

# ProScan

This Personal Dynamics is specifically prepared for:

**Jonathan Sample**

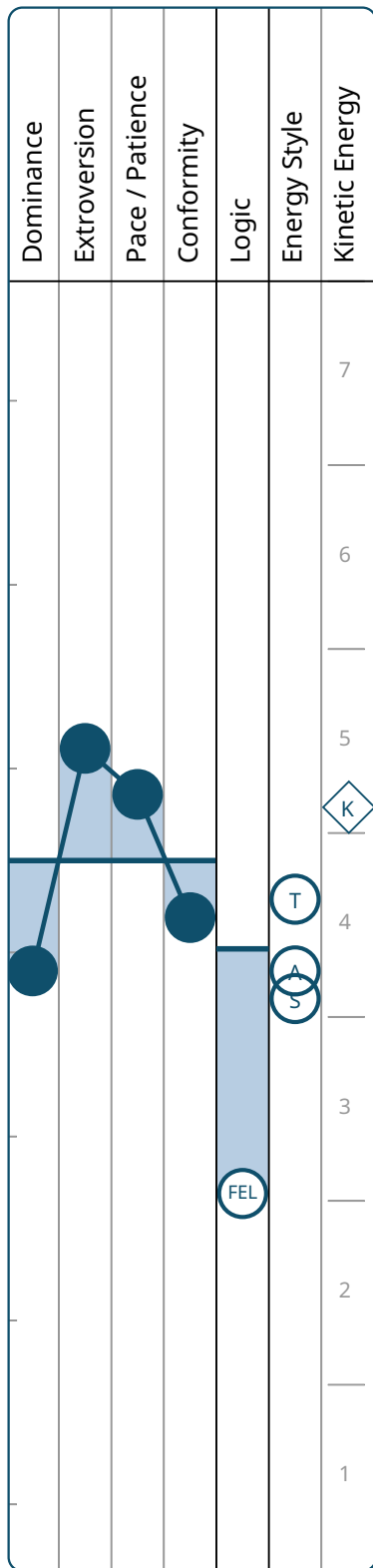
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## Intensity Chart

Basic / Natural Self — The way you would function if there were no outside pressures for adjustment.

Dominance Take-charge Trait	Extroversion People Trait	Pace Patience Trait	Conformity Systems Trait	Logic Decision Basis	Energy Style			Energy Level Kinetic		
					T	A	S			
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	<b>Fact/Analytical</b>  Rely on established theory	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	<b>Zone 7</b> An awesome energy force - can conquer almost any goal or task - have mental/physical power for sustained, complex endeavors <b>7</b>		
Authoritative Courageous Direct Visionary Inventive Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivating	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Systematic Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional	Need factual proof				<b>Zone 6</b> An endless resource of energy - require extensive projects or diverse activities to channel this major force <b>6</b>		
Firm Competitive Decisive Definite Assertive Self-assured Innovative Originator	Articulate Optimistic Sociable Responsive Fun-loving Enthusiastic Persuasive Verbal	Constant Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate	Seek uniform fact-finding procedures				<b>Zone 5</b> Significant capacity for accomplishing tasks - achieve goals with high success - need extra activities to utilize energy <b>K</b>		
Certain Confident Curious	Participative Poised Friendly	Easy going Amiable Pleasant	Structured Careful Orderly	Examine empirical evidence				<b>Zone 4</b> Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities <b>4</b>		
DYNAMETRIC MID-LINE				BALANCED LOGIC						
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open minded Generalist Less-detailed	Validate inner sense				<b>A</b>	<b>S</b>	<b>Zone 3</b> Sufficient energy to meet requirements of today's jobs - focus on tasks - avoid overload <b>3</b>
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 <b>FEL</b>						<b>Zone 2</b> Capacity to complete tasks that are motive-driven - evaluate goals and focus accordingly - make every move count <b>2</b>
Contributing Obliging Peaceable Gracious Accommodating Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Reflective Unpretentious Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Instantaneous Fast-paced Impulsive	Adventurous Free-thinker Unconstrained Challenge rules Carefree Autonomous Uninhibited Self-governing	Respond instinctively						<b>Zone 1</b> Limited capacity, allocate efforts in order to succeed - identify priority(s) in life - direct efforts toward specific task <b>1</b>
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Reserved Shy Circumspect Skeptical Confidential Guarded Undemonstrative Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Non-detailed Free-wheeling Resistant Controversial Contrary Anti-bureaucratic Adversarial Nonconforming	Rely on initial viewpoint						
<b>Supportive</b>	<b>Reserved</b>	<b>Urgent</b>	<b>Independent</b>	<b>Feeling/Intuition</b>	<b>T</b>	<b>A</b>	<b>S</b>	<b>K</b>		

### Basic / Natural Self



## Introduction

ProScan is a self awareness instrument that will aid in developing better communications, understanding and mutual respect. PDP focuses on the **strengths** of individuals and has proven that when **strengths** are understood and matched with the requirements of a job or situation, positive improvements will result.

## Section 1: Basic/Natural Self

The way you function most **naturally** and **efficiently**.

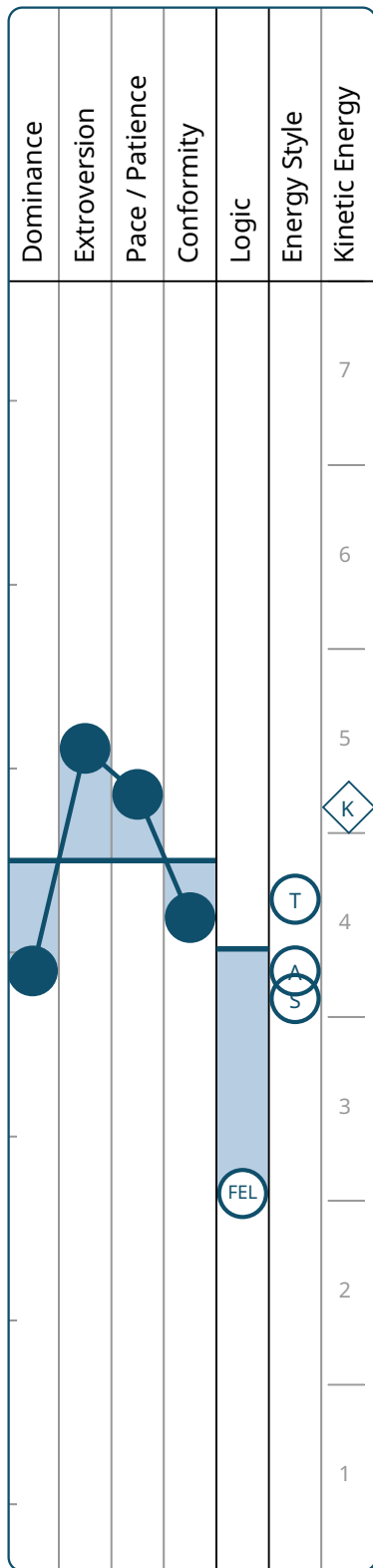
Based on recent research, case studies and a field norming of over 5 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

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

You are influential and effective in people skills. Pleasantly supportive and interested in discussing and listening to ideas beneficial to a group of people. Like brainstorming about a variety of subjects. Drawn to and will thoroughly explore opportunities and promotions.

You may be turned off by rigid regulations and excessive detail. Probably exhibit an independent, carefree and casual attitude and are interested in being liked and appreciated.

**Basic / Natural Self**



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

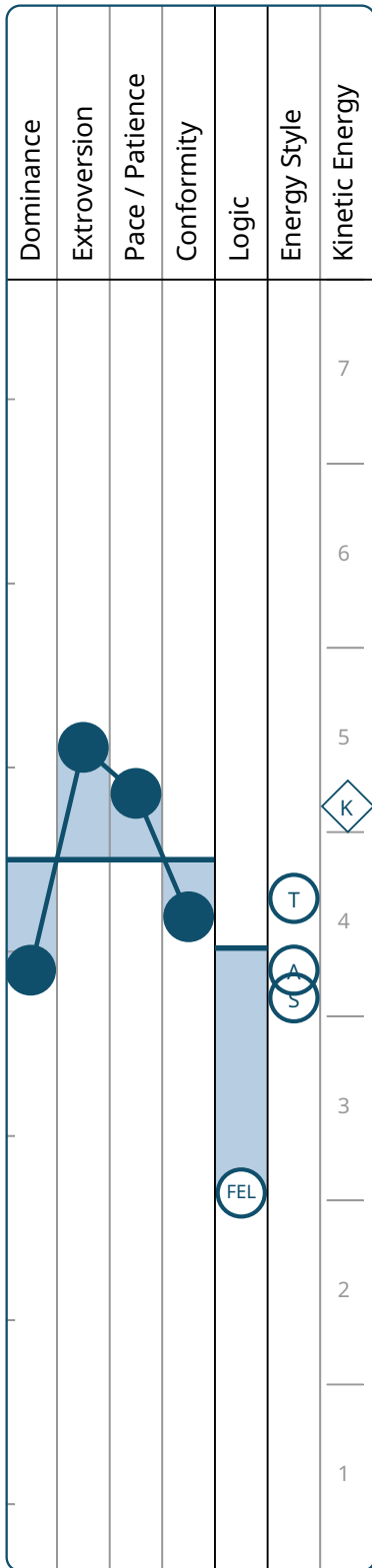
- Cordial
- Good natured
- Pleasant
- Shares ideas
- Comfortable mixer
- Conversationalist
- Socially inclined

The **Pace** trait and its relationship to the above would represent you as being steady, unhurried, persistent, pleasant and able to take what comes and make the best of it.

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.

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.

### Basic / Natural Self



### Unique Trait Pairs

Your trait combinations yield these unique characteristics:

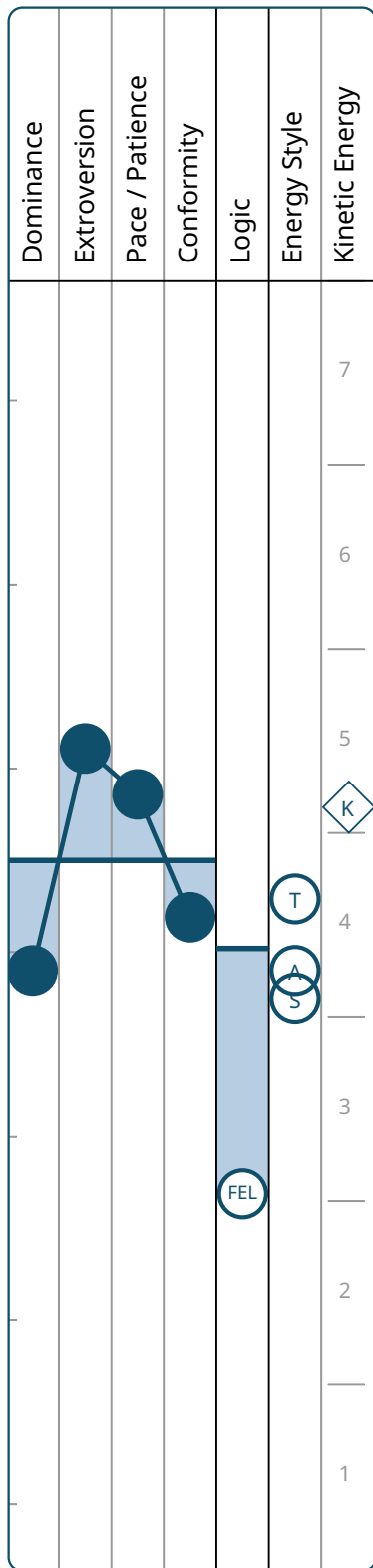
#### Persuasive/Seller

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)

#### Easygoing

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)

### Basic / Natural Self



### Logic

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

**You naturally base your decisions on:**

#### Feeling

An initial, automatic conclusion based on an inner sense.

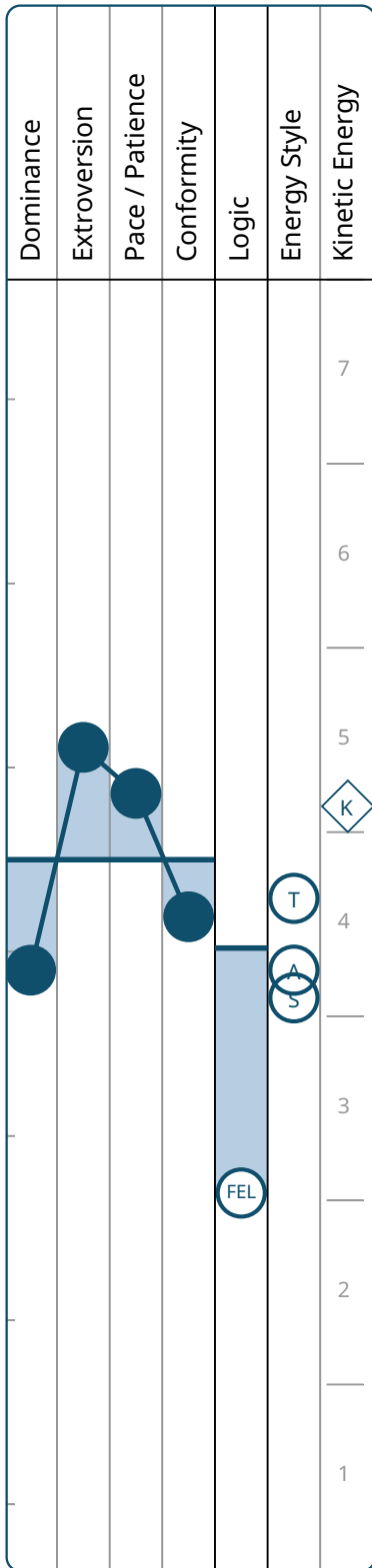
You respond instinctively when making a decision. Accept unproven situations in the absence of hard facts.

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.

**Basic / Natural Self**

**Energy Styles**



Energy Style determines how tasks are approached or how goals are accomplished. There are three Energy Style: **Thrust**, **Allegiance**, and **Stenacity**.

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

**Thrust**

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

**Your alternative energy style is:**

**Allegiance**

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

As you consider the style(s) that fits you best it is **important** for you to know that it can be sustained **only** as long as you have the **energy level** to support it.

**Kinetic Energy Level**

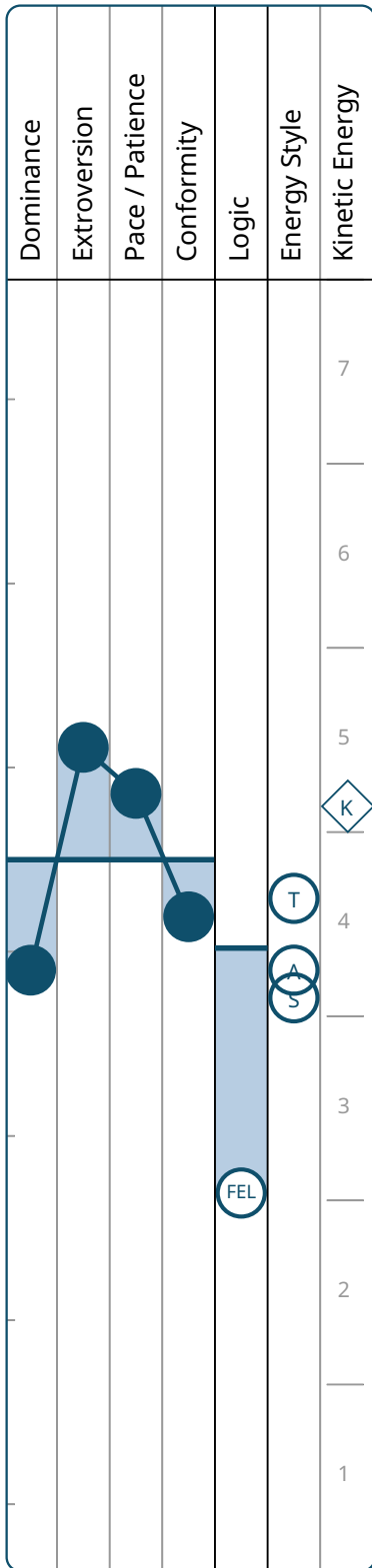
Relates to mental, emotional and physical energy. Think in terms of **capacity**, **battery** or **horsepower**. Concentrated use of one type can tire you out and wear you down. Rest, breaks, sleep, vacations or a change of activity can restore energy in varying degrees.

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

**Zone 5**

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.

**Basic / Natural Self**



**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**

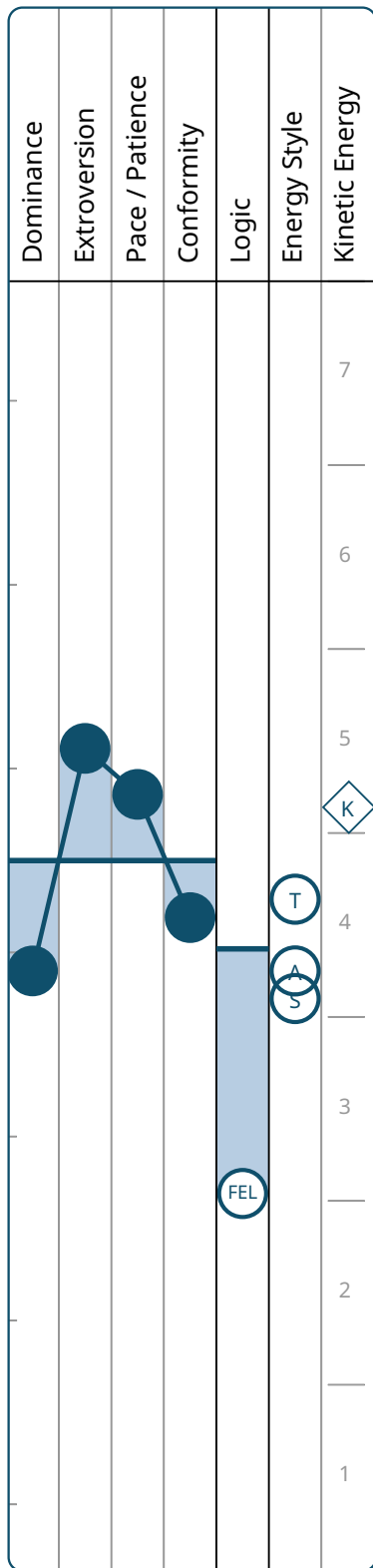
You use a selling style which includes influencing and reading people. Therefore, your social control skills should be evident. You probably seek to obtain positions by winning them.

**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



**Basic / Natural Self**



**Backup Style**

**If you run out of energy, patience, or it just is not worth the effort, your back-up style tends to be:**

**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

**Learned Responses**

**Learned responses to develop for certain situations:**

- Be more direct, precise and to-the-point in communications
- Be more objective and realistic about situations and people
- Listen, don't interrupt and let others complete thought before talking
- Attach failure or lack of success to task, rather than taking it personally