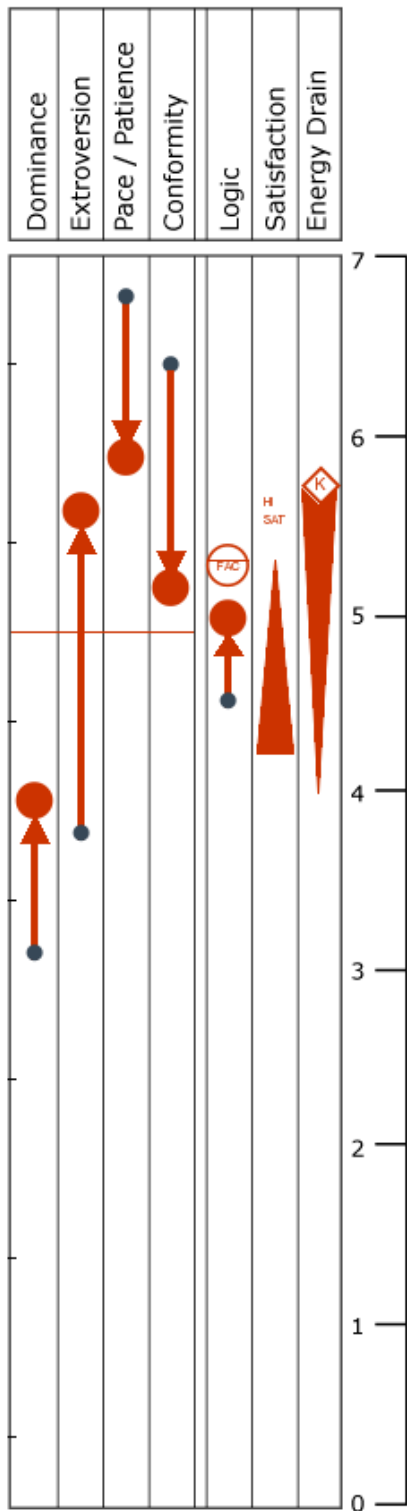
You may be described as having endless energy. It is essential that you have extensive places to direct these energies or diverse ways to channel this major force.



## 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: MORE CONTROLLING**

Taking charge, becoming more assertive and forceful. Perhaps placed in a leadership role, or sense the need to take control. May be using more decisive, analytical and problem-solving skills to achieve desired results.

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

#### **EXTROVERSION: MORE FRIENDLY, EMPATHETIC**

Being more outgoing and persuasive. May feel the need to develop more relationship and team-building skills. Perhaps an emphasis on social involvement has created the need to be more interactive.

\*\*\*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: 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.

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.

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

### LOGIC: MORE FACT CONSCIOUS

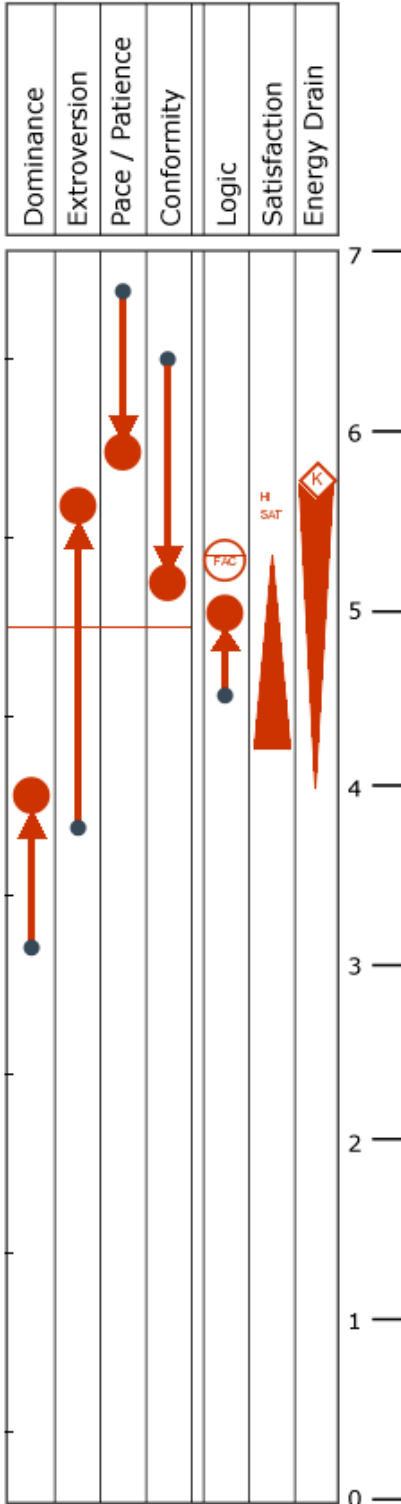
Pressure to be more objective and deliberate in making decisions. Perhaps there is pressure to gather more specific factual information to validate the resulting decision.

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:

### COMPRESSION

Feeling restricted or limited from utilizing natural potential in some part (s) of life. 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.

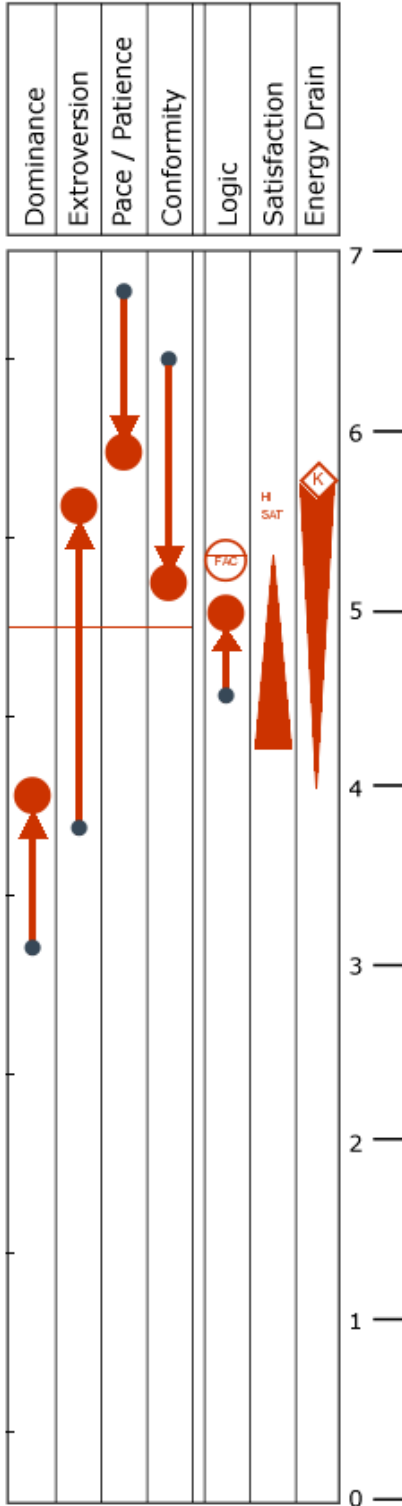
**Presently, the level of SATISFACTION indicated is:**

### **HIGH SATISFACTION**

This is an indication that you have a feeling of satisfaction or high morale. You apparently are getting many of the rewards you want for what you are doing.

HIGH SATISFACTION also indicates that you consider the stress you are experiencing at this time to be worth the effort. This can be positive stress (eustress) when viewed as making progress toward reaching a personal goal.

Review EXPECTATIONS you feel are imposed by yourself and others, and determine realistic goals. The amount of true satisfaction is diminished when more is expected of you than you feel comfortable in delivering, or when more is expected of you than you feel is reasonable. This is referred to as OVER EXPECTATIONS.



## 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.

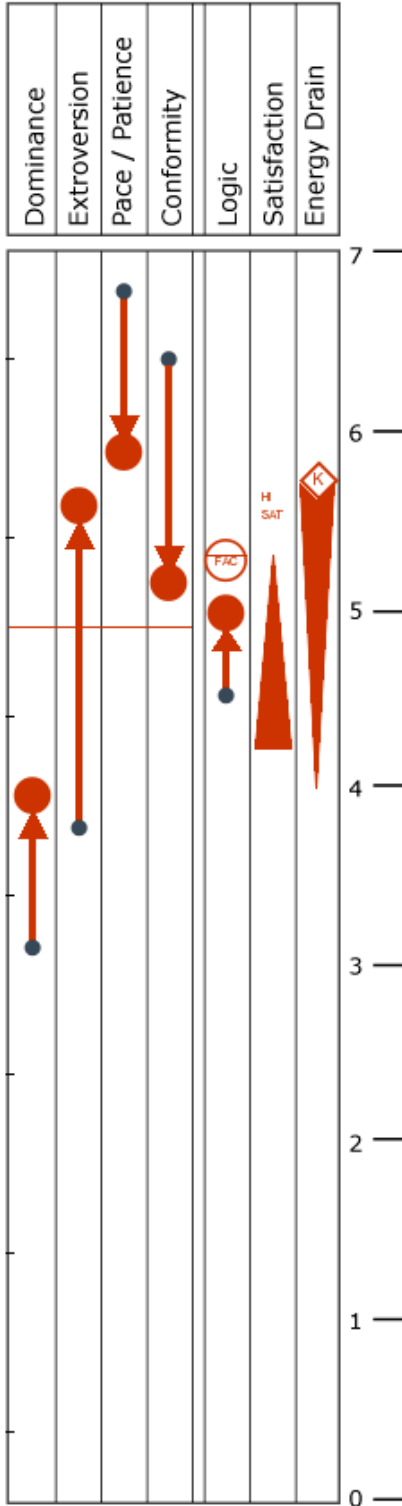
### AVAILABLE ENERGY

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:**

### **ACHIEVER ZONE (5)**

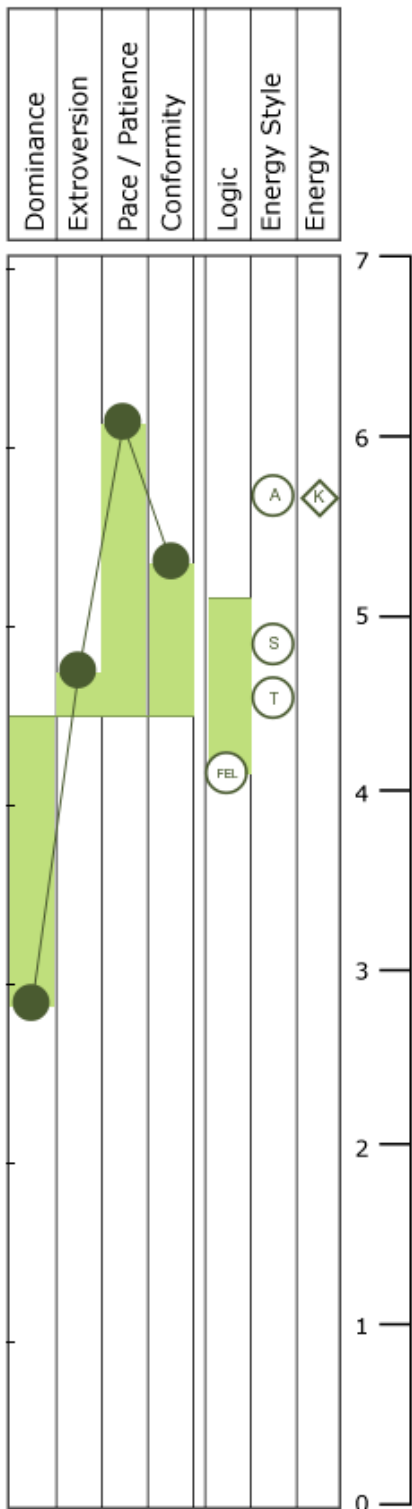
Expect successful results of starting tasks, while maintaining or overlapping existing projects. To avoid misdirection of energy, focus on priorities rather than expending energy on less important activities.



### 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—Participative, friendly, sincere, congenial and genuine. Flexible enough to enjoy communicating with others when necessary, but also enjoy private time.

**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:

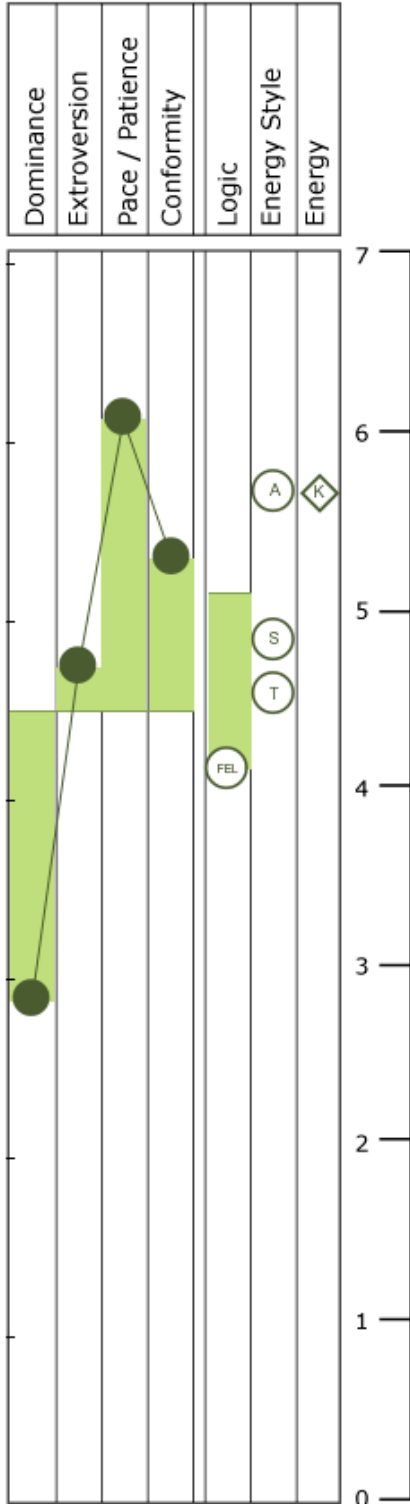
**PERSUASIVE/SELLER**—Persuade with friendliness and empathy when accomplishing goals through people.

**DEPENDABLE/PRODUCTIVE**—Emphasize quantity and consistent production flow.

**LOGIC**—Not significantly different from BASIC.

**ENERGY STYLE**—Not significantly different from BASIC.

**ENERGY LEVEL**—Not significantly different from BASIC.





## **SECTION 4: OPERATIONAL STYLES**

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

### **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

## **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:**

### **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

## **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
  - Security
  - Praise
  - Structure
  - Predictable Environment
  - Time to Adjust to Change
  - Appropriate Benefits
  - Forewarning of Changes
  - Happiness
  - Limited Emotional Exposure
  - Respect
  - Time to Think
  - Freedom to Think Creatively
  - Protection
  - Direction
  - Strong Leadership
  - Peace
  - Standard Operating Systems
  - Justifiable Changes
  - Conservative/Sound Actions
  - Accuracy/Exact Instructions
  - Privacy
- 

#### **Factors that are DEMOTIVATING or negative to you:**

- Unjustified or erratic pressure, confrontation
- 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)?

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Status  
 Cooperation  
 Security  
 Challenge  
 Friends  
 Stability  
 Praise  
 Money  
 Opportunity  
 Harmony  
 Structure  
 Power

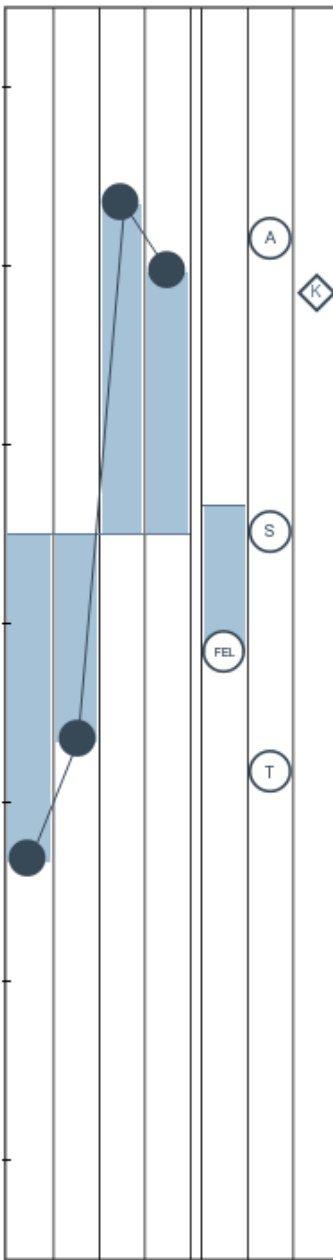
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**IN CONCLUSION:** If you feel ANYTHING contained herein is stated incorrectly or does not describe you, please mark the area, add your comments and send to your PDP Representative. Refer to the last page of this report for contact information.

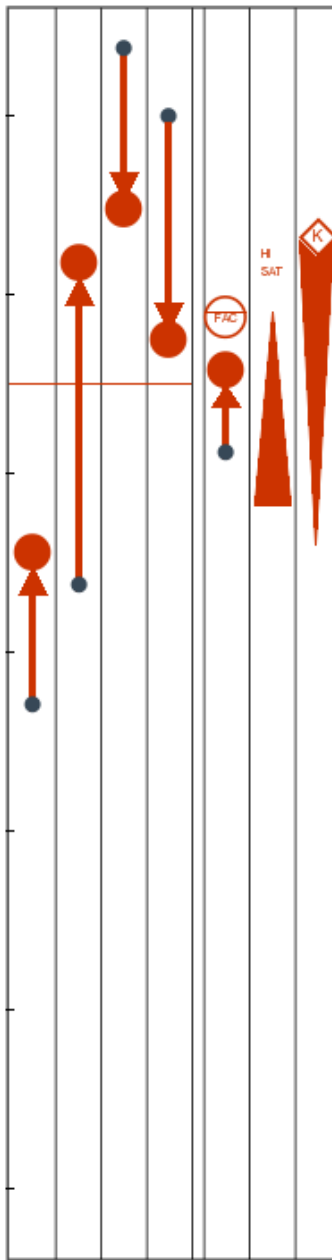
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**PDP® ProScan® Data Sheet (400 Series)**
**Basic / Natural Self**

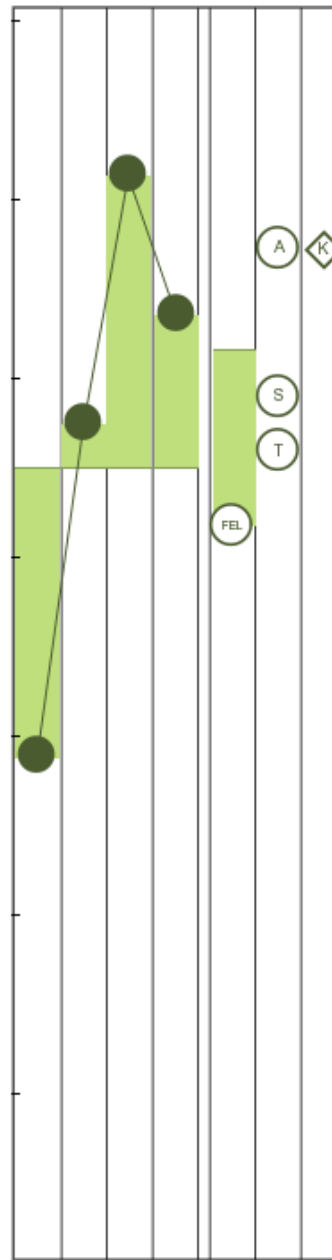
Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Kinetic Energy


**Priority Environment**

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Satisfaction
Energy Drain


**Predictor / Outward Self**

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Energy





# ProScan Intensity Chart

SECTION 1: BASIC/NATURAL SELF -- The way you would function if there were no outside pressures for adjustment.

Dominance		Extroversion		Pace		Conformity		Logic - Basis for Decision Making		Energy Style		Kinetic Energy Level				
Take Charge Trait	People Trait	Patience Trait	Systems Trait	Fact - Analytical	Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project	Ultra Force Zone (7)	Achiever Zone (5)	Productive Zone (4)	Effectiveness Zone (3)	Motive Evaluation Zone (2)	Critically Directed Zone (1)
Intimidating	Overwhelming	Resist change	Judgmental	Rely on established theory	Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project	Ultra Force Zone (7)	Achiever Zone (5)	Productive Zone (4)	Effectiveness Zone (3)	Motive Evaluation Zone (2)	Critically Directed Zone (1)
Bold	Fiamboyant	Unhurried	Perfectionistic		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project	An awesome energy force	Significant capacity of energy for accomplishing tasks	Ample energy to complete more than required tasks and expected goals	Sufficient energy to meet requirements of today's jobs	Capacity to complete tasks that are motive-driven	Limited capacity, allocate efforts in order to succeed
Forceful	Verbose	Determined	Uncompromising		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project	- have mental/physical power for sustained, complex endeavors	- achieve goals with high success	- complete tasks productively	- focus on tasks	- evaluate goals and focus accordingly	- identify priority(s) in life
Abrasive	Promoter	Tenacious	Exacting		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project	- require extensive projects or diverse activities to channel this major force	- need extra activities to utilize energy	- accommodate additional activities	- avoid overload	- make every move count	- direct efforts toward specific task
Commanding	Convincing	Deliberate	Meticulous		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Fearless	Gregarious	Persistent	Vigilant		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Daring	Pleaser	Avoid conflict	Strict		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Demanding	Effusive	Resilient	Orthodox		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Authoritative	Eager	Sympathetic	Systematic		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Courageous	Inspirational	Sensitive	Precise		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Direct	Expressive	Warm	Prudent		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Visionary	Empathetic	Harmonious	Diligent		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Inventive	Trusting	Enduring	Conscientious		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Venturous	Exciting	Steady	Dedicated		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Quick-witted	Inclusive	Consistent	Disciplined		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Analytical	Motivating	Thorough	Conventional		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Firm	Articulate	Constant	Specialist		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Competitive	Optimistic	Dependable	Procedural		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Decisive	Sociable	Rhythmic	Focused		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Definite	Responsive	Methodical	Dutiful		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Assertive	Fun-loving	Informal	Loyal		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Self-assured	Enthusiastic	Casual	Committed		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Innovative	Persuasive	Good-natured	Detailed		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Originator	Verbal	Cooperative	Accurate		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Certain	Participative	Easy-going	Structured		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Confident	Poised	Amiable	Careful		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Curious	Friendly	Pleasant	Orderly		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
DynaMetric	Sincere	Adjustability	Open-minded		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Mid-Range	Congenial	Like change	Generalist		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Supportive	Genuine	Versatile	Less-detailed		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Amenable	Composed	Active	Big-picture		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Collaborative	Complative	Spirited	Independent		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Agreeable	Considerate	Restless	Avoid detail		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Modest	Observant	Impatient	Free-spirited		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Accepting	Imaginative	Mobile	Flexible		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Attentive	Private	Dynamic	Creative		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Helpful	Discrete	Seek change	Unconventional		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Discreet	Communicator	Lively	Individualistic		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Tolerant	Self-protective	Swift	Adventurous		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Non-competitive	Mild-mannered	Driving	Free-thinker		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Cautious	Respectful	Pressing	Unconstrained		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Peaceable	Thoughtful	Hasty	Challenge rules		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Gracious	Reflective	Spontaneous	Carefree		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Accommodating	Unpretentious	Instantaneous	Autonomous		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Gentle	Quiet	Fast-paced	Uninhibited		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Humble	Introspective	Impulsive	Self-governing		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Temperate	Reserved	Impetuous	Non-detailed		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Undemanding	Shy	Impelling	Free-wheeling		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Defering	Circumspect	Abrupt	Resistant		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Non-controlling	Skeptical	Coiled-spring	Controversial		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Tentative	Confidential	Sporadic	Contrary		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Hesitant	Guarded	Short-fused	Anti-bureaucratic		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Placid	Undermonstrative	Volatile	Adversarial		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Yielding	Solitary	Explosive	Nonconforming		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						
Complacent	Supportive	Reserved	Independent		Feeling - Intuition	Thrust - Rocket launch style with huge energy output	Allegiance - Follow through, supportive style	Ste-Nachy - Steadfast, tenacious; locomotive-like force	Inner-directed, self-starting drive	That self-initiates, pursues and completes project						



Personal Development Report

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