

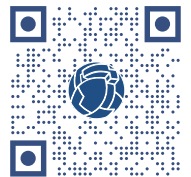
# TeamScan

This Team Communication is specifically prepared for:

## Management Team Sample

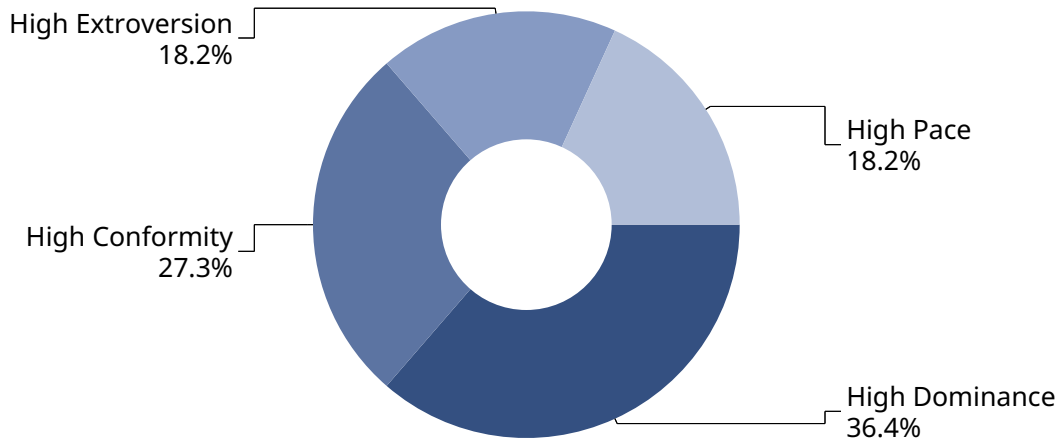
PDP Certification  
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Colorado Springs, CO 80921  
719-785-7300  
support@pdpworks.com

[Why is ProScan  
so accurate?](#)



## Dominance Communication Style

### Natural behavioral strengths



**High Dominance members:**

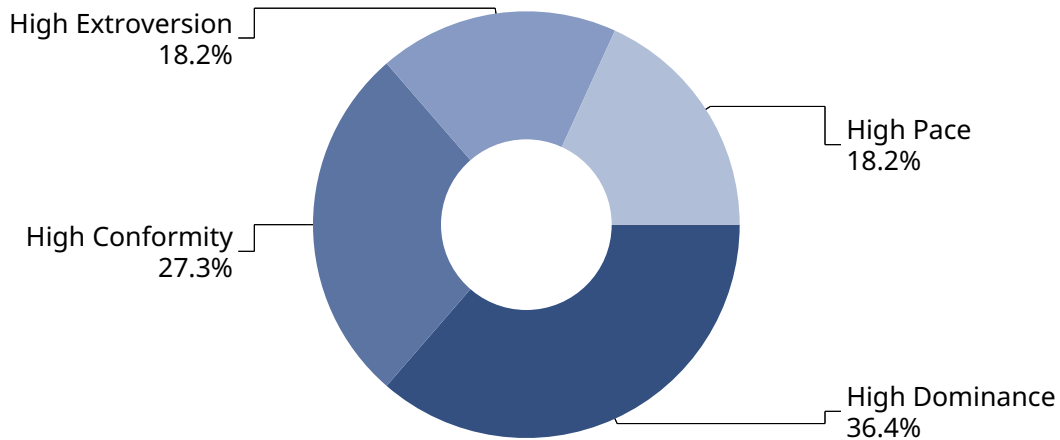
Martin Miller, Frederick Grimme, Richard Smithson, Laura McGuire

When High Dominance communicate, they:	When communicating to a High Dominance person:
Will make forceful and frank statements Want to say things only once Express strong opinions Expect others to follow their directions Like competition Feel verbal conflict is helpful Say exactly what they mean	Use direct and concise messages Do not repeat details Avoid saying, "This is the way it has always been done." Be willing to express disagreement with them Discuss solving problems and getting results Focus on goals and winning"

**Member count = 11**

## Conformity Communication Style

### Natural behavioral strengths



**High Conformity members:**

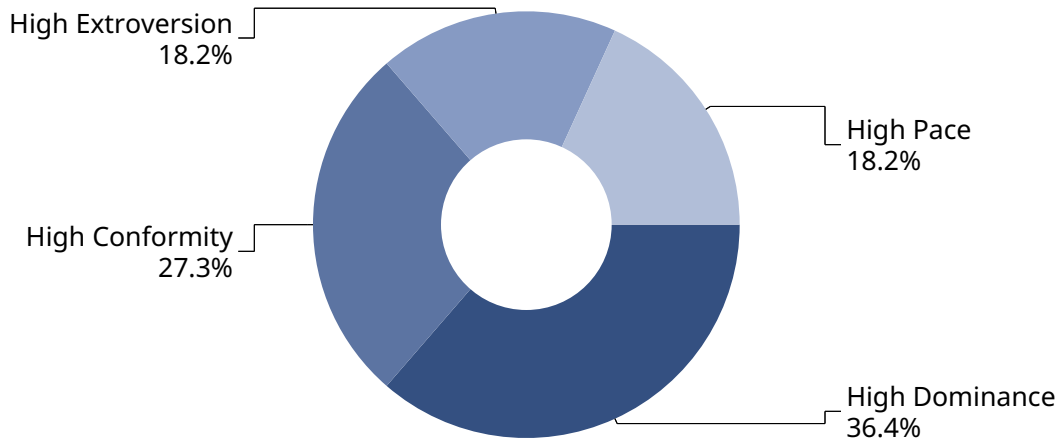
Robert Lupton, Ronald White, Mark Goodale

When High Conformity communicate, they:	When communicating to a High Conformity person:
Will be concerned and conscientious Want to do what is right Place importance on loyalty and sincerity Itemize things in detail Will refer to proven policies and rules as basis for actions Demand accuracy from self and others	Give clearly defined processes and directions for a task Present ideas in detail—correctly and in order Give assurance that someone dependable and trustworthy is in charge Clearly justify reasons for criticism

**Member count = 11**

## Extroversion Communication Style

Natural behavioral strengths



**High Extroversion members:**

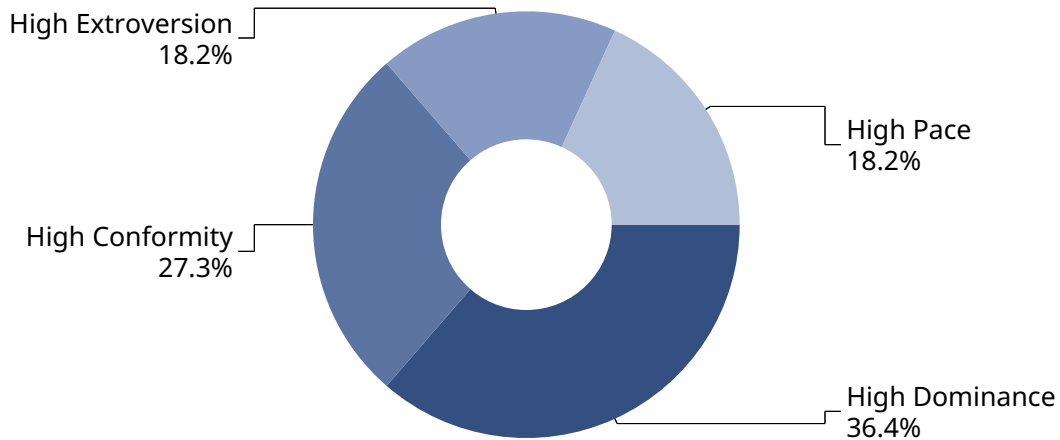
James Coffey, Brian Engleman

When High Extroversion communicate, they:	When communicating to a High Extroversion person:
Enjoy talking about ideas Will not want to look bad or foolish, so may be reluctant to show real self Will be positive, optimistic and inspiring Show empathy and give encouragement to peers Place high value on working as a team member	Make friendly comments Discuss ideas and opportunities with them Do not be harsh or insulting Present things persuasively and as beneficial to people Give recognition for accomplishments Include in team-based activities that are visible

**Member count = 11**

## Pace Communication Style

### Natural behavioral strengths







**High Pace members:**

Jan Smith, Norma Moore

When High Pace communicate, they:	When communicating to a High Pace person:
Will be warm, friendly, careful and sympathetic Want to make best of it Need time to get comfortable in a new environment Will ask for routines and predictable schedules Seek harmonious and non- chaotic surroundings	Give time to think about and process the need for change Present the benefits of change and show that it is fair and reasonable Adhere to agreed on agendas and time frames Give consistent and clear priorities and directions Use a calm and cooperative approach

**Member count = 11**

## Communication Styles

<p><b>High Dominance members:</b></p> <p>Martin Miller, Frederick Grimme, Richard Smithson, Laura McGuire</p>	<p> <b>When communicating to High Dominance:</b></p> <ul style="list-style-type: none"> <li>Use direct and concise messages</li> <li>Do not repeat details</li> <li>Avoid saying, "This is the way it has always been done."</li> <li>Be willing to express disagreement with them</li> <li>Discuss solving problems and getting results</li> <li>Focus on goals and winning"</li> </ul>
<p><b>High Extroversion members:</b></p> <p>James Coffey, Brian Engleman</p>	<p> <b>When communicating to High Extroversion:</b></p> <ul style="list-style-type: none"> <li>Make friendly comments</li> <li>Discuss ideas and opportunities with them</li> <li>Do not be harsh or insulting</li> <li>Present things persuasively and as beneficial to people</li> <li>Give recognition for accomplishments</li> <li>Include in team-based activities that are visible</li> </ul>
<p><b>High Pace members:</b></p> <p>Jan Smith, Norma Moore</p>	<p> <b>When communicating to High Pace:</b></p> <ul style="list-style-type: none"> <li>Give time to think about and process the need for change</li> <li>Present the benefits of change and show that it is fair and reasonable</li> <li>Adhere to agreed on agendas and time frames</li> <li>Give consistent and clear priorities and directions</li> <li>Use a calm and cooperative approach</li> </ul>
<p><b>High Conformity members:</b></p> <p>Robert Lupton, Ronald White, Mark Goodale</p>	<p> <b>When communicating to High Conformity:</b></p> <ul style="list-style-type: none"> <li>Give clearly defined processes and directions for a task</li> <li>Present ideas in detail—correctly and in order</li> <li>Give assurance that someone dependable and trustworthy is in charge</li> <li>Clearly justify reasons for criticism</li> </ul>

# TeamScan

This Analysis of Basic is specifically prepared for:

## Management Team Sample

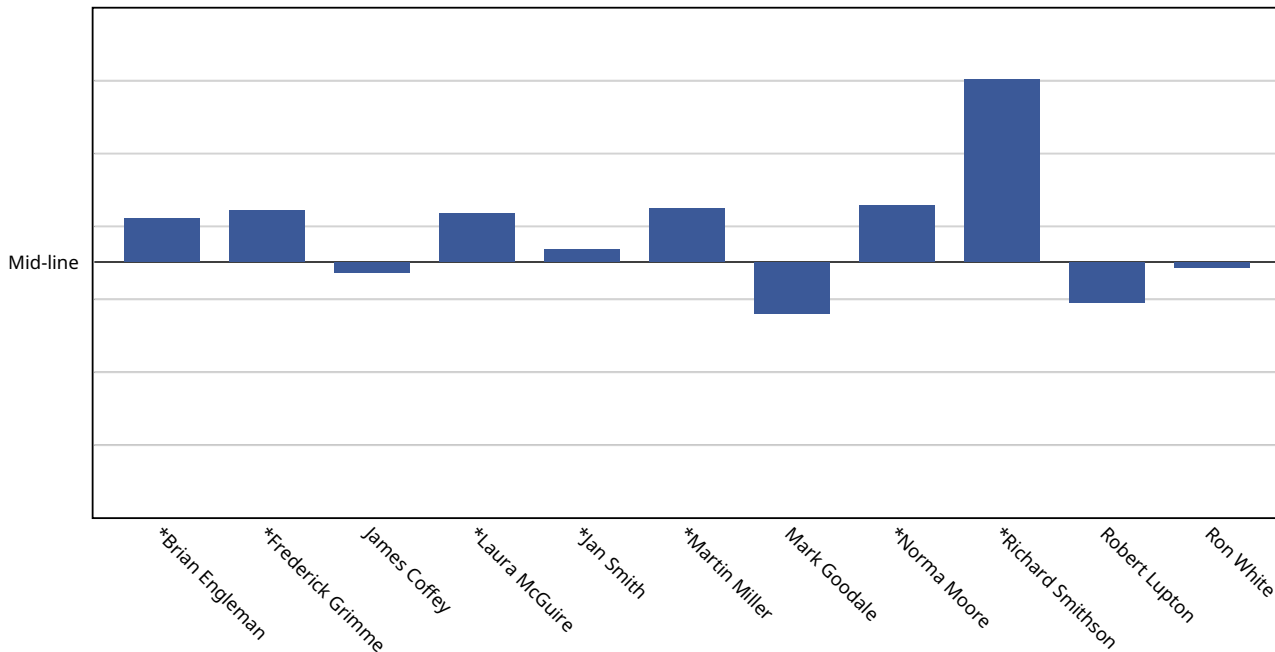
PDP Client Platinum Test  
Client Platinum Street  
Suite CP  
CPville, CO 80125  
719-222-2222  
client\_platinum@client.com

## Dominance

63.6% Dominance above mid-line, \*36.4% Dominance as highest trait

**Dominance above mid-line:** Self-confident, decisive, conceptually analytical, aspiring, self starting, controlling, strong impact on others, results-oriented.

Recommendations for managers and co-workers: Stand firm in beliefs; be brief; prove points by showing their value.



**Dominance below mid-line:** Supportive, collaborative and modest; may place importance on security and prefer to work with leadership that has a strong sense of direction and purpose.

Recommendations for managers and co-workers: Encourage open and timely communication.

**Member count = 11**

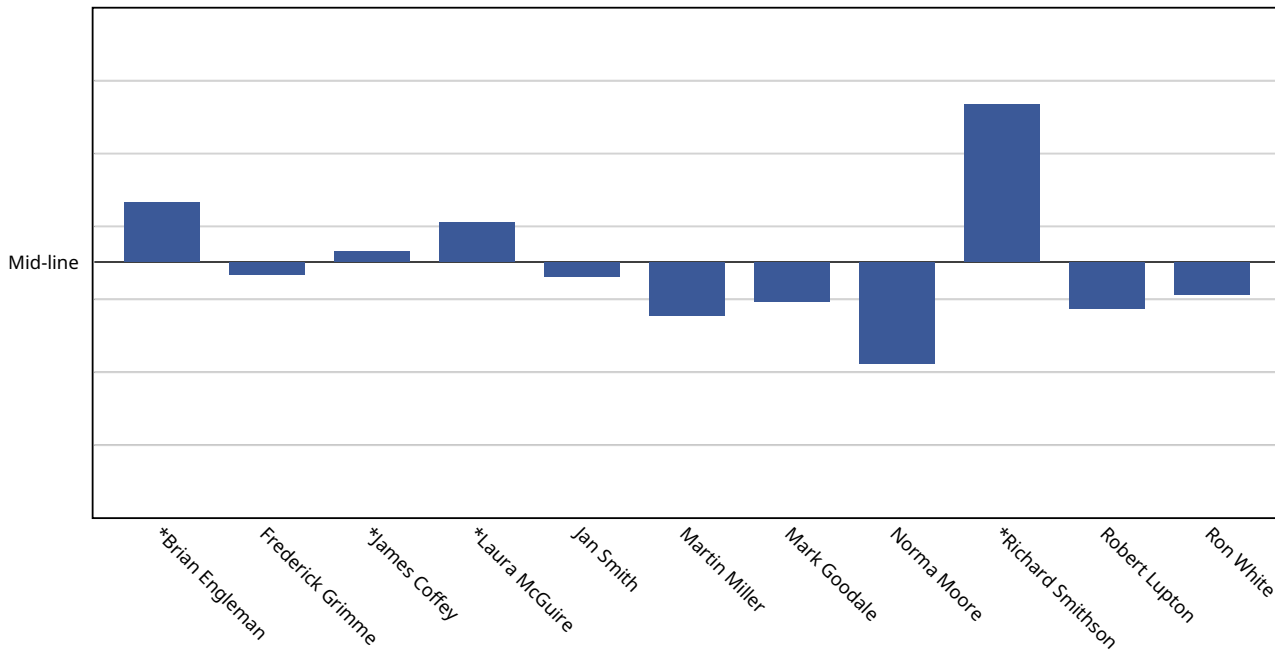


## Extroversion

36.4% Extroversion above mid-line, \*18.2% Extroversion as highest trait

**Extroversion above mid-line:** Friendly, empathetic, interactive, interested in people, persuasive, enthusiastic, inspiring, team-oriented.

Recommendations for managers and co-workers: Be positive; communicate acceptance, give recognition for efforts; include in team activities, explore ideas, help them focus.



**Extroversion below mid-line:** Reserved, sincere, communicates when necessary, enjoy private time, selective-communicator.

Recommendations for managers and co-workers: Allow time to think before seeking a response; build trust through relationship; encourage creativity.

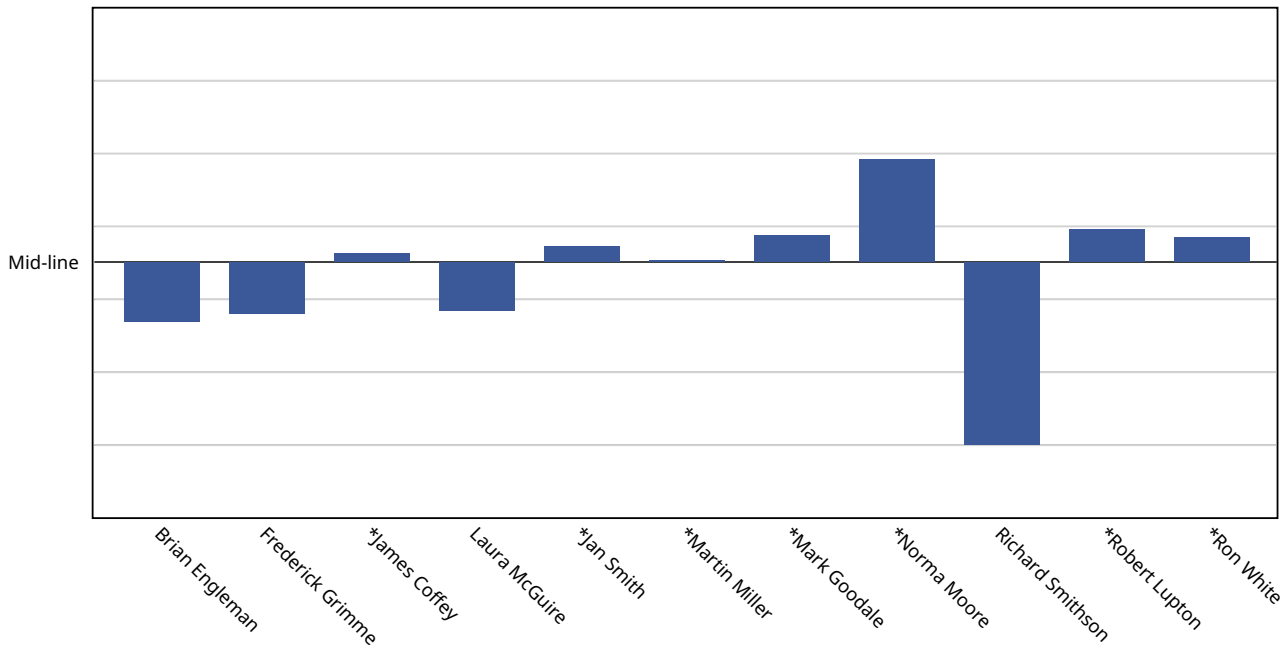
**Member count = 11**

## Pace

63.6% Pace above mid-line, \*18.2% Pace as highest trait

**Pace above mid-line:** Steady, unhurried, persistent, cooperative, pleasant, able to take what comes and make the best out of it.

Recommendations for managers and co-workers: Be fair, consistent, warm, friendly and respectful; set schedules, communicate priorities and reasons why items are important.



**Pace below mid-line:** Fast-paced, action-oriented, impatient, a doer and driver, like and seek changes.

Recommendations for managers and co-workers: Provide quick responses when requested; allow for a variety of opportunities and activities.

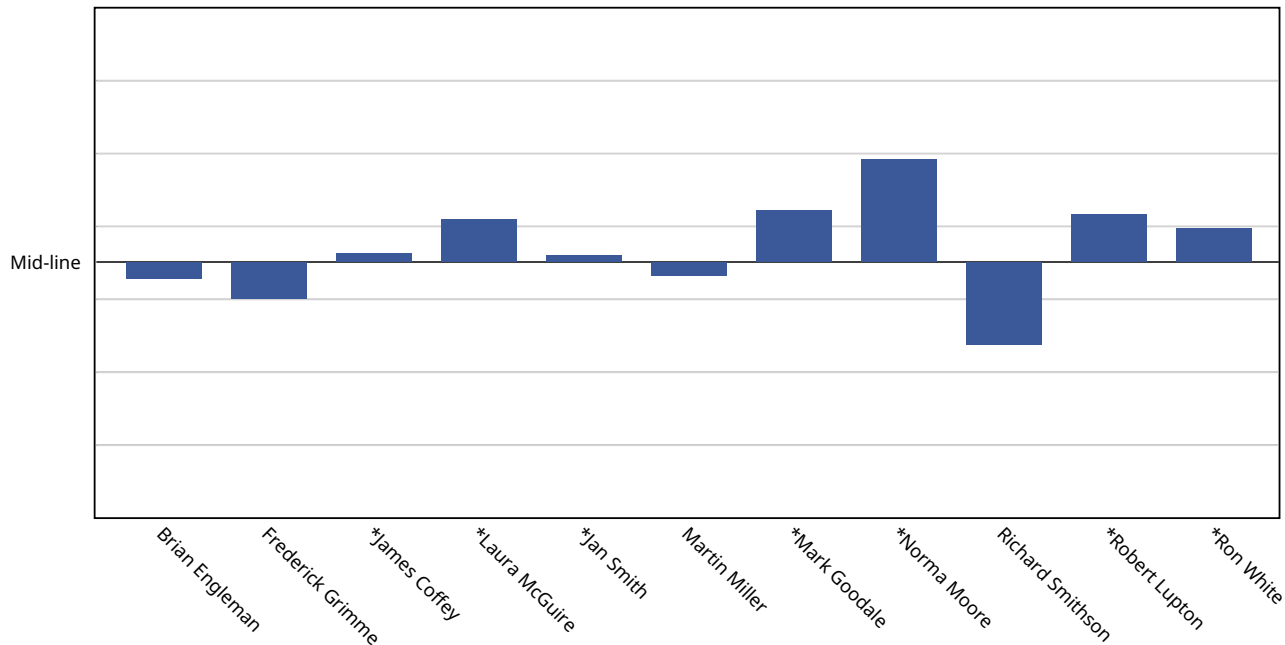
**Member count = 11**

## Conformity

63.6% Conformity above mid-line, \*27.3% Conformity As highest trait

**Conformity above mid-line:** Concerned, thoughtful, structured, prudent, system-oriented, detailed and accurate.

Recommendations for managers and co-workers: Preview and discuss ideas and changes to obtain support and avoid or minimize resistance; accept opinion as constructive advice.



**Conformity below mid-line:** Non-traditional, candid, big-picture, independent, free thinker, prefer to delegate technical matters.

Recommendations for managers and co-workers: Allow freedom to explore new ideas; avoid placing unnecessary controls or requiring irrelevant rules.

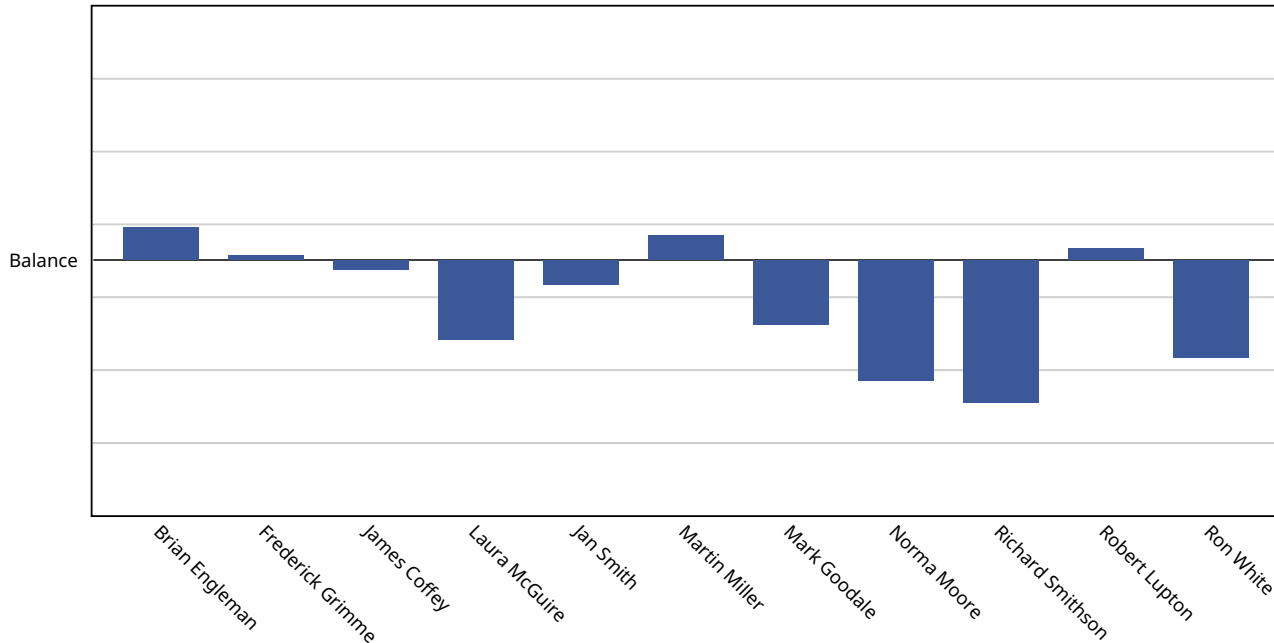
**Member count = 11**

## Logic

18.2% Fact, 54.5% Feeling, 27.3% Balance

**Fact:** Analytical, deliberate decision making process based on documented facts, skeptical of decisions made any other way.

Recommendations for managers and co-workers: Provide pertinent documented facts to substantiate reason for decision; allow time to analyze and research when facts are not readily available.



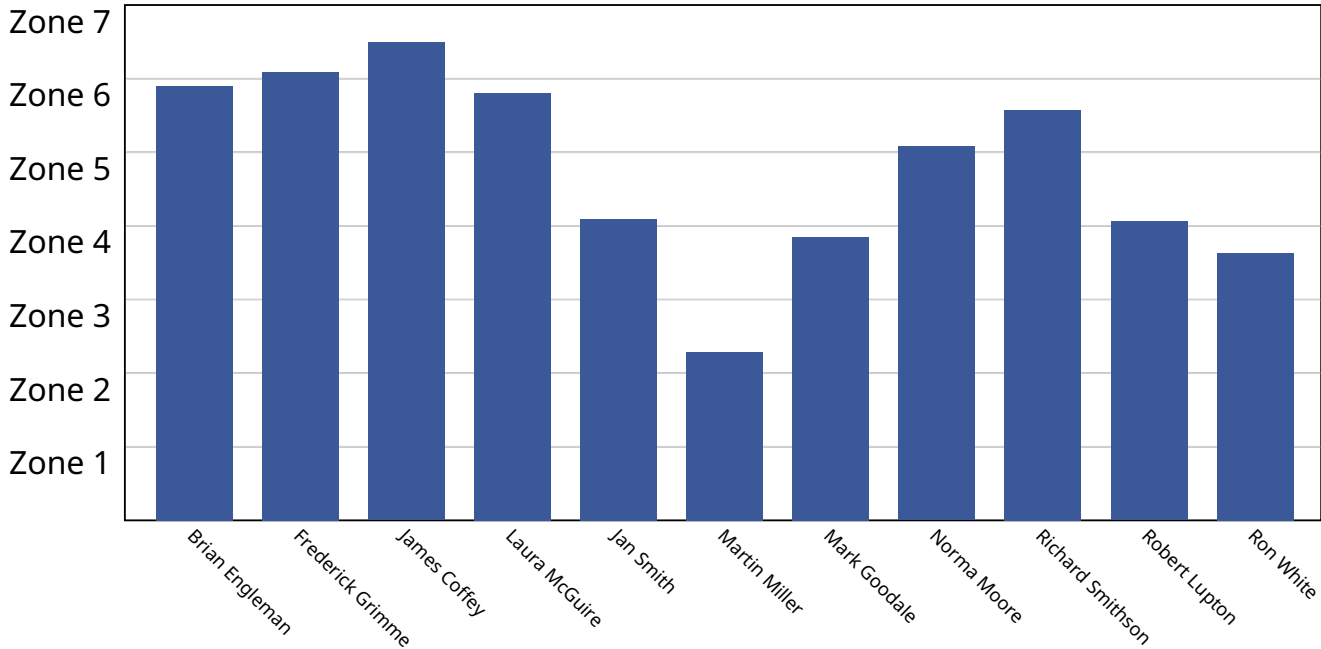
**Feeling:** Can make decisions quickly based on an inner sense, base decisions on experiences, observations, knowledge of proven facts, etc., resulting in instant and valid decisions which can be trusted.

Recommendations for managers and co-workers: Practice trusting the quickness of intuitive decisions; gain confidence by asking how the situation relates to past experiences; lean on intuition for new projects and people issues when hard facts are not available.

**Member count = 11**

## Energy Level

The amount of total energy to do a task



Basic Energy Level Descriptions	
18.2%	<b>Zone 7</b> —An awesome energy force, almost any task can be accomplished, have to have outlets to expend energy.
36.4%	<b>Zone 6</b> —Endless energy, need diverse ways to channel energy.
18.2%	<b>Zone 5</b> —Accomplishes tasks very successfully, may need additional activities to utilize the energies one has to offer.
18.2%	<b>Zone 4</b> —Productive and successful with task accomplishments, additional activities can be accommodated.
9.1%	<b>Zone 3</b> —Sufficient energy to be effective in today's complex society, industry standards are geared to this level.
0.0%	<b>Zone 2</b> —Evaluate goals and focus energies accordingly, make every move count to get the task done.
0.0%	<b>Zone 1</b> —Use energies with singleness of purpose, identify the priority(s) of life, specifically direct efforts for accomplishing tasks.