

PROCEPTION²

DISCOVERING Your Style

INDIVIDUAL REPORT

Sam Sample

ACME Inc.

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REPORT PROVIDED BY

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INTRODUCTION

Individuals have a recognizable and understandable behavioral style. Style can be described as the way people think, solve problems, express feelings and interact with others to get a job done. There is a simple key to understand how people behave. It is the "The DISC Model of Human Behavior." We all exhibit each of the four behavioral traits.

The intensity of each behavior we exhibit determines our personal behavior style.

This model of behavior was developed by William M. Marston, PhD. Marston's four dimension DISC model has been tested, proven accurate and effective with millions of people worldwide. The terms most often associated with Marston's Behavioral Model are: Dominance, Influence, Steadiness and Compliance. These factors can range in intensity and work independently or in tandem with the other behavioral factors. The relationship of these factors describes an individual's behavior. The Proception2 report describes an individual's DISC behavioral traits in a work environment.

The report generated by completing the Proception2 questionnaire is intended to help individuals and management achieve a better understanding of this individual's behavioral style. It can be used to develop strategies and methods to help an individual increase their personal flexibility in working relationships with clients, managers, peers and staff. It is important to know that there is not a DISC behavior that is more desirable than another. This report will provide helpful insight into the individual's behavioral strengths and areas in need of possible improvement.

Traits of a High C:

Communication: Direct, using facts and data

Motivated By: Attention to detail

Priority: Facts

Basic Weakness: Inflexible

Key Strength: Planning and organizing.

Compliance
"Procedures"



Note: The higher the C the greater need to follow procedures.

The lower the C the lower need to follow procedures.

C



Note: The higher the D the quicker to anger.

The lower the D the slower to anger.

Traits of a High D:

Communication: Direct and to the Point

Motivated By: Competition

Priority: Goals

Basic Weakness: Impatient

Key Strength: Makes Quick Decisions

D

Dominance
"Problems"

Steadiness
"Pace"

Traits of a High S:

Communication: Slow and deliberate

Motivated By: Safety and Security

Priority: Pleasing others

Basic Weakness: Lack of Assertiveness

Key Strength: Patient and Helpful



Note: The higher the S the greater need for task completion.

The lower the S the lower need for task completion.

S



Note: The higher the I the greater the emotion.

The lower the I the less the emotion.

Influence
"People"

Traits of a High I:

Communication: Fast, Emotional and Exciting

Motivated By: Influencing Others

Priority: People

Basic Weakness: Not Listening Effectively

Key Strength: Verbal Skills

I

NOTE

This report is not designed to recommend or not recommend any person for employment or hiring for a specific job or position. A hiring decision should not be based upon this report. This report and all behavioral type reports should be used in accordance with applicable employment laws.



As individuals, we have a style of behavior that is most natural. It is the behavior we are comfortable using when working with problems, people, pace and change, and following rules and procedures. This section of the report provides insight into how Sam prefers to function in a work environment.

Read this section of the report carefully to gain insight into how he uses his Natural (Primary) style in a work environment.

D - Dominance

How Sam Solves Problems

Sam tends to work closely with decision-makers to improve his opportunity for success, while tolerating their divergent opinions. When others challenge his conclusions he may often agree with their position. He prefers to take direction from others rather than be the source of instructions and directions. Sam places a high value on following established rules, procedures, and guidelines. Sam wants to evaluate his options before attempting to solve a problem. He prefers to take calculated risks in his approach to the job, problem, or project. Because Sam's approach is usually conservative and traditional in determining goals and objectives, he does not make decisions outside his basic scope of experience.

I - Influence

How Sam Influences Others

Sam wants time to talk about things other than business. Being people-oriented, he will eventually get to the purpose of the meeting but wants time to talk about other exciting non-business interests before and during the meeting. He makes every effort to promote discussion while persuading others to consider various options. He knows how to make life fun and exciting despite a difficult situation. He responds positively to a situation in a spontaneous manner and is ready for the exciting and fun things that come his way. He attempts to ward off opposition by promoting discussion and persuading others to look at the different alternatives. Sam exerts vigorous efforts in his work and expects others to respond to his lead. Sam likes to communicate with others, even when they hold opposing views. He understands the need for their cooperation to obtain success in a project or program. People with Sam's style tend to approach problems without a plan. This can lead to acting first and worrying about consequences later. He must often solve the problems that he created. His emotions are easy to read because his face and body language give him away. A smile generally indicate approval. A frown shows disapproval. Embarrassment may be displayed by blushing. He can have difficulty staying focused when working on tasks that are routine or lack excitement. Sam will want to move on to the next exciting project. He will often attempt to use equipment without looking at the directions or instructions. If he can't get it to work, he will find someone he knows and have them show him how it functions. Sam is motivated to look for the good in others. He generally feels that individuals who are not performing the job well should be given another opportunity to succeed. He must realize there is a point in time when he must make a decision based on the individual's lack of performance. People with Sam's style are often called the visionaries of the world. He looks beyond the usual, preferring to use imagination and creativity to solve a challenging problem.

S - Steadiness

How Sam Reacts and Responds to Change

Sam tends to identify competent people to do the job and expects team members to have similar skills. He wants to check out the opinions, ideas and plans of others and he compliments them when they are right. He can display "righteous" anger when he feels that others aren't working as hard as he or may have already given up. Life is never dull when working with Sam. He can become frustrated with slower moving associates. He is constantly on the lookout for the next exciting idea or project. Don't expect Sam to sit in his office or cubicle for prolonged periods of time unless there are multiple things to work on. He prefers to move about whenever he feels the need. One of Sam's biggest challenges is what to do while waiting for others. His philosophy is, "Don't just stand there, do something." Sam believes that each person has the responsibility to discover and express his free will, self-determination, and independent style.

C - Compliance

How Sam Displays Independence or Dependence

Sam prefers working in job that is free of antagonism, and he may resist when others push too hard. Sam attempts to comply outwardly with the requests of respected individuals. He can tune out events beyond his control. This gives him the ability to concentrate on the situation at hand. He approaches problems and projects carefully before taking any action. He can display a good sense of timing and reasonableness in making his decision. This provides him with the confidence to make the "right" decision. Sam's ability to consider all sides of an issue can be seen as indecision. In reality, he approaches the decision-making process using balanced judgment making certain his decision is the best solution available.



Individuals strive to maximize their strengths. The Proception2 report highlights the potential behavioral traits and aptitudes he brings to the work environment. This information will help him and the organization maximize his behavioral strengths.

Sam's style:

- Keeps accurate records.
- Is aware of the politics of the organization.
- Analyzes problems thoroughly.
- Negotiates solutions to conflicts.
- Excels in obtaining enthusiastic commitments.
- Communicates with others well.
- Calculates risk to avoid problems.
- Is willing to accept the input of others.
- Promotes harmony in the workplace.
- Has a sense of urgency to get things done.
- Creates fun and excitement on the job.
- Can be relied on to make decisions quickly.



There is a work environment in which an individual feels most comfortable. It is an environment that meets their behavioral needs to produce their best results. Most time's individuals have the ability to be flexible and use their intelligence to adjust their behavior to be productive in various work environments. The traits listed provide an overview of Sam's Preferred Work Environment at this time.

A work environment:

- Where he can use his organized and systematic approach.
- Where he can use his organizational abilities.
- Where he can use facts, figures and data to make the decision.
- That will let him use his people skills.
- Where he can express his feelings by talking with others.
- Where he can develop his talents and skills.
- Where he does not have to be confrontational or combative.
- With sanctions and directions, which provide a sense of security.
- With guidance and directions in prioritizing the action to be taken on projects.
- Where he can be a generalist, rather than a specialist.
- Where decisions for change are made quickly.
- Where he can work long hours with a support team to complete the project successfully.



Successful teams are comprised of unique team members. Each behavioral style has strengths that can benefit a team. Great team members use their natural strengths to contribute to team goals. This section of the Proception2 report highlights the behavioral traits and talents Sam brings to the team.

Sam:

- Sets a good example for team members by the quality of his work.
- Cooperates with and is considerate of team members.
- Does not allow the team to make careless mistakes.
- Team members will find him optimistic, open and friendly.
- Recognizes the many benefits of spirited teamwork.
- Builds a team spirit.
- Accepts the input and direction of other team members.
- Cooperates well with other team members.
- Strives to build harmony among team members.
- Sets an example for other team members by the amount of work performed.
- Bring many new ideas and methods for problem solving.
- Has the ability to work with team members regardless of their style.



Individuals have the ability to adjust their Natural (Primary) style to meet the real or perceived requirements of their work environment. This section of the Proception2 report shows how Sam may make adjustments to his Natural (Primary) behavioral style to meet these requirements. The more this section is different from an individual's Notable Primary Behaviors, the more they may feel the need to adjust their behavior to meet the real or perceived demands of the work environment. Small adjustments generally indicate Sam has found a comfort zone in the work environment. As an individual establishes or changes workplace roles or goals, they may move in and out of their comfort zone.

D - Dominance

How Sam Solves Problems

Sam thinks that his Primary behavioral style is just what is needed when he is working with the problems and challenges presented by his work environment. Refer to the Notable Primary Behaviors section paragraph one.

I - Influence

How Sam Influences Others

He likes to interact with individuals who have high energy and passion for their job. Sam finds it easy to make friends with nearly everyone. He likes to use his engaging personality and charisma to entertain others. Sam works hard at encouraging others when positive things happen. He enthusiastically communicates ideas to others. He can become frustrated when others do not quickly embrace his plans for change. Sam finds it easy to socialize with others. He must be careful, to prevent this socializing from keeping him from getting jobs or projects completed in a timely manner. He makes a strong effort to keep people feeling good about who they are and being an integral part of the team. Sam does not arrive late for meetings or miss project deadlines on purpose. It is often because he is giving more guidance to team members, rather than managing his time or deadlines. When Sam is in a tough situation and is seeking a solution, he will talk with those who are close to him for advice. Sam enjoys life no matter what he is doing. He participates in life with the thought that the best is yet to come. He has many friends, and he prefers they support his goals rather than compete with him. He is seen as restless and impulsive, having difficulty sticking with any job or task he feels is boring. Sam often tries to assemble a piece of equipment without reading the instructions. If he can't put it together properly, he will ask an associate how to assemble or operate it. Sam trusts others, accepts others for who they are, and likes to work with and be around friends. When Sam attempts to solve problems, he likes to use his imagination to think beyond ordinary ideas or solutions.

S - Steadiness

How Sam Reacts and Responds to Change

Sam considers his Primary behavioral style to be what is necessary for him to meet the demands of the pace and consistency regarding his work environment. Refer to the Notable Primary Behaviors section paragraph three.

C - Compliance

How Sam Displays Independence or Dependence

Sam perceives his Primary behavioral style to be what is necessary for him to work with procedures, systems and regulations in his current work environment. Refer to the Notable Primary Behaviors section paragraph four.



This section of the Proception2 report highlights suggestions on how Sam can improve performance in the workplace. Review these suggestions with a coach, mentor or supervisor/manager to determine how they can be integrated into a personal development plan that will improve productivity.

Sam may need:

- To understand that mistakes will happen.
- To make an effort to be less judgmental of others.
- To understand rules can be flexible.
- Be aware of his need to trust others. He must be careful to not trust others indiscriminately.
- To prepare a solid case before he begins to defend his position.
- To learn to concentrate on the task at hand.
- Assignments with clear and detailed instructions.
- Support from his boss or the rules.
- Alternative techniques and methods.
- To prioritize work in terms of what needs to be done and the order in which it should be completed.
- To manage his efforts and energy to be certain the project gets the same attention at the end as it did in the beginning.
- To understand he may be going in too many directions at one time.



Each behavioral style is driven by different motivational needs and desires. Performance improves when personal motivators are included in the work environment. While some of the Performance Motivators listed on this page are being met, others are not. It will be helpful for to note the motivators that are most important, but are not presently being incorporated into Sam's daily motivation and supervision.

Sam prefers:

- Recognition for quality work.
- A manager who follows company policy and procedures.
- Clearly defined lines of responsibility and authority.
- A stimulating and positive work environment.
- A work environment where he feels trusted and where he can trust others.
- To have time for group activities outside work.
- A conservative approach in projecting goals.
- Others to prepare the information and directions necessary to get the job completed.
- A work environment with trusted support and back-up.
- A work environment with the opportunity to work with different people in various locations.
- Work that is general in nature.
- A work environment that changes quickly from job to job and day to day.



Each of us prefers to see ourselves in a positive way. While Sam brings many outstanding strengths to the work environment, there are areas of behavior that could impede success. This section of the Proception2 report contains suggestions to consider that can improve the behavioral tendencies that can slow or hinder the achievement of desired performance goals.

Sam may:

- Be overly concerned with following the rules and procedures.
- Fail to listen to others and their perspectives.
- Be overly optimistic about time frames for completion of projects.
- Work in spurts, which may not be permitted by the job.
- Have difficulty disciplining others, which could let small issues grow into bigger problems.
- show little intensity when working toward a goal or objective.
- Let others take advantage of his low-key nature.
- Avoid accountability by overstating the difficulty of the problem or situation.
- Have difficulty prioritizing work because he tends to have many projects going on at the same time.
- Have difficulty working in situations that require precision, coordination, and patience.
- Be prone to injuries or accidents due to his impulsiveness.



Communication is the cornerstone of building relationships, achieving productivity, and maintaining motivation. Communicating with Sam will be accomplished best by incorporating the recommendations outlined on this page. Using these recommendations will provide an opportunity to improve communication, improve relationships, promote credibility, and gain increased productivity.

When communicating with Sam, do:

- Provide evidence that is substantial and practical.
- Make certain your presentations are accurate.
- Provide accurate and factual evidence.
- Allow for socializing when discussing strategies and goals.
- Be certain to put all details in writing.
- Demonstrate concern about the human side of an issue or problem.
- Allow time for questions.
- Reassure him that it is a team effort.
- Have a timetable to begin new programs or projects.
- Provide "pats" on the back for his active participation.
- Be aware he may not be listening all the time.
- Provide actual priorities for him.



We are aware of communication mistakes and errors others make when communicating with us. These can create Communication Barriers. We know what we don't like others to do, say, or use when communicating with us. It would be helpful to reduce or eliminate the barriers listed below to improve communication with Sam.

When communicating with Sam, don't:

- Forget to invite him to talk by asking his point of view.
- Fail to mention the potential disadvantages of your proposal or request.
- Be inconsistent in your communication style.
- Be demanding without specifying your reasons.
- Allow him to overstate completion time for projects.
- Be overpowered by his verbal skills.
- State unrealistic expectations.
- Ask him to make decisions rapidly.
- Make promises or guarantees you cannot support.
- Be haphazard with information or procedures.
- Be regimented, stiff or authoritative in your approach.
- Inhibit his active mind.



This page of the Proception2 report highlights words that can be associated with Sam's behavioral style. These words provide insight into how he prefers to solve problems, work with others, react to the pace of the work environment and respond to guidelines and procedures established by others.

DOMINANCE

Problems

Challenging
Self-Centered
Relentless
Driving
Innovative
Strong-Minded
Resolute
Competitive
Goal oriented
Decisive
Assertive
Enterprising
Strong
Determined

Positive

INFLUENCE

People

Extroverted
Motivating
Charismatic
Subjective
Spirited
Expressive
Convincing
Animated
Outgoing
Friendly
Congenial
Sociable

Upbeat

Trusting

Warm

STEADINESS

Pace

Rigid
Undemonstrative
Systematic
Reluctant to change
Deliberate
Steady
Unhurried
Consistent
Thoughtful
Reliable
Careful
Unruffled
Calm
Composed
Relaxed

Quick

Unsettled

Flexible

COMPLIANCE

Procedures

Painstaking
Wary
Meticulous
Precise
Quality oriented
Exacting
Accurate
Prudent
Compliant
Cautious
Organized
Neat
Conservative
Tactful
Diplomatic

Steadfast

Original

Self-reliant

Confident

Bold

Stubborn

Independent

Unconventional

Resourceful

Autonomous

Opinionated

Individualistic

Radical

Fearless

Reckless

HIGH SIDE BEHAVIOR

LOW SIDE BEHAVIOR

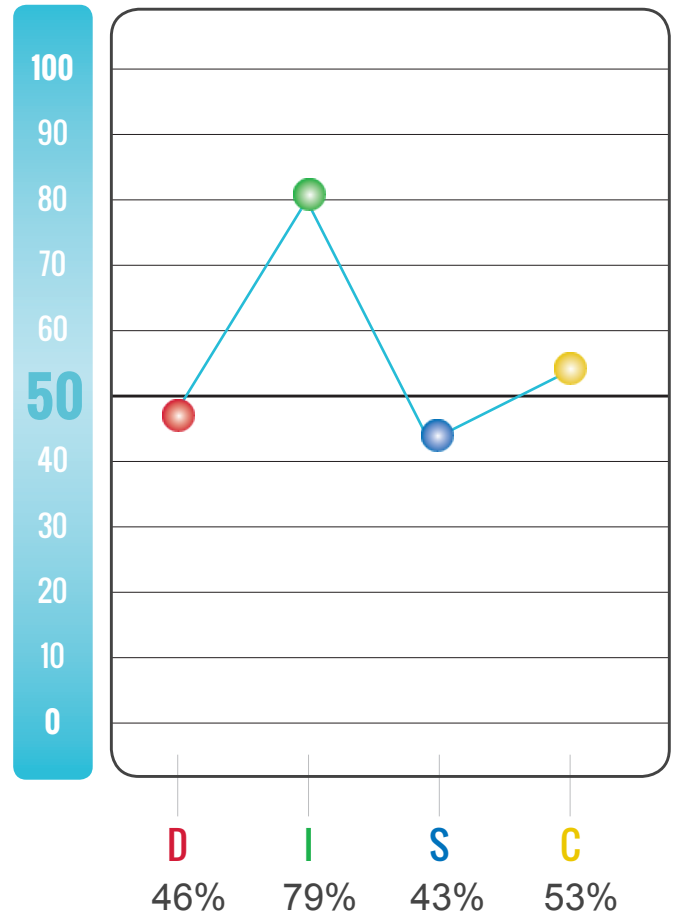
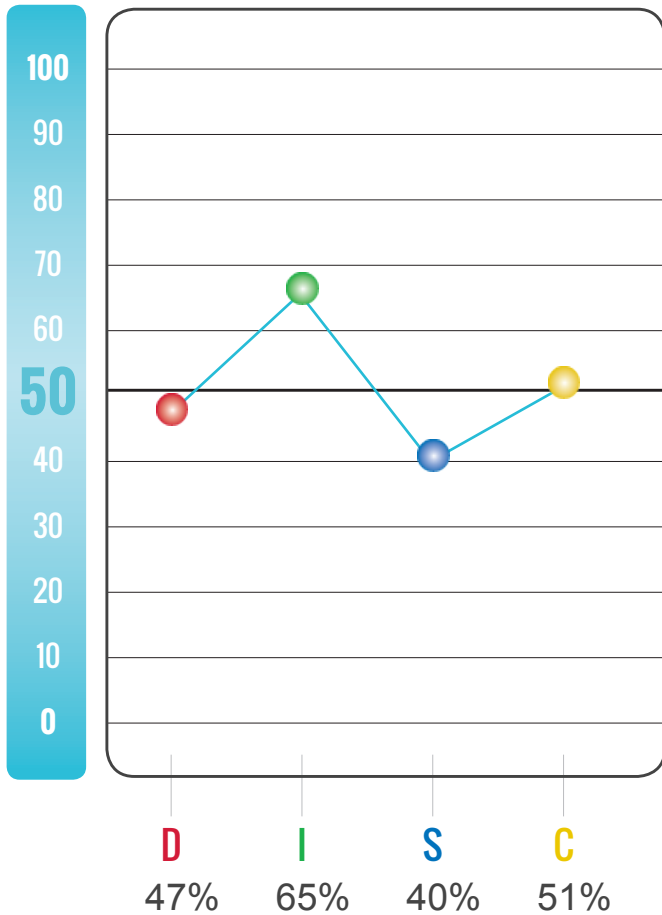


This section of the Proception2 provides insight into why an individual's Natural (Primary) style may not always be compatible with the demands of the work environment. This section highlights words that suggest how Sam perceives the need to adjust his behavioral style to solve problems, work with others, react to the pace of the work environment and respond to guidelines and procedures established by others.

HIGH SIDE BEHAVIOR

LOW SIDE BEHAVIOR

	DOMINANCE Problems	INFLUENCE People	STEADINESS Pace	COMPLIANCE Procedures
	Challenging	Extroverted	Rigid	Painstaking
	Self-Centered	Motivating	Undemonstrative	Wary
	Relentless	Charismatic	Systematic	Meticulous
	Driving	Subjective	Reluctant to change	Precise
	Innovative	Spirited	Deliberate	Quality oriented
	Strong-Minded	Expressive	Steady	Exacting
	Resolute	Convincing	Unhurried	Accurate
	Competitive	Animated	Consistent	Prudent
	Goal oriented	Outgoing	Thoughtful	Compliant
	Decisive	Upbeat	Reliable	Cautious
	Assertive	Trusting	Careful	Organized
	Enterprising	Warm	Unruffled	Neat
	Strong	Friendly	Calm	Conservative
	Determined	Congenial	Composed	Tactful
	Positive	Sociable	Relaxed	Diplomatic
	Purposeful	Contemplative	Eager	Steadfast
	Reasonable	Objective	Quick	Original
	Moderate	Cool	Unsettled	Self-reliant
	Tentative	Doubting	Flexible	Confident
	Reserved	Rational	Energetic	Bold
	Uncertain	Logical	Animated	Stubborn
	Accommodating	Questioning	Spontaneous	Independent
	Conservative	Realistic	Restless	Unconventional
	Cautious	Reflective	Versatile	Resourceful
	Amenable	Analytical	Spur-of-the-moment	Autonomous
	Unassuming	Critical	Dynamic	Opinionated
	Humble	Calculating	Hurried	Individualistic
	Restrained	Skeptical	Intense	Radical
	Complacent	Introspective	Zealous	Fearless
	Acquiescing	Reclusive	Impulsive	Reckless



PRIMARY STYLE

Primary Style is the behavioral response that is most reflective of the “real person.” It is also called your Natural Style. The Primary or Natural Style is referred to as an individual’s basic style. The Primary Style is usually very consistent, and over time does not change significantly.

ADJUSTMENT TO THE WORK ENVIRONMENT

Adjusted Style is an individual’s response to their work environment. It reflects the behavior they feel will give them the best opportunity to succeed in their job. An individual will often adjust their behavior to meet the needs and demands of a new work environment.

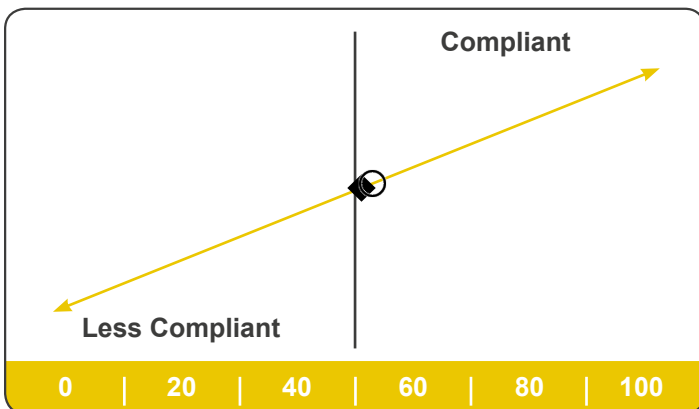


Everyone has a Primary (Natural) and an Adjusted (Adapted) behavioral approach to work. Each graph represents the intensity of a Primary DISC behavior and an Adjusted DISC behavior.

The Diamond symbol represents the Natural (◆Primary) behavior for each dimension of DISC. The Circle symbol represents the Adjusted (○Adjusted) behavior for each dimension of DISC.

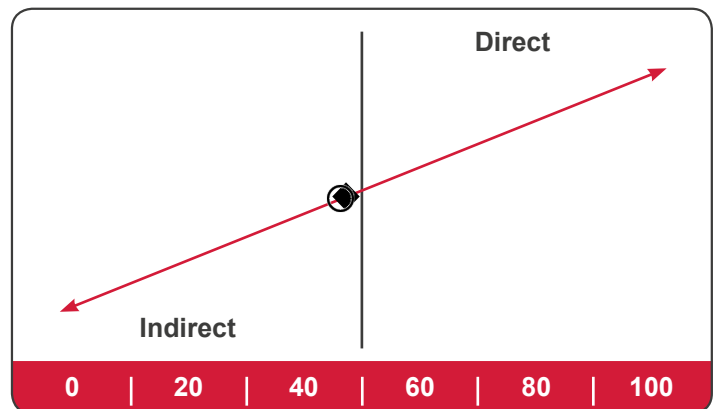
The more a diamond or circle moves up and to the right for a behavior, the greater the intensity of that behavior.

COMPLIANCE Procedures



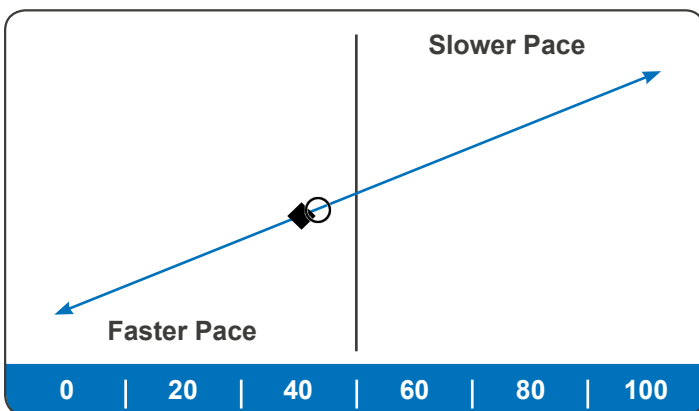
◆ Primary Style ○ Adjusted Style

DOMINANCE Problems



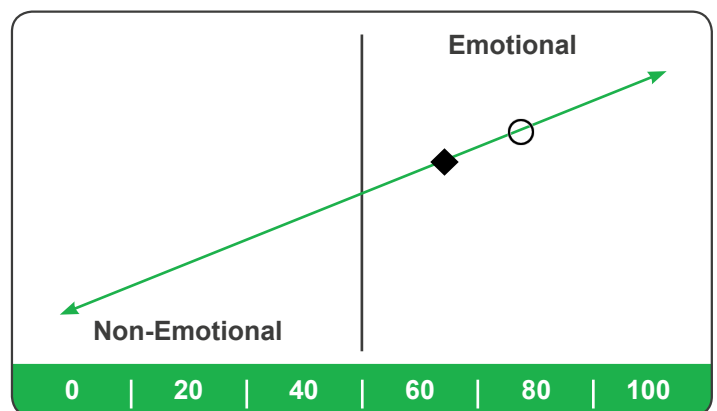
◆ Primary Style ○ Adjusted Style

STEADINESS Pace



◆ Primary Style ○ Adjusted Style

INFLUENCE People



◆ Primary Style ○ Adjusted Style



Your next step is to review your report and work with your manager/supervisor, when possible, to identify areas for your personal development. This step is about getting creative, broadening your thinking and coming up with an action plan for personal development you may not have considered before.

The next step is all about focusing, narrowing down your options, and setting clear deadlines for the actions you plan to take. Use the sections below to help you get started.

Name

Date

Organization

What are my personal and development goals? How can I best achieve these goals?

What are my talents and strengths?

-
-
-

What knowledge or skills do I need to enhance?

-
-
-

What are my development goals for the next 12 months? What specific actions can I take to achieve these goals?