

This Personal Development ProScan Reports Package
is specially prepared for:

Ted Cook

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By the Offices of:

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INTRODUCTION:

ProScan is a management/coaching instrument that will aid in developing better communications, understanding and mutual respect. PDP focuses on the STRENGTHS of people and has proven that when STRENGTHS are understood and matched with the requirements of a job or situation, positive improvements will result.

Based on extensive research, case studies, and a 'field norming' currently over 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:

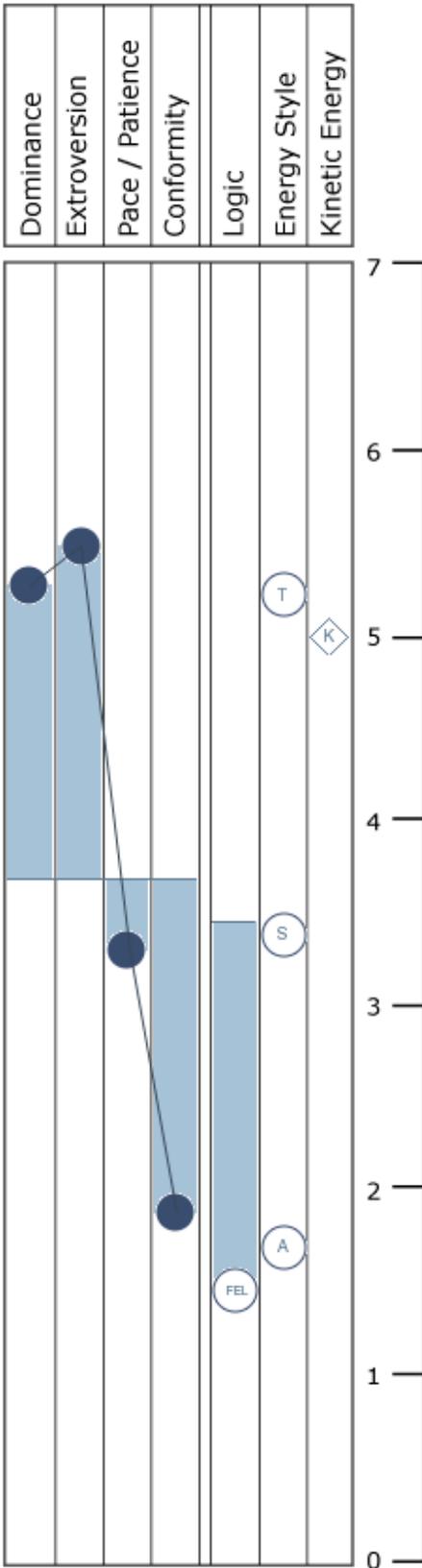
DOMINANCE: The 'Take Charge' Trait
EXTROVERSION: The 'People' Trait
PACE: The 'Patience' Trait
CONFORMITY: The 'Systems' Trait

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.

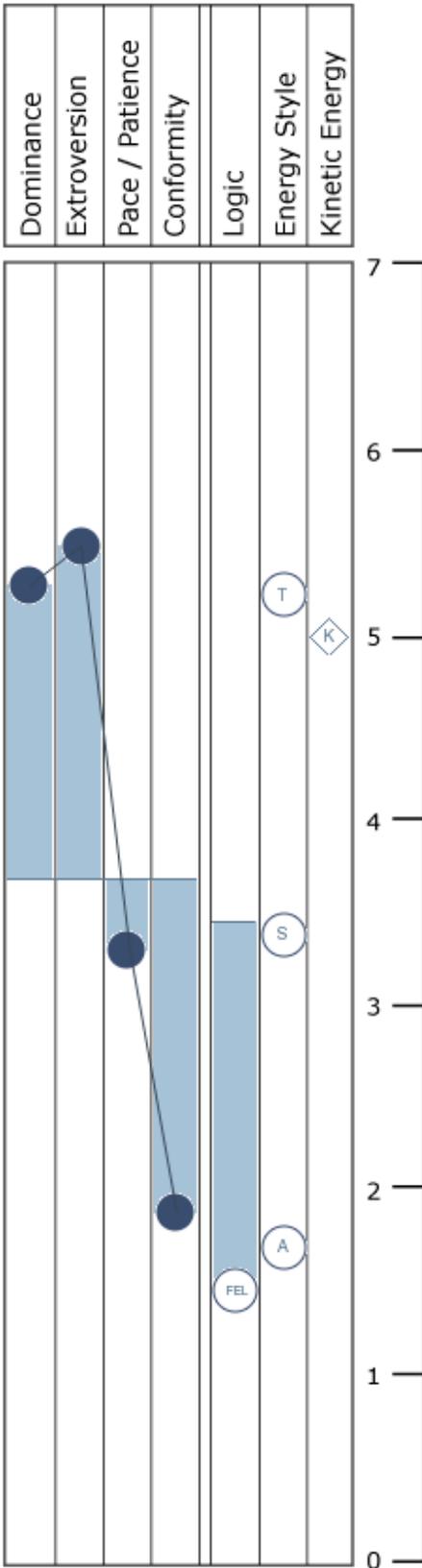


You have indicated by your responses to the ProScan Survey that:

You are 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:



Outgoing
 Friendly
 Talkative
 Persuasive
 Empathetic
 Enthusiastic
 Cheerful
 Stimulating
 Motivating
 Optimistic
 Liking People, Interested in 'THE TEAM'
 Mixing and Coordinating with People
 Suppressed if Sense Being 'UNLIKED'
 In Control by Way of Influence and Social Skills
 Drawn to Opportunities, Personal Growth and Dynamic Organizations
 Constantly Try to Put 'Best Foot Forward'
 Trying to Dress for Success

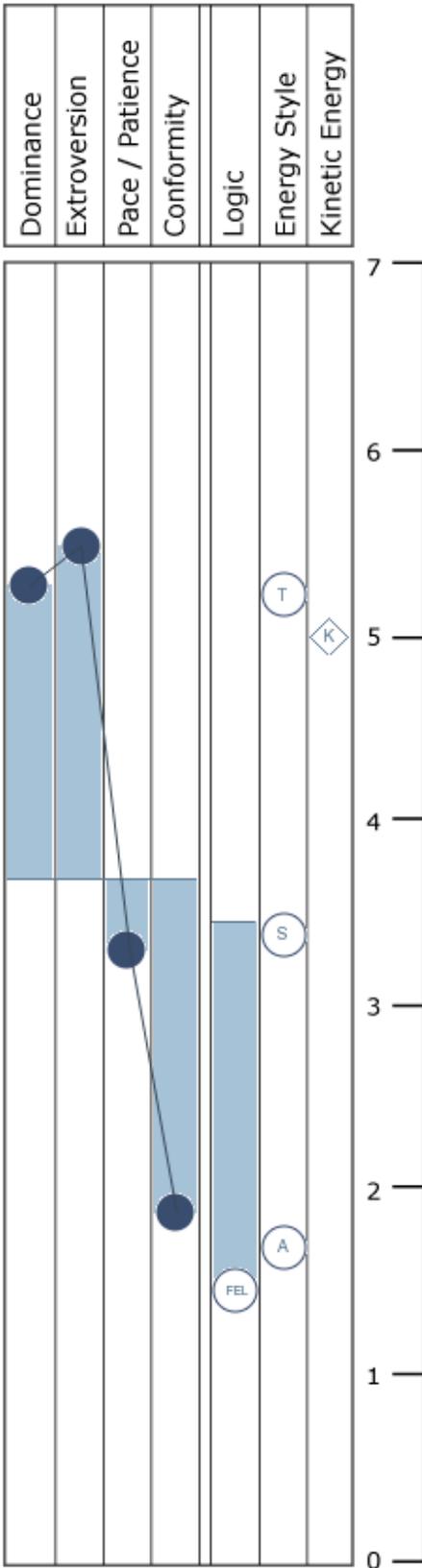
The DOMINANCE trait and its relationship to the above would represent you as being self-confident, decisive, conceptually analytical, aspiring, poised, self-starting, and organized for control purposes. You have a strong impact on others and are results oriented.

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**:



DIRECT and/or PERSUASIVE

You have the flexibility to either directly 'tell' or persuasively 'sell.' When managing people and in daily interactions, it will be helpful to be consistent with one way or the other. (Dominance and Extroversion equal)

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)

HARD CHARGING

A 'hard driver'/'hard charger' disposition is usually evident in your mannerisms and expressions. There is a competitive spirit and an ambitious desire to win. (High Dominance over Low Pace)

FAST, FLUENT COMMUNICATIONS

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

CONFIDENT RISK TAKER

You probably exhibit a lot of self-confidence and are very independent. Known for a willingness to pursue opportunities and take calculated risks to reach goals. (High Dominance over Low Conformity)

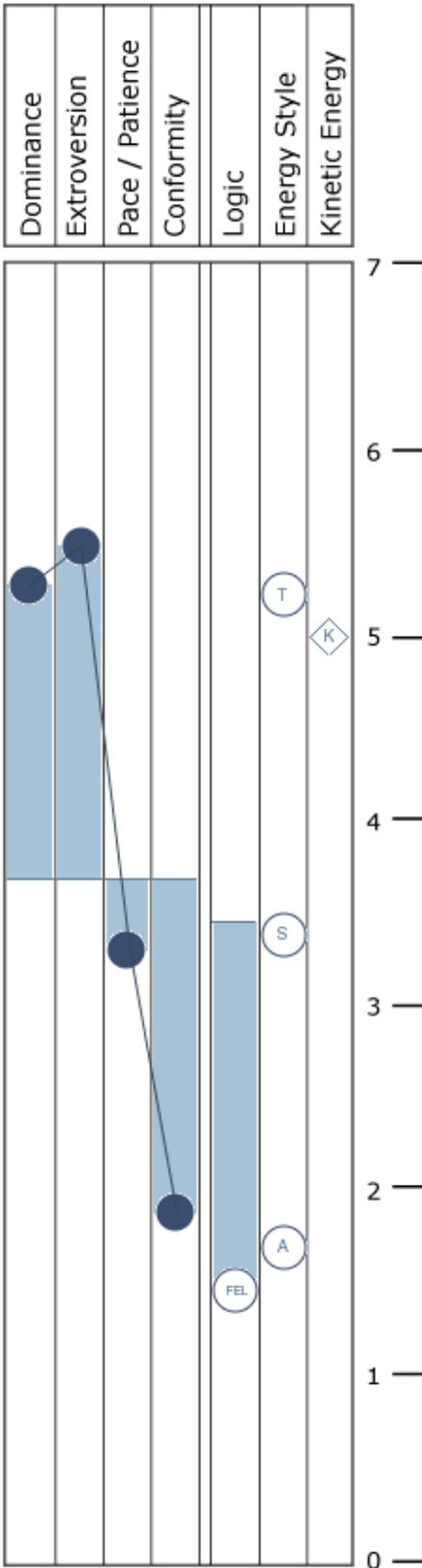
LOGIC

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:

MOSTLY FEELING

The ability to make accurate decisions based on your intuitive, inner sense. If you go against your strong feelings, chances are you will be wrong.



ENERGY STYLES

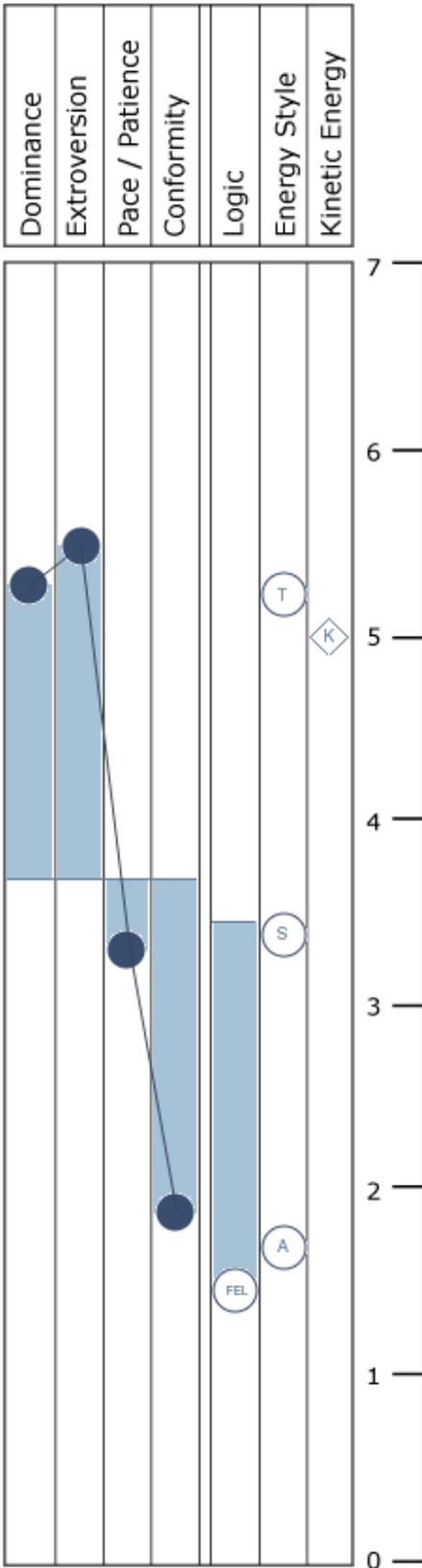
There are three ENERGY STYLES: THRUST, ALLEGIANCE, and STE-NACITY. ENERGY STYLE determines how tasks are approached or how goals are accomplished.

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.



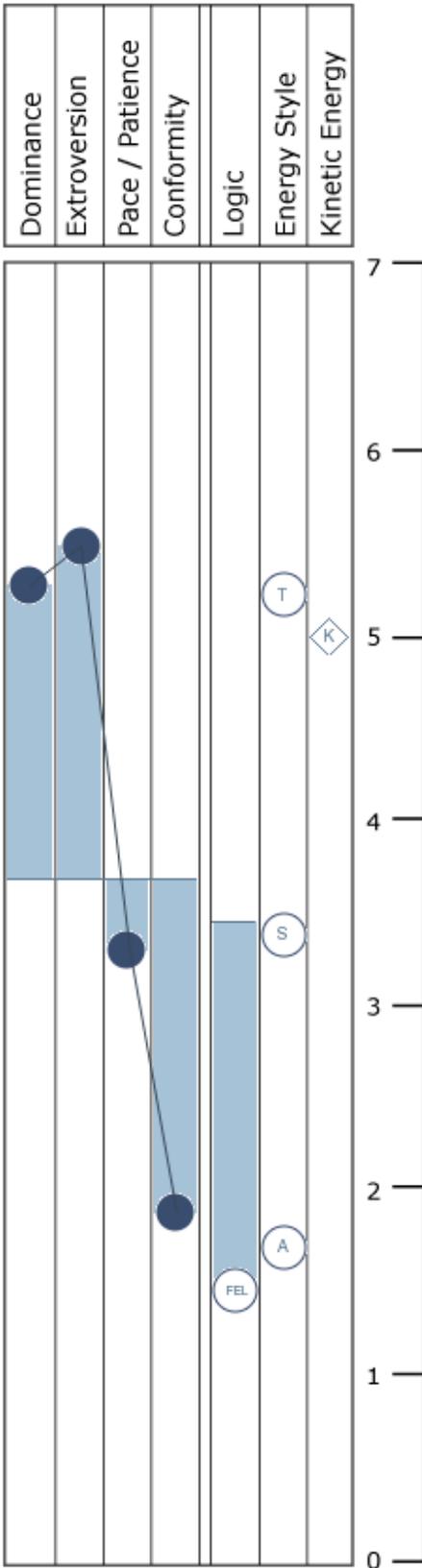
KINETIC ENERGY LEVEL

Think in terms of CAPACITY, BATTERY, or HORSEPOWER. ENERGY LEVEL relates to mental, emotional and physical energy. Concentrated use of one can pull 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 (justly rewarded) 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

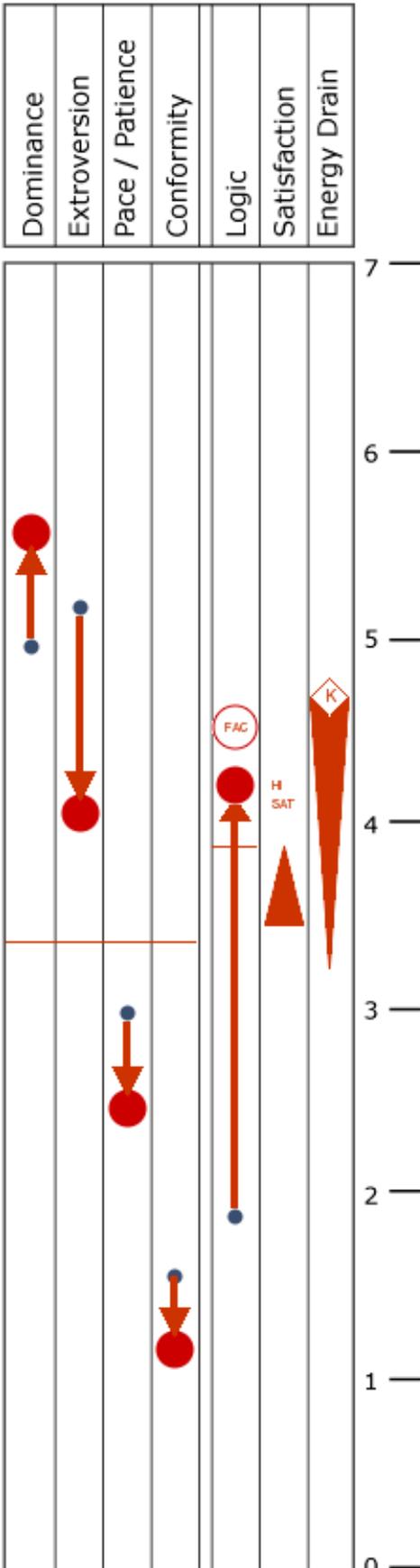
Taking charge, becoming more assertive and forceful. More direct and to the point in communications. Perhaps recently positioned in a management role. May be sensing expectations to assume more control; or, may be acting in a more direct and decisive manner to get desired results. May be more concerned about the bottom line and results; thus using more analytical and problem solving skills.

Please identify: Work _____ Non-work _____

EXTROVERSION: LESS SOCIAL INVOLVEMENT

Decreasing communications; quieter and less outgoing. May result from a change in roles; i.e., promoted from a group member to a supervisor who must make unpopular decisions. May seek to be more objective with people. May have had a recent experience of rejection or disappointment. May be required or feel the need to be alone for an extended time.

Please identify: Work _____ Non-work _____



PACE: LESS PATIENT

Increasing urgency to get more done in less time. May push to make things happen more quickly. Perhaps imposed deadlines are not being met, causing a sense of urgency to move at a faster pace. Not as easy going as would be 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 quality 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.

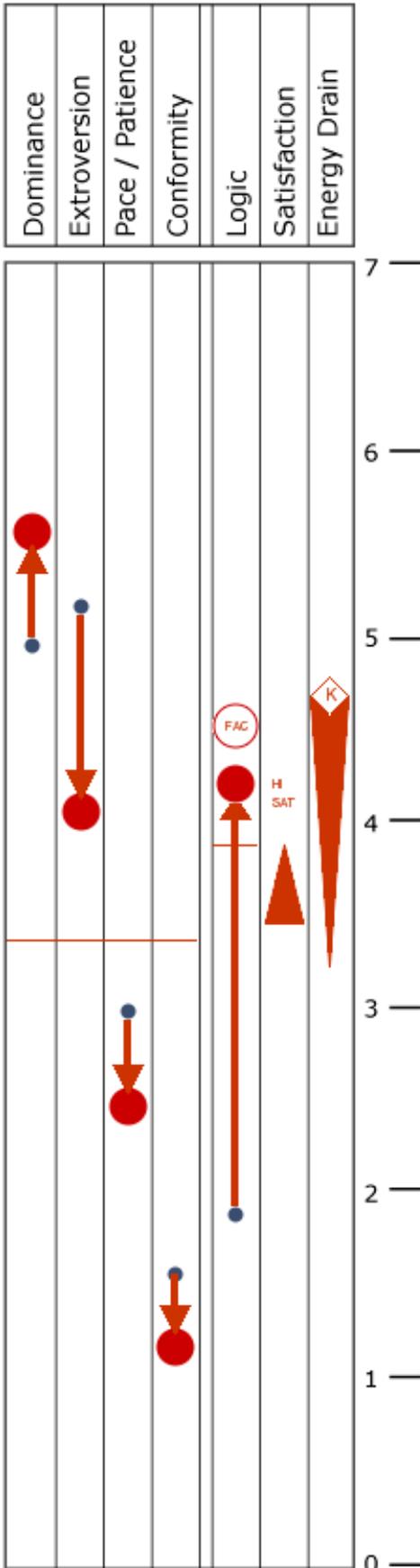
***The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Please identify: Work _____ Non-work _____

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.

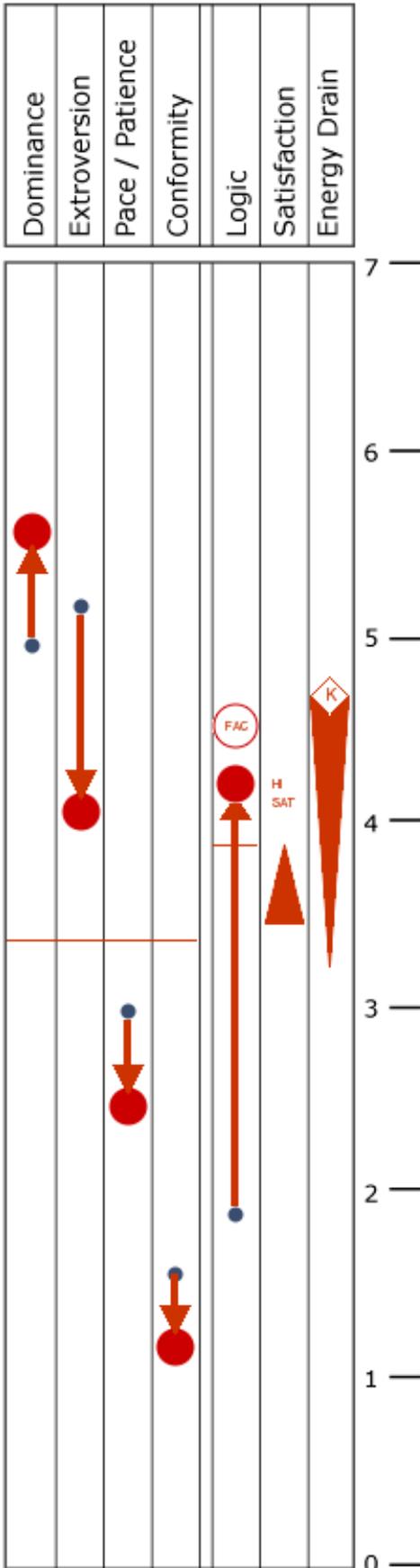
Presently, the level of SATISFACTION indicated is:

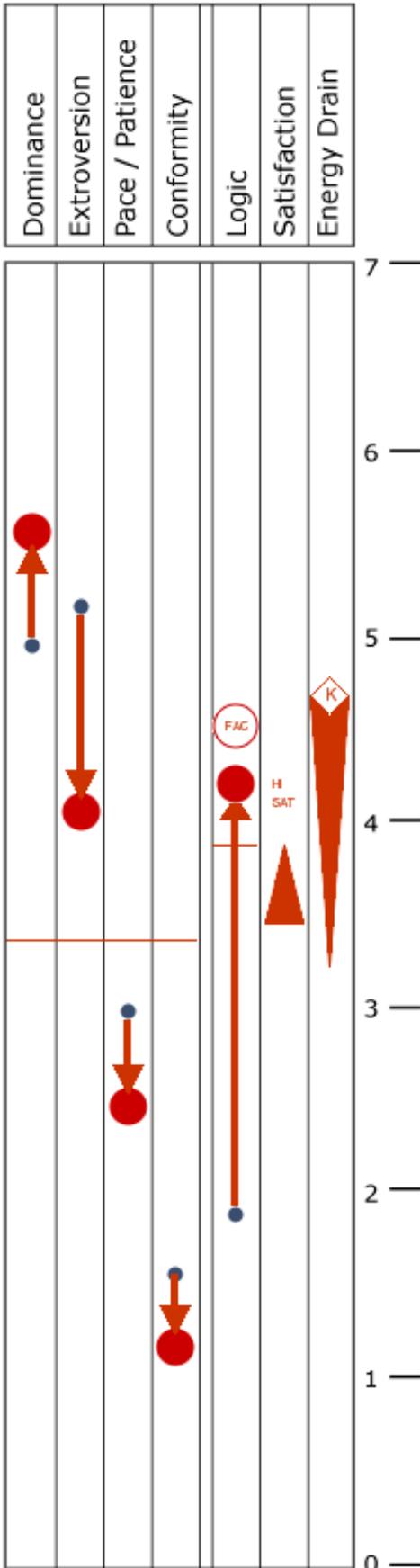
HIGH SATISFACTION

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.

If you question this HIGH SATISFACTION indicator, you may be experiencing OVER EXPECTATIONS. When OVER EXPECTATIONS, which are self or other imposed, overshadow HIGH EXPECTATIONS, the amount of true satisfaction is diminished (or lessened).

For OVER EXPECTATIONS, perhaps more is expected of you than you feel comfortable in delivering or more is expected of you than you feel is reasonable.





ENERGY DRAIN

ENERGY DRAIN is the net result of STRESS and SATISFACTION. Illness, frustration, distress and low satisfaction are often the reason for excessive energy drain. Refer to SECTION 2: STRESS ANALYSIS for specifics that may be the cause.

The ENERGY DRAIN is:

AVERAGE ENERGY DRAIN

Typical drain for functioning in daily activity requirements.

ENERGY DRAIN is at a level that is average and is not significant enough to cause concern. To examine the causes, if any, please refer to the STRESS and SATISFACTION Sections of this report.

AVAILABLE ENERGY

The AVAILABLE ENERGY indicates the degree of energy felt at the end of the day or at periods throughout the day, due to ENERGY DRAIN. The AVAILABLE ENERGY level can be rejuvenated or recharged in many ways; commonly with food, sleep or short periods of relaxation.

AVAILABLE ENERGY level registers in the:

PRODUCTIVE ZONE

Capacity to productively manage several different activities continuously and simultaneously.

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.

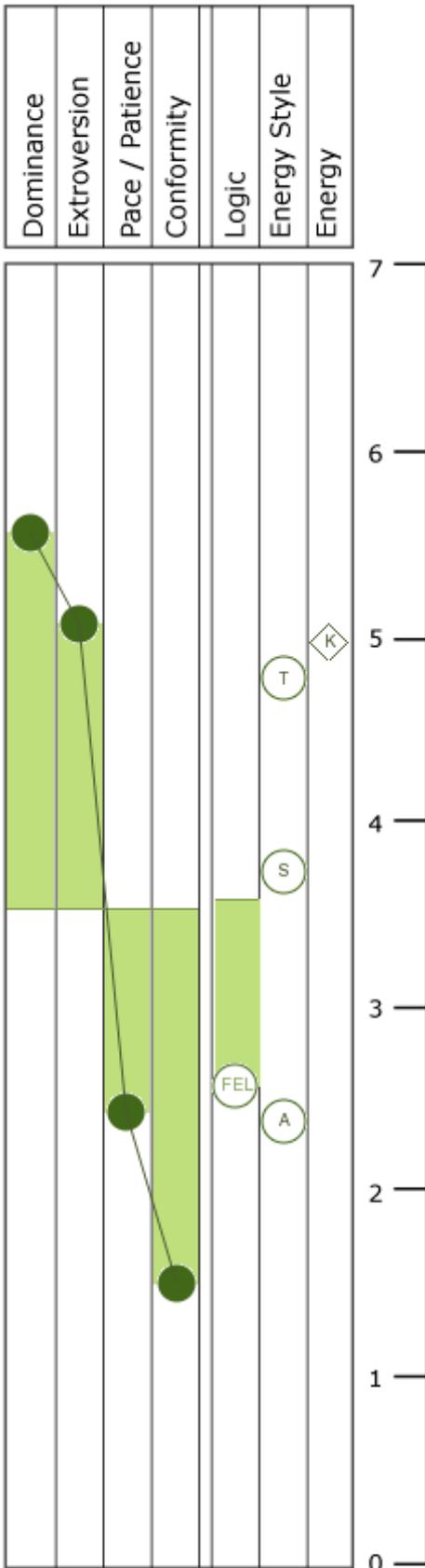
The more stress you have, the more the PREDICTOR will differ from the BASIC.

The following summary indicates how you COME ACROSS to others:

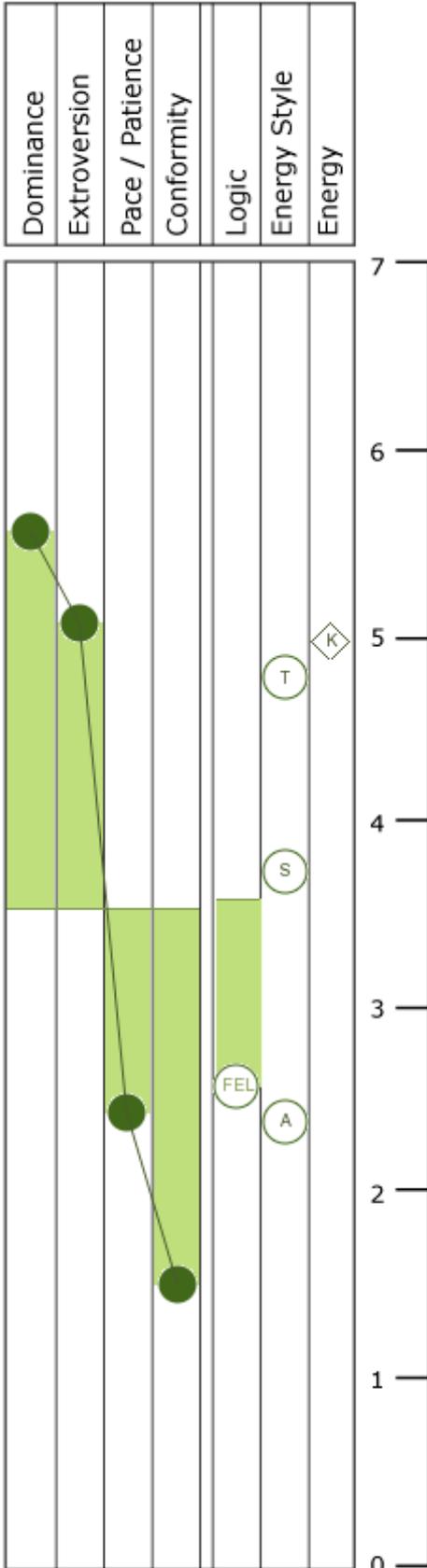
You are individualistic, convincingly personable and a direct communicator. Typically aggressive, very competitive and independent. Quick at making decisions and taking risks.

As a non-conformist, you are interested in finding better ways to do things away from tradition or rules.

Charming if things are going well, can be intently forceful if not. Like to have people involved in activities.



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



- Authoritative
- Bold
- Venturesome
- A Problem Solver
- Decisive
- Aggressive
- Conceptually Analytic
- A Risk-taker
- Direct Competitive
- A Challenge Seeker
- A Hard Driver
- A Big-picture Person
- Take or Assume Authority Readily
- A Delegator of Responsibility Rather than Authority
- Most Productive Without Close Supervision
- Prefer Bottom Line Results and Few Guidelines
- Pursue the Biggest and Best Possible
- A Straight From the Shoulder Communicator
- Often Come Across More Strongly than Realize
- Possessing a Keen, Curious and Inquiring Mind

*Because you have this particular intensity of trait characteristics, you may at time exhibit a daring fearlessness with a 'do or die determination.' You may feel a need for total control possibly to the point of authoritarian behavior.

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

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.

*Because of the extensiveness of the above characteristics, you may be observed as being adversarial and resistant to authority or the establishment. You are no doubt noted for your INDEPENDENCE.

UNIQUE TRAIT PAIRS

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

DIRECT/TELLER

When in charge of people, you prefer to accomplish things through a take-charge 'teller style.' A degree of authoritativeness is usually shown. A creative, analytical way of solving problems. (Dominance over Extroversion)

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)

HARD CHARGING

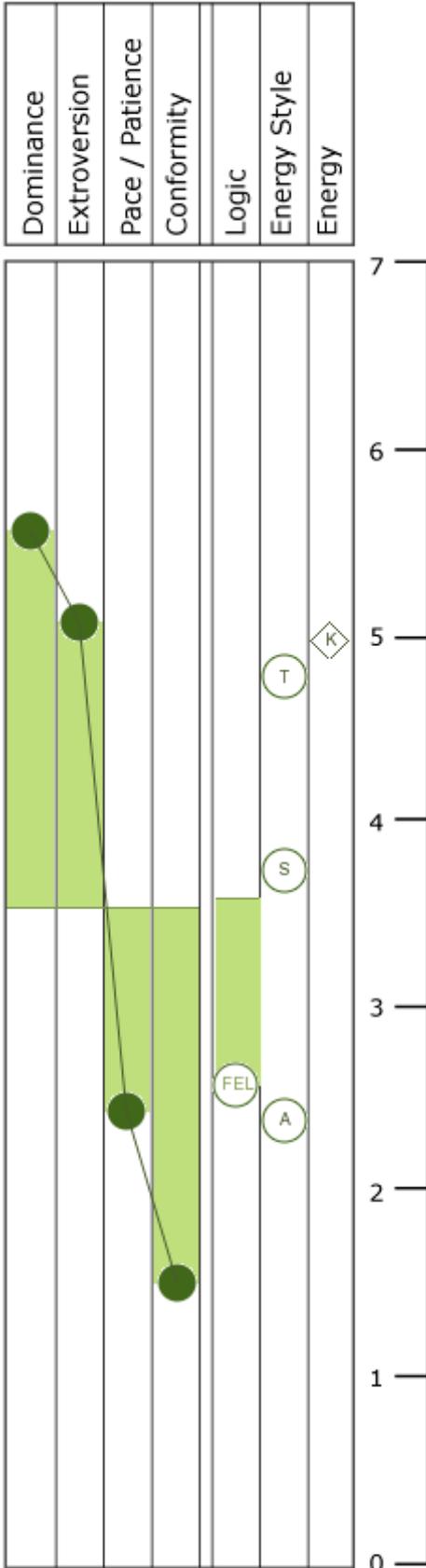
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FAST, FLUENT COMMUNICATIONS

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

CONFIDENT RISK TAKER

You probably exhibit a lot of self-confidence and are very independent. Known for a willingness to pursue opportunities and take calculated risks to reach goals. (High Dominance over Low Conformity)

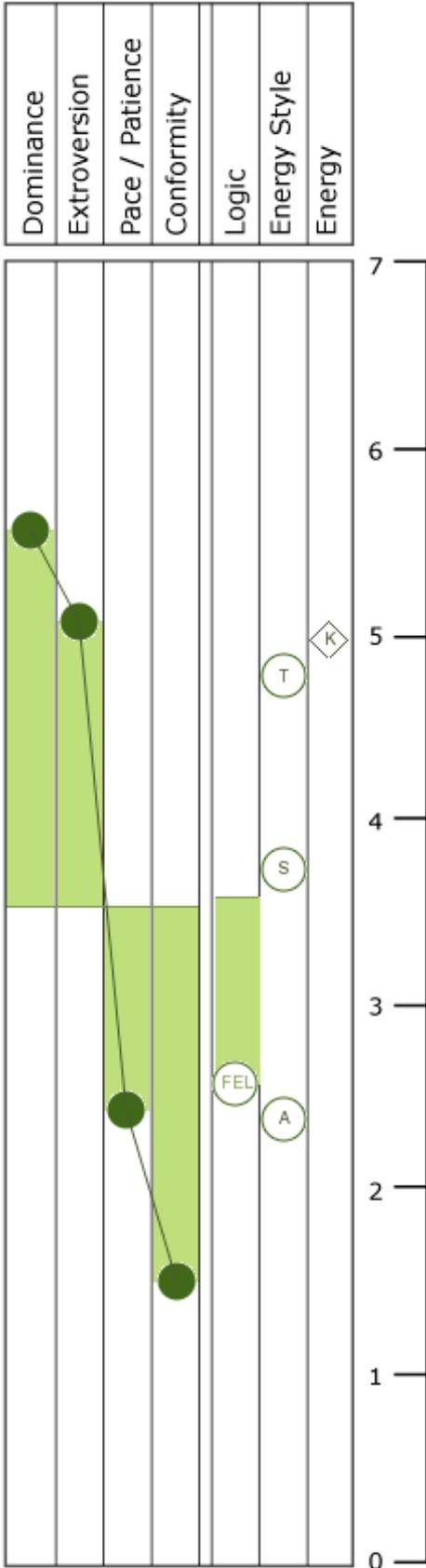


LOGIC

OTHERS SEE YOU making your decisions based on:

MOSTLY FEELING

The ability to make accurate decisions based on your intuitive, inner sense. If you go against your strong feelings, chances are you will be wrong.



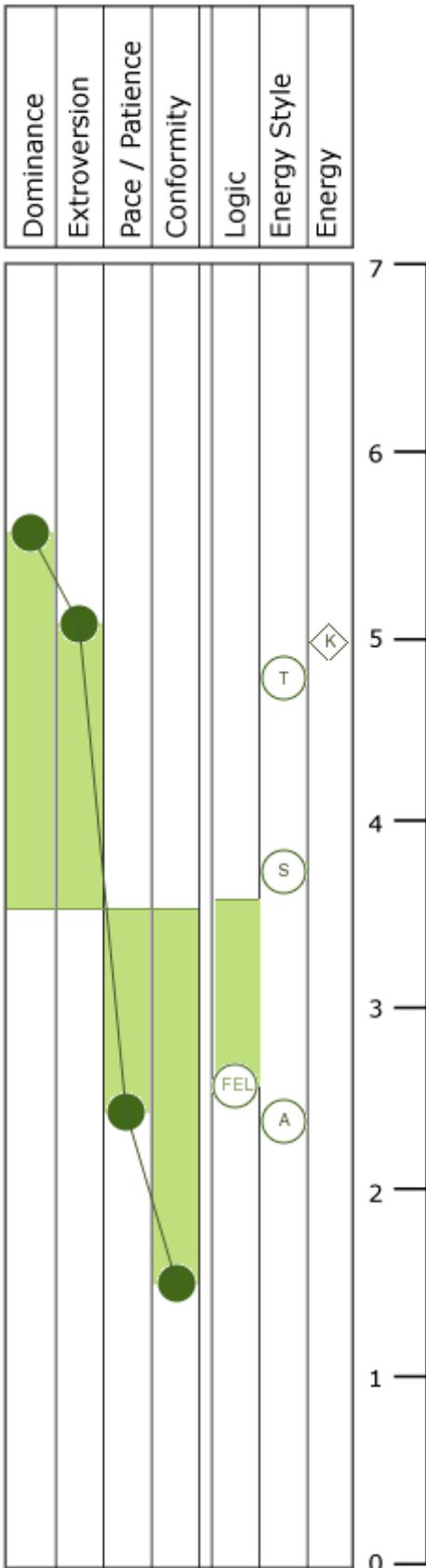
ENERGY STYLE

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.

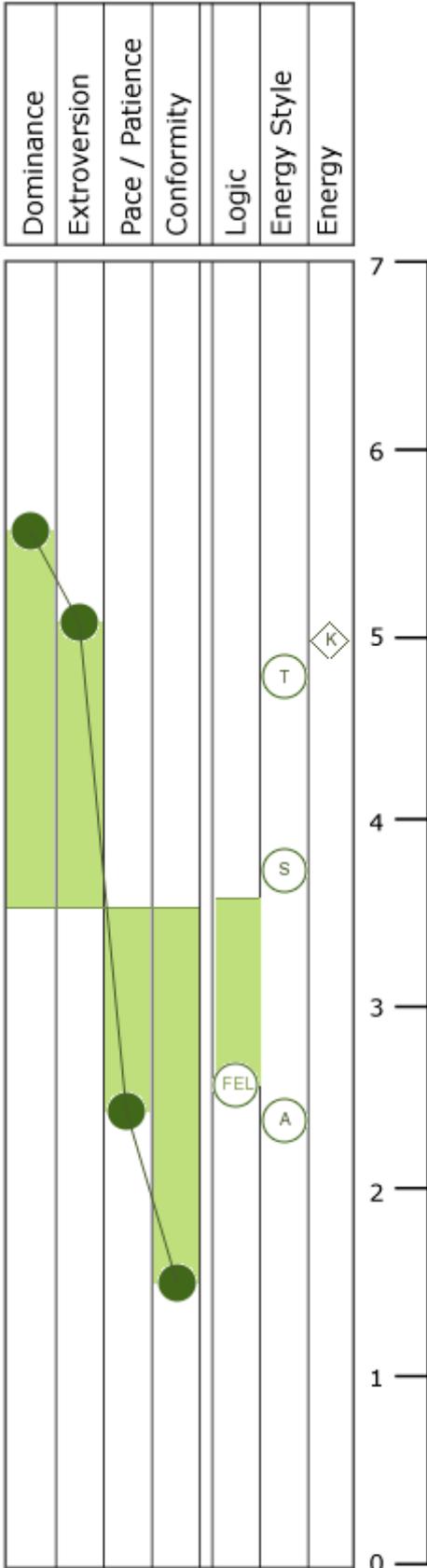


ENERGY LEVEL

OTHERS SEE your ENERGY LEVEL to be in the:

ACHIEVER ZONE

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



-SECTION 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.

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.

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 resort to a ferocious verbal attack. You may not actually do this, but you will at least feel like it.

-SECTION 5-

MOTIVATION

To be motivated, you alone know what truly 'turns you ON.' By the same token, certain things demotivate you or are NEGATIVE.

NEGATIVE ENVIRONMENTS

Factors that are NEGATIVE or DEMOTIVATING to you:

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).

-
- Opportunity
 - Status
 - Money
 - 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
 - Material Things
 - Prestige and Position
 - Accomplishments and Results
 - Direct Answers
 - Freedom to Control
 - 'Bottom Line' Results
-

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

OVERRIDING NEEDS SURVEY

From time to time, regardless of our behavioral profiles, we have unrelated NEEDS. The following brief survey will help you capture and identify them.

Please SELECT and RANK below YOUR 4 Most Important NEEDS.

Power

Status

Cooperation

Security

Challenge

Friends

Stability

Praise

Money

Opportunity

Harmony

Structure

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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PDP® ProScan® Data Sheet (400 Series)

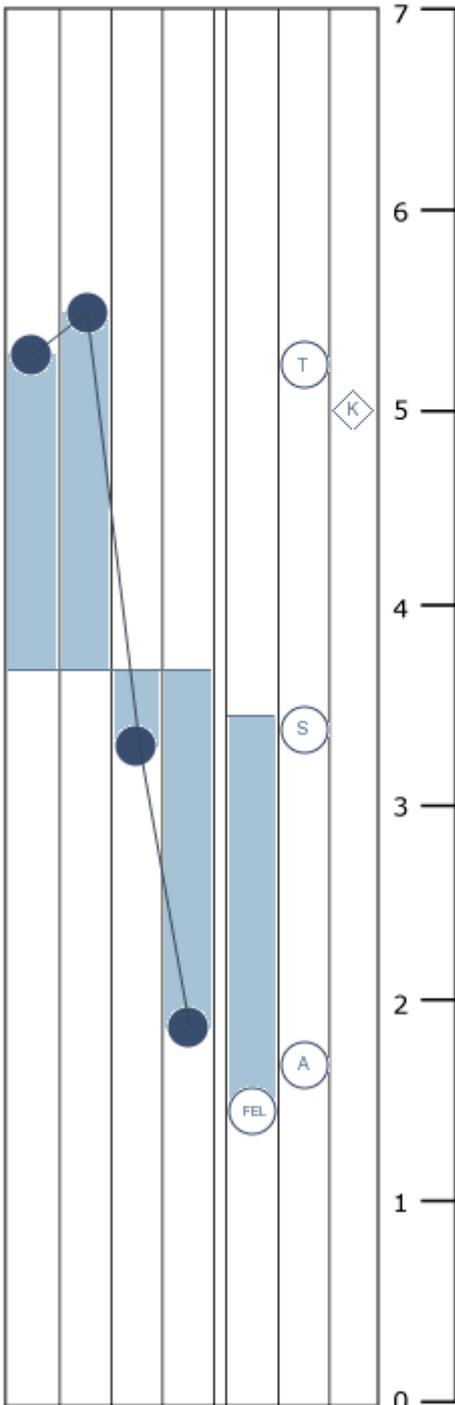
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Predix

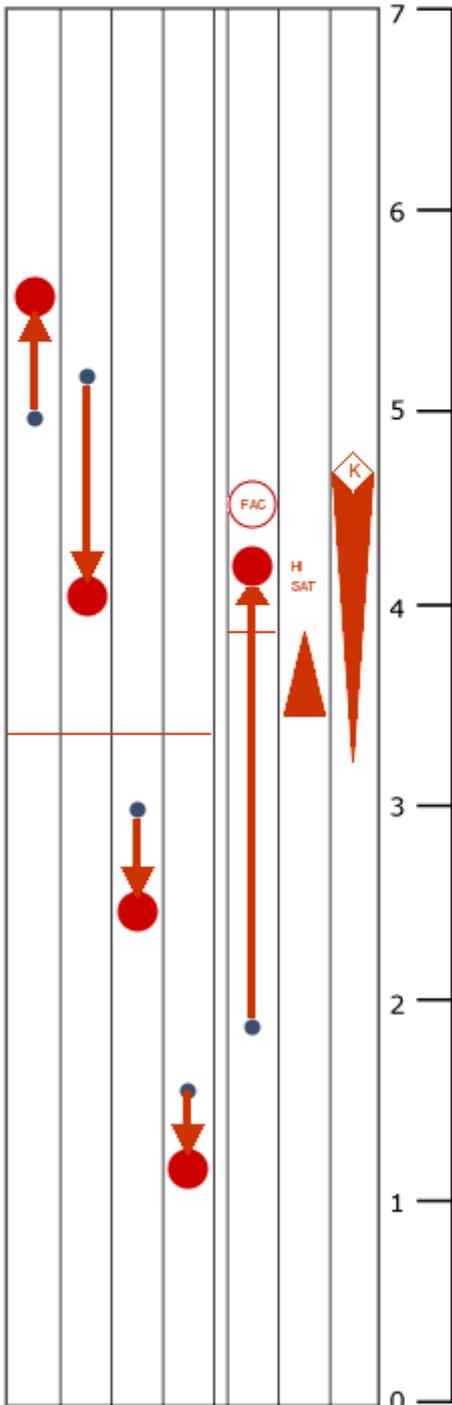
Basic / Natural Self

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Kinetic Energy



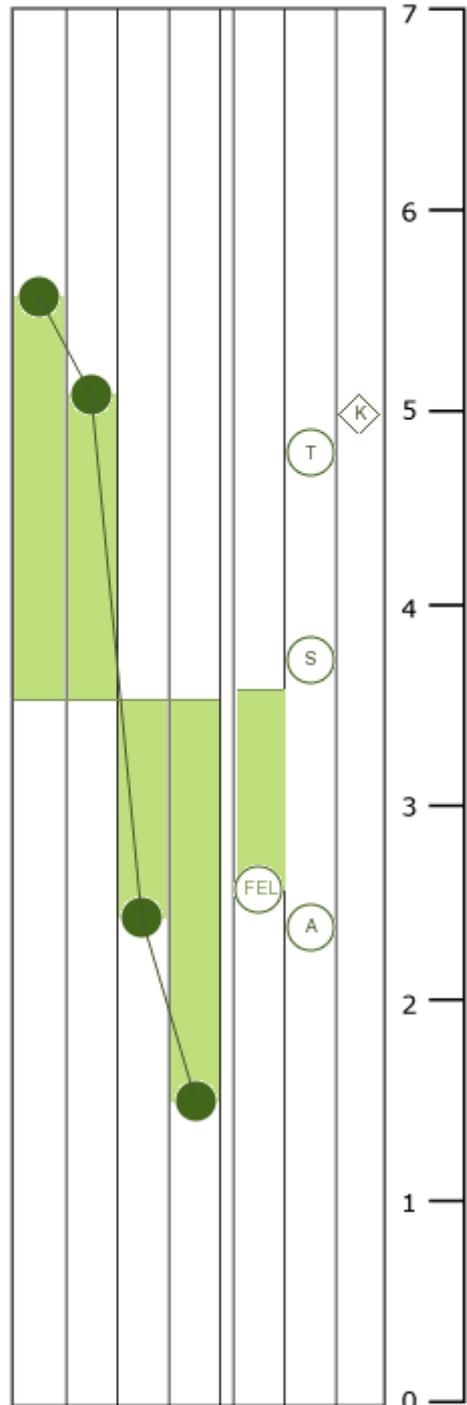
Priority Environment

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Satisfaction
Energy Drain



Predictor / Outward Self

Dominance
Extroversion
Pace / Patience
Conformity
Logic
Energy Style
Energy



PDP® ProScan® Trait Intensity Chart

Ted Cook

Survey: 08/01/06

Basic / Natural Self

-- the way you would function if there were no outside pressures for adjustment--

Note: Read continuum of words (up or down) from the mid line out to the end of the shading and/or circle

Dominance Take Charge Trait	Extroversion People Trait	Pace Patience Trait	Conformity Systems Trait
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 Systematic Vigilant Strict
Authoritative Courageous Direct Visionary Originator Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivating	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Orthodox Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional
Firm Competitive Decisive Definite Assertive Self-assured Innovative Organizer	Articulate Optimistic Sociable Responsive Fun-loving Enthusiastic Persuasive Verbal	Settled Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate
Certain Confident Curious <i>Flexible / Adaptable</i>	Participative Poised Friendly <i>Flexible / Adaptable</i>	Easy-going Amiable Pleasant <i>Flexible / Adaptable</i>	Structured Careful Orderly <i>Flexible / Adaptable</i>
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustable Like change Versatile	Open-minded Generalist Less-detailed
Agreeable Modest Tolerant Accepting Accommodating Helpful Discreet Collaborative	Composed Contemplative Kind Observant Imaginative Private Selective communicator	Active Lively Spirited Restless Impatient Mobile Dynamic Seek change	Big-picture Independent Individualistic Non-detailed Free-spirited Flexible Creative Unconventional
Non-competitive Cautious Peaceable Gracious Attentive Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Restrained Reserved Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Reactive Instantaneous Fast-paced	Adventurous Free-thinker Controversial Unconstrained Challenge rules Carefree Autonomous Uninhibited
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Considerate Circumspect Skeptical Confidential Guarded Undemonstrative Unexpressive Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Avoid detail Free-wheeling Resistant Self-governing Contrary Anti-bureaucratic Adversarial Nonconforming
Supportive	Reserved	Urgent	Independent

**DynaMetric
Mid-Line**