

JobScan

This Job Model is specifically prepared for:

PDP Certification

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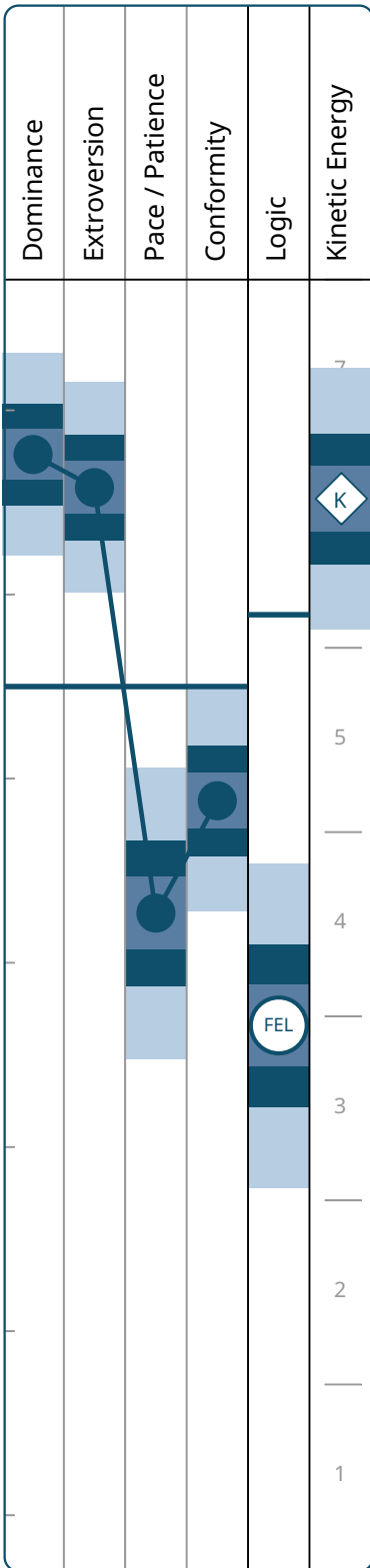
Job Model Intensity Chart

■ = Sales Executive Model

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	Fact/Analytical Rely on established theory	T	A	S	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 Steady Disciplined Conventional	Need factual proof				Zone 6 An endless K source of energy - require extensive projects or diverse activities to channel this major force
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				Zone 5 Significant capacity for accomplishing tasks - achieve goals with high success - need extra activities to utilize energy
Certain Confident Curious DYNAMETRIC MID-LINE	Participative Poised Friendly FLEXIBLE	Easy-going Amiable Pleasant ADAPTABLE	Structured Careful Orderly	Examine empirical evidence				Zone 4 Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense				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				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	Respond instinctively FEL				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 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	Zone 1 Limited capacity, allocate efforts in order to succeed - identify priority(s) in life - direct efforts toward specific task			
Supportive	Reserved	Urgent	Independent	Feeling/Intuition	T	A	S	K

Basic / Natural Self

Introduction



JobScan provides a job analysis of the position requirements based on ProScan Surveys by top performers and/or Job Dynamics Analysis (JDA) Surveys by management and individuals knowledgeable of the position, and generates this Job Model report.

Once the Job Model is reviewed and finalized, it can then be used for applicant matching, candidate interviewing and career pathing.

Basic/Natural Self

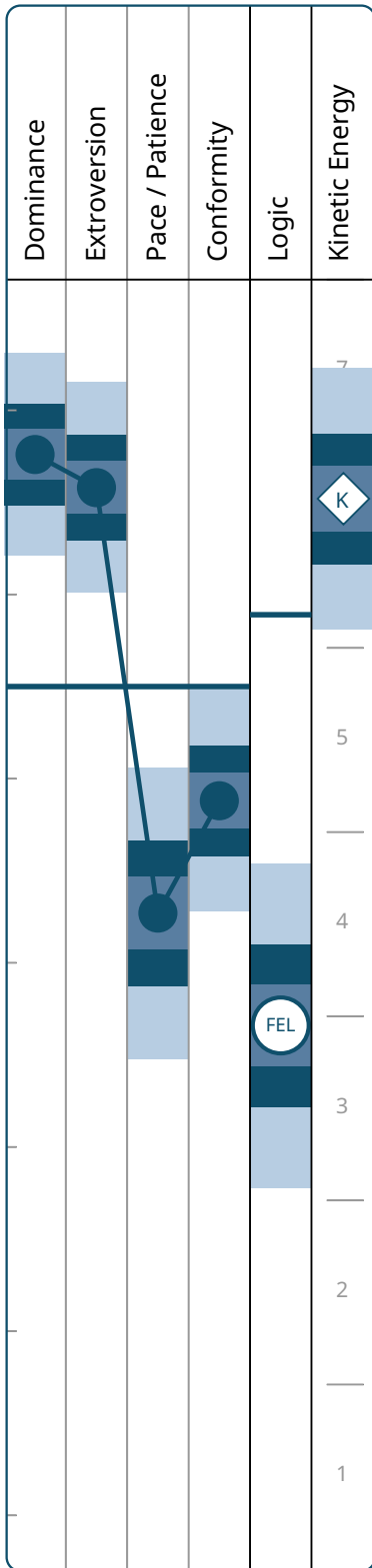
The job analysis indicates that this position requires a person whose **Basic/Natural Self** is:

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. Appreciates a structure, delegates details to others and requires accurate results.

Effective in developing people, at the same time very direct and independent. Enjoys social interaction. May come across more strongly than you realize.

Basic / Natural Self

Further insight into **Dominance**, the highest trait described above is:



- Authoritative
- Bold
- Venturesome
- A Problem solver
- Decisive
- Conceptually analytic
- A risk-taker, a challenge seeker
- A hard driver, direct, competitive, aggressive
- 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

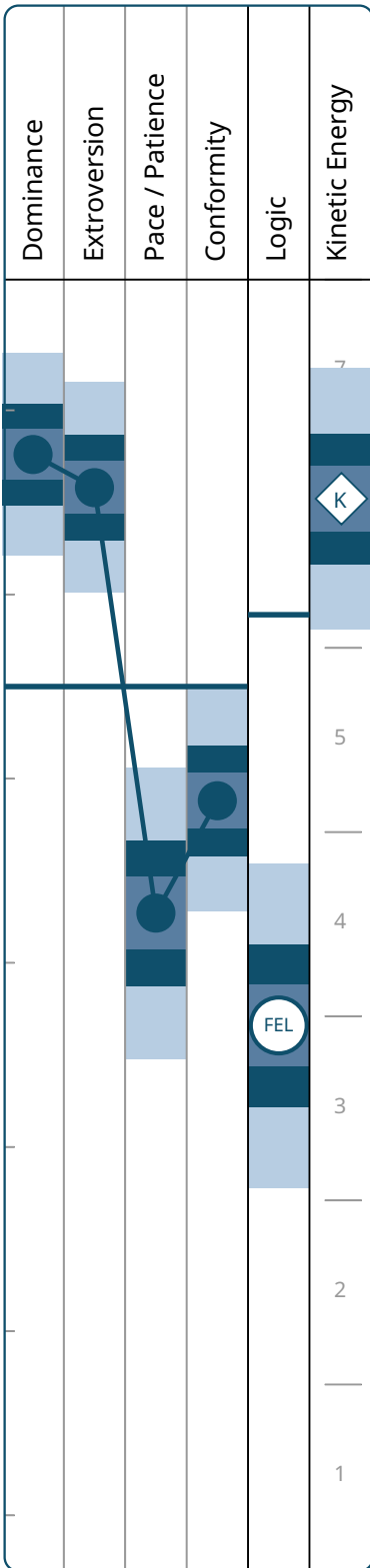
The **Extroversion** trait and its relationship to the above would represent a person as being friendly, empathetic, interactive and interested in people. Social or team interaction is natural.

The **Pace** trait suggests a fast paced, action oriented and impatient person. Described as a doer and driver, and perhaps seeks change.

The **Conformity** trait indicates a non-traditional, candid, informal, and general (big picture) person. Known for being independent and a free thinker, prefer to delegate matters of a technical and detailed nature to others unless a strong sense of motivation exists.

Basic / Natural Self

The position requires these unique Trait Pairs:



Direct and/or Persuasive

An ability to either directly tell or persuasively sell as the situation needs. (Dominance and Extroversion equal)

Organizational advocate

Actively promotes and supports team/organizational goals. Appreciates structure; delegates details but requires accurate results. An organizational hook is evident. (Low Conformity over Low Pace)

Hard charging

Competitive, hard driving actions. Wants fast results. (High Dominance over Low Pace)

Fast, fluent communications

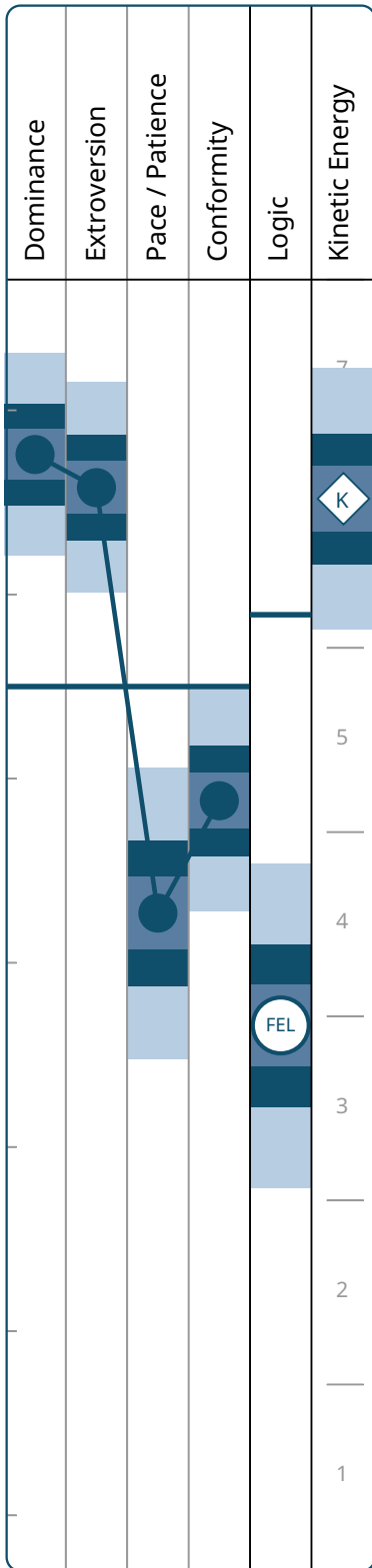
The ability to quickly and effectively convey ideas and information in an influential manner. (High Extroversion over Low Pace)

Confident risk taker

A willingness to take calculated risks to reach goals. (High Dominance over Low Pace)

Basic / Natural Self

Logic



This position requires the decision-making style of:

Feeling

An initial, automatic conclusion based on an inner sense.

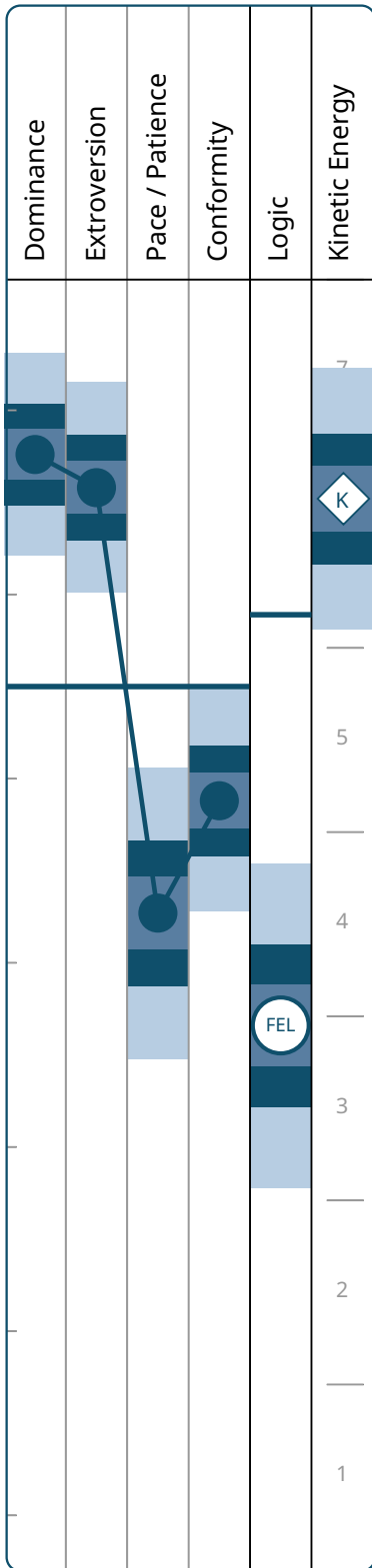
Rely on initial viewpoint. Have a strong sense of actions to take and ways to solve problems. Usually able to make quick decisions with confidence.

Have a sense of what decision to make when in situations involving decisions about new projects and people issues where few hard facts are available. May perceive people who depend on facts to be inflexible and unreasonably demanding.

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 Styles measure how tasks are approached and goals are accomplished.

This position requires the Energy Style of:

Thrust

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

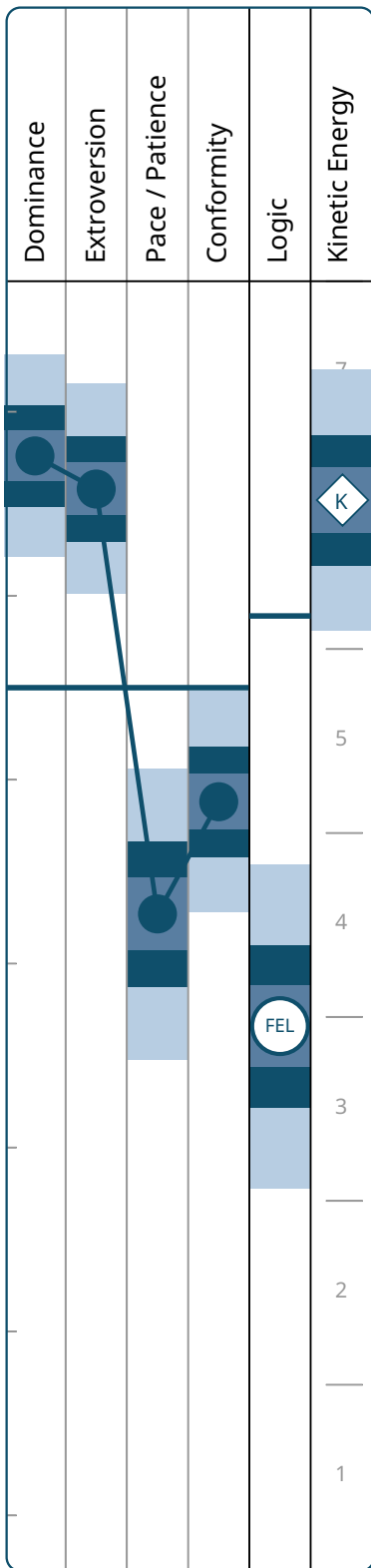
Kinetic Energy Level

This position requires the Kinetic Energy Level of:

Zone 6

Appear to have endless energy. Will be most effective with extensive opportunities and diverse ways to direct this significant level of energy.

Basic / Natural Self



Leadership Style

Authoritative/Decisive

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

Communication Style

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.

Backup Style

The immediate supervisor should be aware of the possibility of this behavior occurring.

Dictatorial steamroller

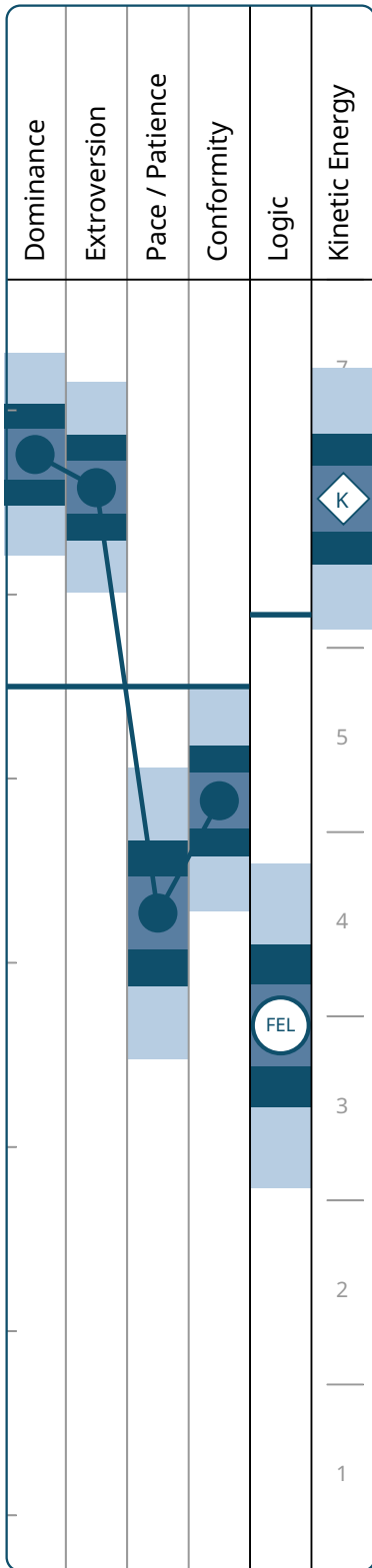
When all else fails, may turn into a steamroller or become dictatorial to gain, regain or maintain control of a situation. May not actually do this, but will at least feel like it.

Negative Environments

Too many external controls, incompetence, and trivial interferences can be detrimental.

Basic / Natural Self

How to Advertise



When seeking a person with this profile, use the terms and phrases below to attract the largest percentage of job-matching applicants.

- 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

Management Insight

The ProScan report descriptions have emphasized the basic, natural characteristics, strengths, and positive qualities of the individual. It is important that a manager recognize and use these strengths to develop the individual to their fullest potential.

The highest trait has a significant influence on a person's actions and ways of doing things. However, there is a possibility that this high trait can also become negative when misused.

Be prepared to recognize these unproductive behaviors:

1. Extreme behaviors in stressful environments/situations. (See Backup Style)
2. Negative use of strength. (Aspects of a trait used in damaging ways)
3. Actions based on a faulty value system. (Dishonest, unethical, irresponsible ways)

It is helpful for managers to learn how to minimize unacceptable responses and actions through effective communication. Unless the person with a high trait of **Dominance** has learned to avoid reacting to situations in unproductive ways, the following responses might be observed at times of pressure.

- A tendency to challenge management, particularly if it is perceived to be incompetent.
- Demand for strong and decisive actions with rewards and consequences.
- Set unrealistic demands and deadlines for self and others.
- Negative reaction to any supervision which looks over the shoulder.
- A take-control approach.
- Competitive to the point of winning at any cost.
- A dictatorial, steamrolling and intimidating manner.
- Apparent disregard for others' feelings by using brusque, sharp expressions. (This may be a shield to protect emotions, soft heartedness or insecurity).

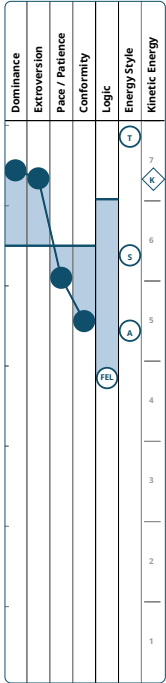
Recommendations

Recommendations for managers and co-workers:

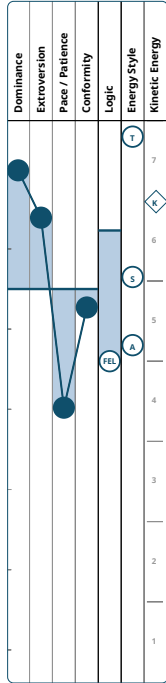
- Stand firm in beliefs
- Be brief
- Prove points by showing their value

In conclusion: If you need assistance with this Job Model, please contact your PDP Representative.

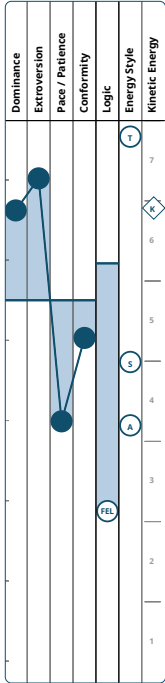
Jim Jacobs
Sample
11/14/2017



Carol Stevens
11/14/2017



Pat Smith
11/14/2017



Chris Johnson
11/14/2017

