

Interview Assistant for:
Debbie Sample

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Introduction

Individuals have a recognizable and understandable behavioral style. Style can be described as the way in which people think, solve problems, express feelings and interact with others to get a job done.

Proception 2 identifies and describes those external behaviors, which each style displays to others in a work environment. This report discusses behavior in a work environment. It uses a model of behavior developed by William M. Marston known as DISC. Marston's model has been tested, proven accurate and effective with millions of people for more than 40 years.

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 interrelationship of these factors describes how an individual responds to the work environment. The Proception 2 report describes the impact of an individual's DISC behavioral traits in a work environment.

The report generated by this analysis is designed to help individuals and management achieve a better understanding of this individual's behavioral style. It will provide helpful insight into the individual's behavioral strengths in sales and areas in need of possible improvement. The Proception 2 report can also be used to develop strategies and methods to help individual's increase their personal flexibility in working relationships with clients, managers, peers and staff.

NOTE: If this report is being used in the selection process, it is important to remember that it is not designed to recommend or not recommend any person for employment or hiring for a specific job or position. It is provided only as a tool to help those involved in interviewing a candidate develop interview questions for the interview and candidate evaluation process. A hiring decision should not be based only on this report or any other comparable report. This report and all selection reports should be used in accordance with applicable employment laws.

We all have a primary behavioral style that we bring to our work environment. Proception2 produces an overview of her behavioral style based on her responses to the questionnaire. This report discusses how she prefers to function in her work environment. Read this section of the report carefully to get a good understanding of her primary behavioral style.

D = Dominance - How Debbie Solves Problems

Debbie will want to guard against gambling or taking an uncalculated risk. She will prefer to use a solution or system that is proven and in use at the present time. She will want to have a clearly defined plan prior to taking any action. Solutions and ideas will not be tested without a plan outlining the critical steps and procedures that could impact the outcome. Debbie places high value on making certain the rules and procedures are implemented and followed. It is important to her that others operate by the rules regularly and consistently. Debbie will work hard for people she feels are special and will try to avoid being seen as too ambitious. Debbie may cause others frustration when she rejects challenging assignments or waits for them to take action first. She can be unsettling to others when she creates tension by attempting to avoid issues or withdraw from conflict.

I = Influence - How Debbie Influences Others

Debbie finds it easy to give others feedback on their performance, and she will expect them to accept it without question. Debbie will want to be certain the lines of communication are well defined and understood by all involved. She will strive to gain the support of others through her sincerity, rather than what she sees as hype and emotional appeal. When given time alone to research a problem, she will logically and systematically focus her attention on finding a solution. She will want others to provide facts and data to demonstrate what they are saying is viable. Debbie will want to make certain their theories and ideas are sound. She will do this without wanting to destroy their ideas. When Debbie is armed with enough data, she can be logical and unemotional when solving problems. She will want to probe the information until the origin of the problem is uncovered.

S = Steadiness - How Debbie Reacts and Responds to Change

Debbie will deliver what she promises and follows through on personal commitments. People with Debbie's style will often be seen doing nice things for others. These random acts of kindness are done for others, because she wants to help, rather than be recognized for her actions. She will prefer to work at her own pace and dislikes being pushed or the pressure to meet deadlines. Debbie's goal is to work patiently and steadily toward getting the job done. She operates well as a member of her team and can coordinate her efforts with others with ease. It will take her longer to become angry and she can tolerate unpleasant situations better than most. Others will see her as a kind, gentle and agreeable person. She will tend to have difficulty making important decisions and implementing change. She will often be heard making the statement, "I am not a fighter, I am a peacemaker." She will be most at ease in a role as a follower, preferring to be a part of the team, rather than the leader. Debbie may prefer to have the responsibility of doing her own job as opposed to being held

accountable for the work of others. Debbie will need to understand that it is important to deal with an employees' unsatisfactory performance sooner, rather than later.

C = Compliance - How Debbie Displays Independence or Dependence

Debbie will want to gather as much data and information as possible. She thinks that the more information she has, the better the decision. Debbie prefers to have the time to think things through before taking action. She will want to be precise and accurate to avoid being wrong. She will move more slowly and deliberately than the other styles. She will consider more options, her research is more thorough, and all of this can cause her to take an exceedingly long time to make a decision. She will take time to be organized and accurate, preferring to do quality work in her quest to be the best she can be. When challenged by others, she will often respond by using information that is accurate, to the point and in great detail. Debbie will know and understand the importance and merit of manners, appropriate behavior and etiquette. She will often take on the obligation to be the moral compass for her team members or employees. She will have a tendency to check up often on other team members or employees to make certain no mistakes are made.

Most people have the ability to be flexible and use their intelligence to adjust their behavior to be productive in various work environments. She has a work environment in which she feels most comfortable. It is an environment in which she can produce her best results. The factors listed will provide an outline of her Preferred Work Environment. The number to the left of each statement listed below is used to keep record of the statement. It does not indicate a statement's order of importance.

A Work Environment:

- 1) Where she can operate "by the book," following the guidelines, rules and procedures.
- 2) Where she can use her organizational abilities.
- 3) With the opportunity to do it right the first time.
- 4) That is predictable in pattern and routine.
- 5) Where she can work with others with whom she has an established relationship.
- 6) Where she can work at a consistent pace to get the job done.
- 7) Where she does not have to be confrontational or combative.
- 8) With time to think before acting.
- 9) Where she can take her time to explore the details in depth.
- 10) Where she can play "the devil's advocate" to clarify a problem or situation.
- 11) Where she can use her ingenuity and innovation.
- 12) Where she can re-examine or retest her findings and those of others.

Potential Strengths In Business

Debbie Sample

An important part of every organization is its ability to use the inherent behavioral strengths of each member of the team. The Proception2 report highlights potential behavioral traits and aptitudes she brings to the work environment. This information will help her and the organization better understand and maximize her behavioral strengths. The number to the left of each statement listed below is used to keep record of the statement. It does not indicate a statement's order of importance.

- 1) Strives for perfection.
- 2) Expects people to do it right.
- 3) Uses good judgment and information in solving problems.
- 4) Coordinates the efforts of others.
- 5) Gives recognition to deserving individuals.
- 6) Encourages cooperation among others.
- 7) Is patient, calm and thoughtful.
- 8) Is practical in her approach to solving problems and issues.
- 9) Is seen as a strong team member.
- 10) Communicates in a straightforward way.
- 11) Is charming, positive and persuasive when logic dictates such tactics.
- 12) Is wary of people, their reasons and motives.

Strengths To The Team

Debbie Sample

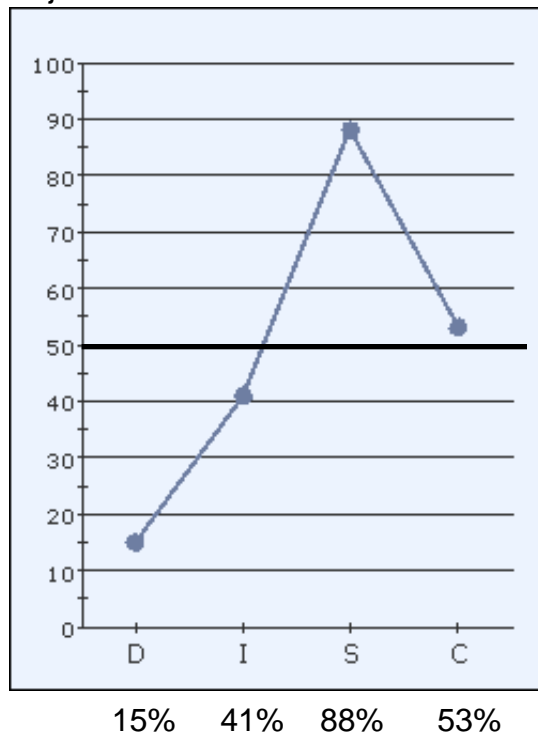
This section of the Proception2 report outlines the positive behaviors she will contribute to the team. Each behavioral style has strengths that can benefit a team. Proception2 highlights the behavioral strengths she is capable of bringing to her work team. Use this information to place her on a team where her strengths will be maximized to benefit the team and the organization. The number to the left of each statement listed below is used to keep record of the statement. It does not indicate a statement's order of importance.

- 1) Contributes ideas to the team that are well thought out.
- 2) Is excellent at organizing the "how" of the problem, issue or circumstance.
- 3) Will investigate all sides of an issue or problem.
- 4) Encourages team-building efforts.
- 5) Recognizes the value of team dynamics.
- 6) Brings a steady pace and peaceful approach to the team.
- 7) Will review all team decisions prior to moving ahead.
- 8) When she is treated fairly and is duly recognized she will be a sound member of the team.
- 9) Places high value on structure, predictability and consistency.
- 10) Will be an excellent troubleshooter for the team.
- 11) Will communicate her thoughts in a concise manner.
- 12) Will be the team member who likes working with ideas, concepts and things.

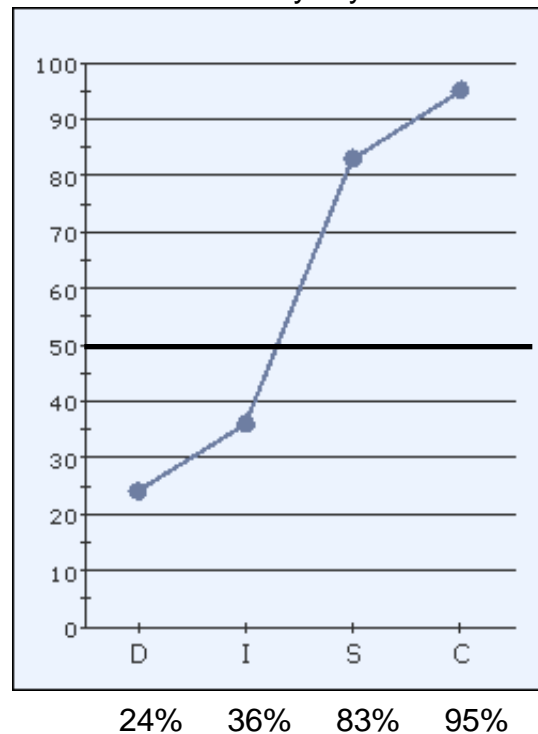
A Graphical Representation For

Debbie Sample

Adjustment To The Work Environment



Primary Style



Primary Style

Primary Style is the behavioral response that is most reflective of the “real person”. This is often referred to as an individual’s basic style. Over time the Primary Style is usually very consistent and will not change significantly.

Adjustment to the Work Environment

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