

ProScan

This Side-by-Side—Natural Self is specifically prepared for:

Richard Smithson
C.C. Sample

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Side-by-Side Intensity Chart

○ = Richard Smithson June 29, 2020
 ● = C.C. Sample June 17, 2020

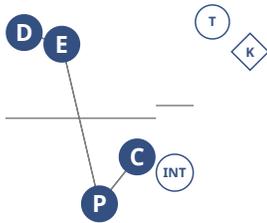
Dominance Take-charge	Extroversion Outgoing	Pace Patient	Conformity Structured	Logic Fact/Analytical	Energy Style	Energy Level Kinetic
Intimidating Bold Forceful Abrasive Commanding Fearless Daring Demanding	Overwhelming Flamboyant Verbose Promoter Convincing Gregarious Pleaser Effusive	Resist change Unhurried Determined Tenacious Deliberate Persistent Avoid conflict Resilient	Judgmental Perfectionistic Uncompromising Exacting Meticulous Vigilant Strict Orthodox	Rely on established theory	T	Zone 7 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	A	Zone 6 An endless resource of energy - require extensive preparation for these activities to channel this major force
Firm Competitive Decisive Definite Assertive Self-assured Innovative Originator	Articulate Optimistic Social 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	C	Zone 5 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	S	Zone 4 Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities
DYNAMETRIC MIDLINE		FLEXIBLE / ADAPTABLE		BALANCED LOGIC		
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense	S	Zone 3 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	INT T	Zone 2 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	Resist instinctively	INT	Zone 1 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 Compliant	Reserved Shy Circumspect 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	T	
Supportive	Reserved	Urgent	Independent	Intuition/Feeling		

Thrust—Rocket launch style with huge energy output; inner-directed, self-starting drive
Allegiance—Follow through, supportive style; dedicated to completing predetermined project
Ste-Nacity—Steadfast, tenacious; locomotive-like force that self-initiates, pursues and completes project

Natural Self—A summary of who you really are.

Richard Smithson

June 29, 2020

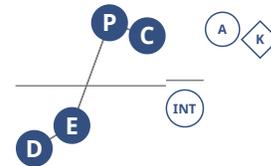


You are convincingly authoritative and action-oriented. A doer and driver to get results that may be somewhat unorthodox. Very competitive and goal directed, usually within an organizational setting. You appreciate a structure, delegate details to others and require accurate results.

Effective in developing people, at the same time you are very direct and independent. You enjoy social interaction. You may come across more strongly than you realize.

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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.

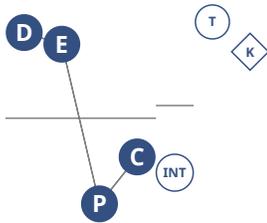
Talking Points

1. Highlight any words and phrases that are very similar between you two.
2. Highlight any words and phrases that are very different between you two.
3. How might those similarities and differences be beneficial or challenging when working together?

Natural Self—Additional descriptions of each of your traits.

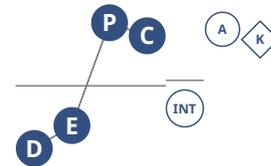
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June 29, 2020



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Dominance—Self-confident, decisive, conceptually analytical, competitive, commanding and self starting. Exhibit daring fearlessness with a do-or-die determination. Need total control, possibly to the point of being dictatorial.

Extroversion—Eager, articulate, highly persuasive and emotionally convincing. Social or team interaction is essential. Exhibit an outgoing zealously, need to be recognized and seek public visibility.

Pace—Fast-paced, action-oriented and impatient. Described as a doer and driver, will seek change. Intense, short-fused and impulsive.

Conformity—Non-traditional, candid, informal and general (big picture) person. Independent and a free thinker, prefer delegating technical and detailed matters to others unless a strong sense of motivation exists.

Talking Points

1. What thoughts do you have about your own traits? About the other's traits?
2. If you have traits that are different from each other, in what ways could they work together to accomplish a common goal?
3. If you have traits that are similar to each other, what are the strongest ones you share?

Dominance—Supportive, collaborative, modest and helpful. Place importance on security and prefer to work with leadership that has a strong sense of direction and purpose.

Extroversion—Reserved, private and quiet, especially around strangers. The more familiar with an individual or group, the more comfortable with self expression.

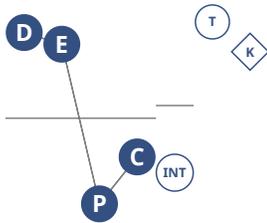
Pace—Steady, unhurried, persistent, pleasant and cooperative. In harmony with environment, able to take what comes and make the best of it. Prefer to maintain a set pace from start to finish before starting a new task.

Conformity—Careful, thorough, loyal, dutiful, structured and systems-oriented. Want to be correct and desire guidelines to work within.

Unique Trait Pairs—Trait combinations that yield unique behavioral characteristics.

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Direct/Teller—Use a direct, authoritative approach when accomplishing goals through people; creative, analytical.

Hard charging—Show a competitive spirit with an ambitious desire to win.

Confident risk taker—Exhibit self-confidence; pursue opportunities, take calculated risks to reach goals.

Fast, fluent communicator—Convey ideas and information in a quick and influential manner.

Brainstormer—Use interactive discussion to generate and develop multiple creative ideas for new projects.

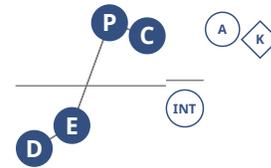
Organizational advocate—Promote team/organization goals.

Talking Points

1. In your day-to-day activities, how has each of you exhibited one or more of your Trait Pairs? What, if any, impact did it have on your relationship or on the accomplishment of common goals?
2. In what areas might your Trait Pairs present an obstacle or a help?

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Dependable/Productive—Emphasize quantity and consistent production flow.

Internal processor—Consider all sides of an issue quietly and internally prior to offering opinion or providing input on an issue.

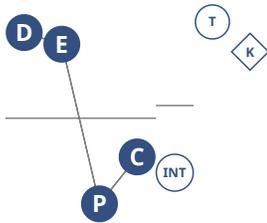
Cautious/Requires proof—Cautious about taking chances, perhaps even skeptical.

Persuasive/Seller—Persuade with friendliness and empathy when accomplishing goals through people.

Logic—How you naturally go about making decisions.

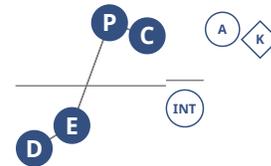
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Intuition

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.

Talking Points

1. Individually, describe a successful decision and how you reached it.
2. How might your Logic styles—whether they are different or similar—affect the way you make decisions together?

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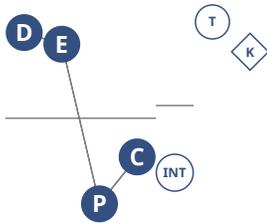
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Energy Styles—Your natural style for accomplishing tasks and projects.

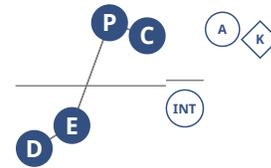
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Thrust

A rocket launch style. A highly inner directed, self starting and intense energy.

Allegiance

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

Kinetic Energy Level—Your natural energy level.

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.

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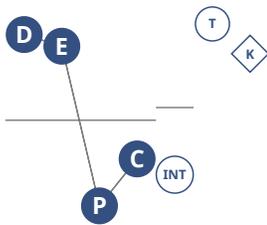
Talking Points

1. Individually, describe a time when you used your primary Energy Style to accomplish a task.
2. Describe how your primary Energy Styles might work best when accomplishing tasks together.
3. In what ways might your Energy Levels impact how you work together?

Communication Style—Your natural communication style.

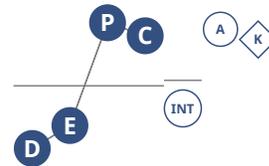
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Teller/Authoritative

Tend to use a forceful, direct approach, and will readily express opinions with strong, frank statements. Tend to be clear and concise, and prefer to say things only once.

- Speak forcefully, frankly
- Like saying things only once
- Compete, debate, sound decisive
- Express strong opinions

Responds best to

Concise, direct messages
 Problem-solving for results
 Communication focused on goals and winning

Talking Points

1. Thinking about your interactions with each other, what barriers to communication could there be?
2. What are some additional ways to effectively communicate with each other?

Casual/Careful

Tend to be warm, friendly and willing to listen. When in charge of people, will use a mild persuasive style. Prefer to have harmonious and non-chaotic surroundings with time to get comfortable in a new environment.

- Talk in a friendly, easy-going way
- Show patience, accommodation
- Wait for others, circumstances, results
- Hold things within, react calmly

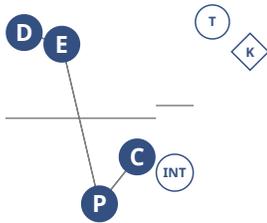
Responds best to

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.

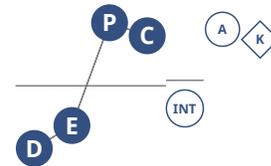
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Authoritative/Decisive

Tend to take direct command, to be inner directed, and self styled. Will make decisions that are conceptually analytical unless tempered by **Intuition** style Logic. Prefer to obtain positions by winning them.

- Lead with authority
- Take charge, are decisive
- Create vision
- Foster innovation
- Delegate responsibility, retain authority
- Focus on results

Caretaker/Persistent

Tend to accept pace and tasks set by others, adjust as needed, then push ahead. Provide stabilizing effect through constant observation and consistent behavior. Prefer to obtain positions by earning them.

- 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

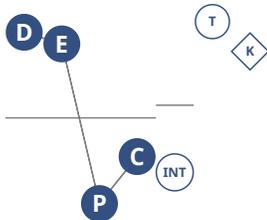
Talking Points

1. Individually, further describe your understanding of your own Leadership Style?
2. In what ways can each of your Leadership Styles be used within the present situation?
3. Based on your Leadership Styles—whether they are different or similar—how can you prevent any potential confusion for those who are expected to follow?

Backup Style—How you may react to situations if you run out of energy, patience, or it just is not worth the effort.

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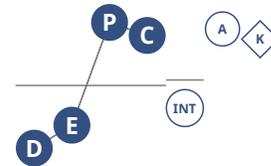
Dictatorial steamroller

When all else fails, may turn into a steamroller or become dictatorial to gain, regain or maintain control of a situation. May not actually do this, but will at least feel like it.

- Overpower with force
- Disregard others feelings
- Dictate orders

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Avoid conflict

When all else fails, may avoid conflict and give in so as to not make a scene, but have a get you later attitude. May not actually do this, but will at least feel like it.

- 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.

Delegate authority, not just responsibility
 Participate in working as a part of a team
 Listen to others and guard against coming across too strongly

Adjust to a sudden or unexpected change of pace
 Voice opinion, stand up for rights, confront with directness and courage

Talking Points

1. If you observe the other person's extreme response, how can you choose to address it (e.g., time frame, words/approach)?
2. Are you aware of the possibility of your own extreme response?

Motivators Worksheet—The following are typical motivators for your profile. Check the **four** items that are most important to you at this time; describe what the four marked items mean to you.

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- Opportunity
- Status
- Money and material things
- Friends
- Challenge
- Power
- Praise and recognition
- People to talk to
- Group activities
- Good working conditions
- Identification with a group
- Independence and freedom
- No supervision
- Freedom from structure
- No restrictions
- Unusual assignments
- A fast pace
- Variety
- New environments
- Freedom from routine
- More time in the day
- Outside activities
- Travel
- Big picture potential
- Problem solving
- Authority
- Prestige and position
- Accomplishments and results
- Direct answers
- Freedom to control
- Bottom line results

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- 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

Demotivators—Factors that are demotivating or negative to you.

Too many external controls. Incompetence or trivial interferences.
Routine, slow-paced environment.

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

Talking Points

1. In what ways can you incorporate each other's motivators in your interactions?
2. In what ways can you avoid situations that will be demotivating and negative for each of you?

Perceptions—How you will likely perceive each other.

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May be perceived by C.C. Sample as:

Direct
Independent
Competitive
Confrontational
Driven
Results-oriented
Active
Ambitious

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May be perceived by Richard Smithson as:

Team member
Traditional
Adaptable
Indecisive
Too Careful
Slow
Agreeable
Dependent

Thinking Ahead—Working well together occurs when you:

Set mutual goals and foster a competitive drive in your collaboration.

Establish who is to have the final decision (either between the two of you, or a third party); recognize each other's efforts in accomplishing objective.

Identify areas of individual control and responsibility; respect each other's area of control and listen to input.

Review action items, then set realistic deadlines before starting; interact frequently to keep each other on track.

Recap action steps to ensure you are on the same track; because a lot can be covered briefly, make sure nothing is assumed.

Define and agree together what is expected, the time frames, and the absolute deadline.

Establish the urgency and importance of tasks, voice how re-prioritizing affects the set deadline.

Prepare for meetings of short duration; target action items and keep attention by speeding up discussions.

Let opinion be known, even if it results in a disagreement; view differences as taking a stance, which will gain respect and appreciation.

Talking Points

1. In thinking about the Perceptions words listed for you, do you feel that they are true, at least sometimes?
2. In what ways might these Perceptions impact your relationship? (Perceptions can be wrong.)
3. How can you avoid destructive conflicts or disagreements that might arise in the future?
4. How can the two of you benefit from your differences or similarities?