

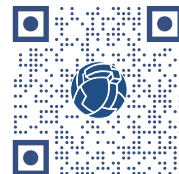
ProScan

This Personal Dynamics is specifically prepared for:

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[Why is ProScan
so accurate?](#)

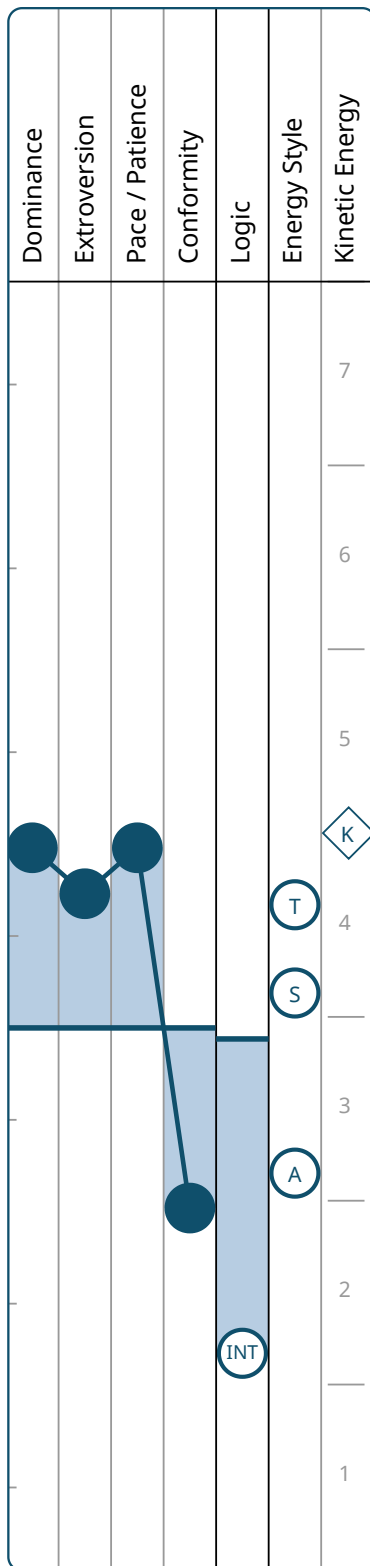


Intensity Chart—Natural Self

How you function when there is freedom to respond in a completely natural way.

Dominance Take-charge	Extroversion Outgoing	Pace Patient	Conformity Structured	Logic Fact/Analytical	Energy Style	Energy Level Kinetic
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	Rely on established theory		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 Dedicated Disciplined Conventional	Need factual proof		Zone 6 An endless resource 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	Participative Poised Friendly	Easy-going Amiable Pleasant	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		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		
Supportive	Reserved	Urgent	Independent	Intuition/Feeling	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	

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: Natural Self

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

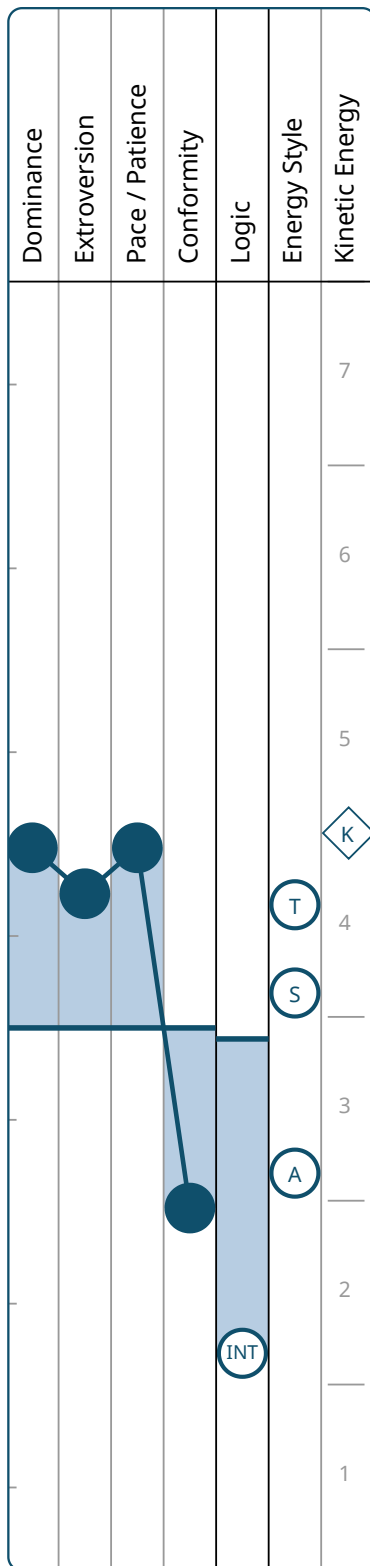
Based on recent research, case studies and a field norming of over 5 million, the following information compares your responses to others with similar responses in a statistically-based study of a cross section of working adults.

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

You are effectively convincing, using an attitude of cooperation, self-confidence, tenacity and persuasion. Oriented to the big-picture and considered independent and non-traditional.

You delegate details and solicit technical support rather than getting too specialized in tedious matters or highly structured activities. Very likeable, unless restricted, and enjoy being with people.

Natural Self



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

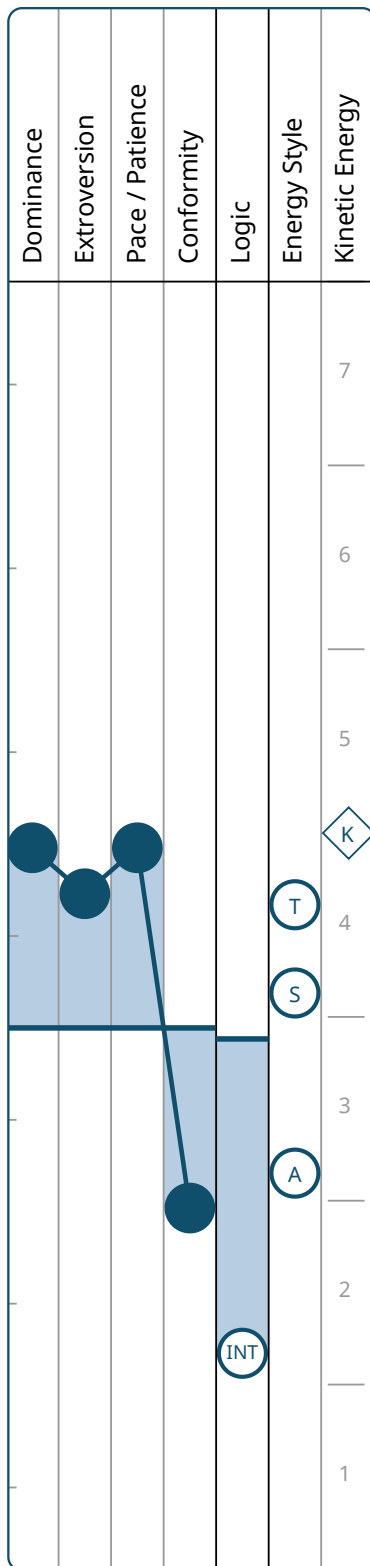
Positive
Focused
Aspiring
Controlling
Self-confident
Spark to a challenge
Quite self-assured
Confident of ability
Having a healthy ego
An organizer

The **Extroversion** trait and its relationship to the above would represent you as being friendly, empathetic, interactive and interested in people and getting them involved.

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.

Natural Self



Unique Trait Pairs

Your trait combinations yield these unique characteristics:

Direct/Teller

When in charge of people, you prefer to accomplish things through a teller style. A degree of authoritativeness is usually shown. A creative, analytical way of solving problems. (Dominance over Extroversion)

Confident risk taker

You probably exhibit a lot of self-confidence and are very independent. Known for a willingness to pursue opportunities and take calculated risks to reach goals. (High Dominance over Low Conformity)

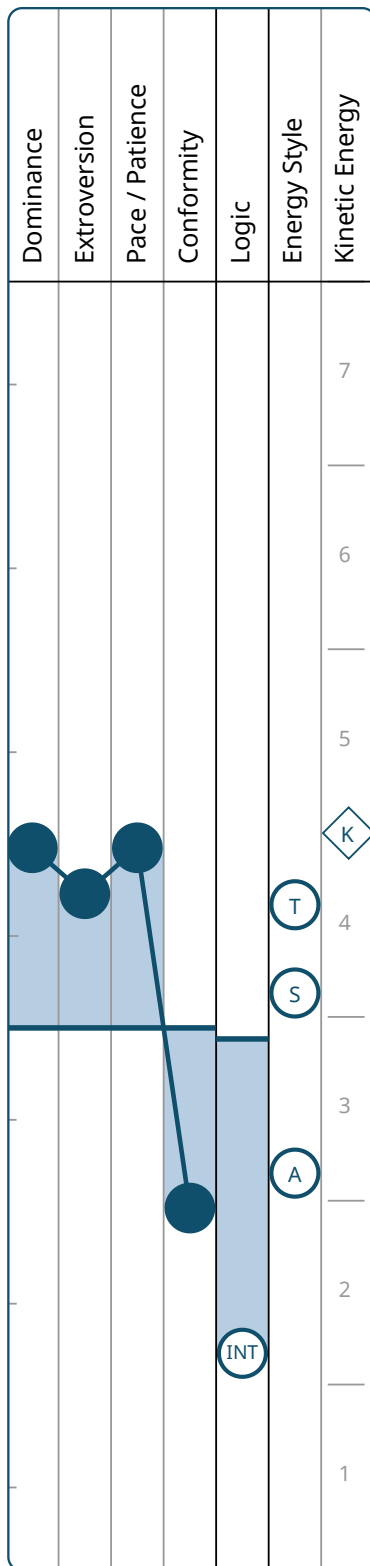
Brainstormer

You enjoy generating and exploring multiple innovative ideas for new projects through discussion and personal interaction. Creative; outside-the-box thinker. (High Extroversion over Low Conformity)

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)

Natural Self



Logic

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

You naturally base your decisions on:

Intuition

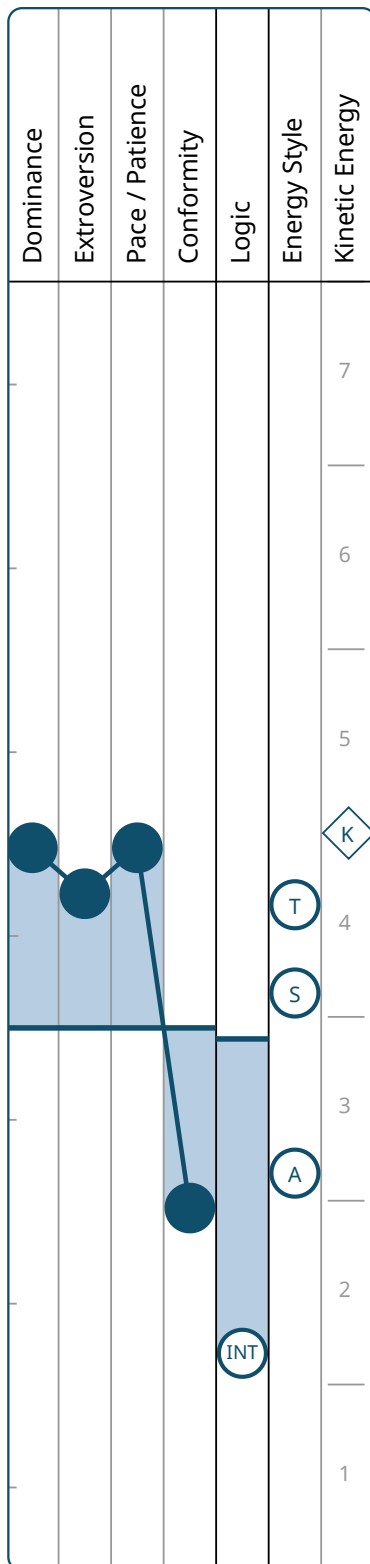
An initial, automatic conclusion based on an inner sense.

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.

Intuition style makes valid decisions based on the continual mental recording of information through observations, experiences, reading and listening.

Natural Self



Energy Styles

Energy Style determines how tasks are approached or how goals are accomplished. There are three Energy Styles: **Thrust**, **Allegiance**, and **Ste-nacity**.

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:

Ste-nacity

A persistent style. A locomotive like force that is inner directed or self-initiated; steady, steadfast, tenacious.

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

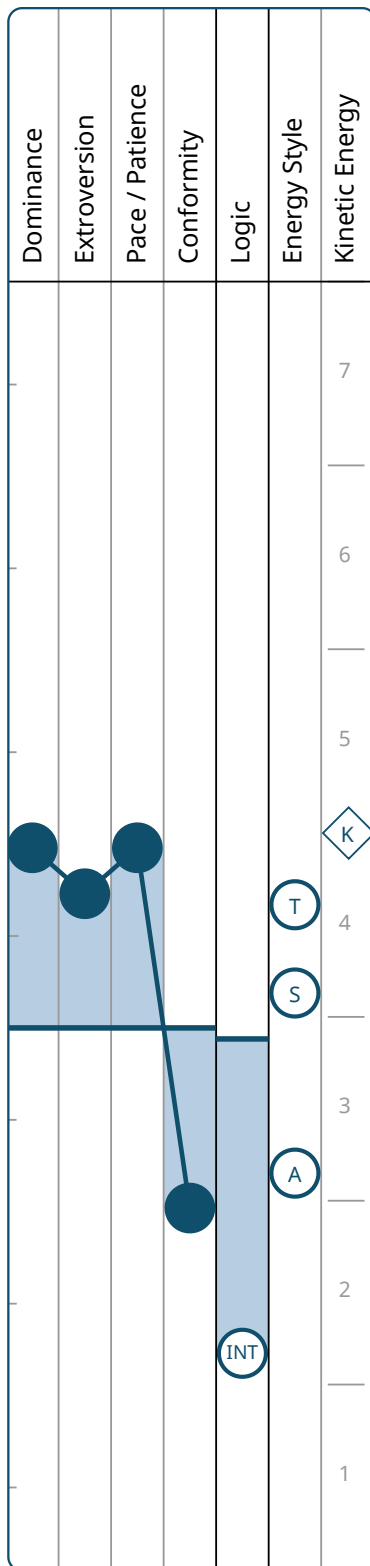
Relates to mental, emotional and physical energy. Think in terms of **capacity**, **battery** or **horsepower**. Concentrated use of one type can tire you out and wear you down. Rest, breaks, sleep, vacations or a change of activity can restore energy in varying degrees.

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.

Natural Self



Communication Style

Your natural communication style is:

Teller/Authoritative

You quite naturally use a forceful, direct approach when communicating to others. Feel comfortable in expressing opinions, may make strong, frank statements to make a point. Tend to say what you mean and prefer to say things only once.

When you communicate to others, you:

- Speak forcefully, frankly
- Like saying things only once
- Compete, debate, sound decisive
- Express strong opinions

You prefer to have others communicate to you with:

- Concise, direct messages
- Problem-solving for results
- Focus on goals, winning

Leadership Style

Your most effective and natural way to lead is:

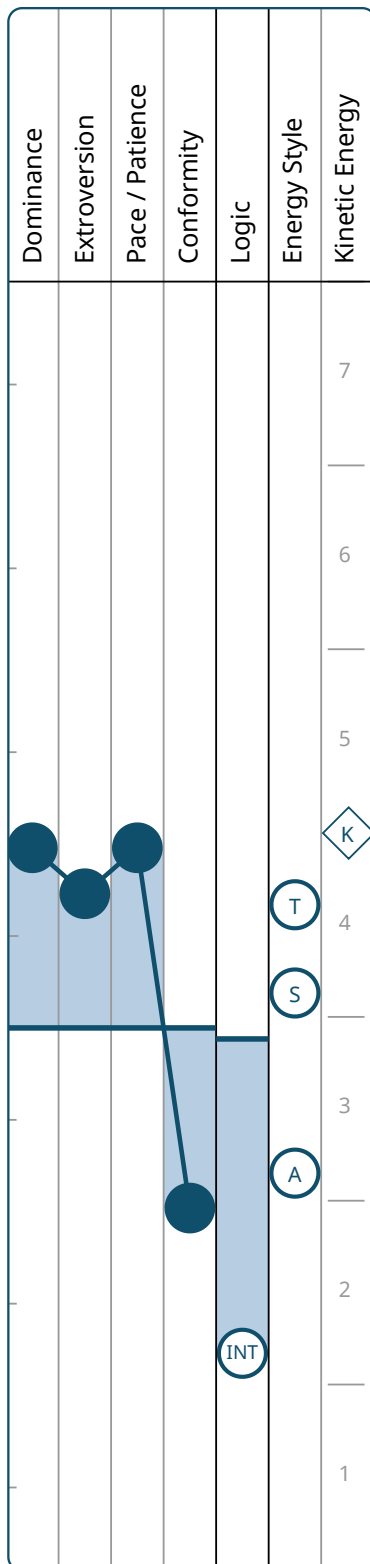
Authoritative/Decisive

You probably take direct command and are inner directed and self styled. Seeking to obtain positions by winning them, your decisions (tempered by the Logic indicator) will be conceptually analytical.

When in a leadership role, you:

- Lead with authority
- Take charge, are decisive
- Create vision
- Foster innovation
- Delegate responsibility, retain authority
- Focus on results

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:

Dictatorial steamroller

Your back-up style indicates that when all else fails, you may turn into a dictatorial steamroller. You may not actually do this, but you will at least feel like it.

Additional extreme responses:

- Overpower with force
- Disregard others feelings
- Dictate orders

Learned Responses

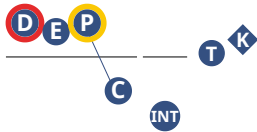
Learned responses to develop for certain situations:

- Delegate authority, not just responsibility
- Participate in working as a part of a team
- Listen to others and guard against coming across too strongly

What makes this person TICK?

The following is a **QuickView Report** of this individual's Natural Self—Traits, Interests, Communication Style and Key Action Tips.

ProScan > Natural Self



Effectively convincing, using an attitude of cooperation, self-confidence, tenacity and persuasion. Oriented to the big-picture and considered independent and non-traditional.

Delegates details and solicits technical support rather than getting too specialized in tedious matters or highly structured activities. Very likeable, unless restricted and enjoys being with people.

Direct/Teller—Accomplish things with a teller style using a degree of authoritativeness with a creative, analytical way of solving problems.

Confident risk taker—Exhibit self-confidence in pursuing opportunities. Take calculated risks to reach goals.

Brainstormer—Use interactive discussion to generate and develop multiple creative ideas for new projects.

Easygoing—Accomplish what is expected in a consistent, cooperative, easygoing manner. Usually adapt to any circumstance. Prefer not to have to deal with details.

Traits

Dominance—Self-confident, decisive, conceptually analytical, self-starting and results-oriented. Organized for purpose of taking charge of a situation. Strong impact on others.

Pace—Steady, unhurried, persistent, pleasant and cooperative. In harmony with environment, able to take what comes and make the best of it. Prefer to maintain a set pace from start to finish before starting a new task.

Extroversion—Outgoing, friendly, empathetic and seek interaction with people. Influential in promoting new ideas and enlisting support of others. Energized by team involvement and helping others.

Conformity—Non-traditional, candid, informal and general (big picture) person. Independent and a free thinker, prefer delegating technical and detailed matters to others unless a strong sense of motivation exists.

Intuition logic—Respond instinctively when making a decision. React to unproven situations with an automatic conclusion.

Thrust energy style—Rocket launch style with huge energy output; inner-directed, self-starting drive.

Zone 5 energy level—Significant energy capacity. Successful at achieving goals, need extra activities to utilize energy.

Interests

Like—Bottom line results, taking risks, challenges, control.

Dislike—Indecisiveness, laziness, mediocrity, small talk.

Communication & Backup Styles

Communicate to this person through:

- ✓ Concise, direct messages
- ✓ Problem-solving for results
- ✓ Focus on goals, winning

Backup—When all else fails, may turn into a steamroller or become dictatorial to gain, regain or maintain control of a situation.

Key Action Tips

Define ownership—Identify the specific tasks and responsibilities they are in charge of.

Set goals—Link tasks to the resulting goal.

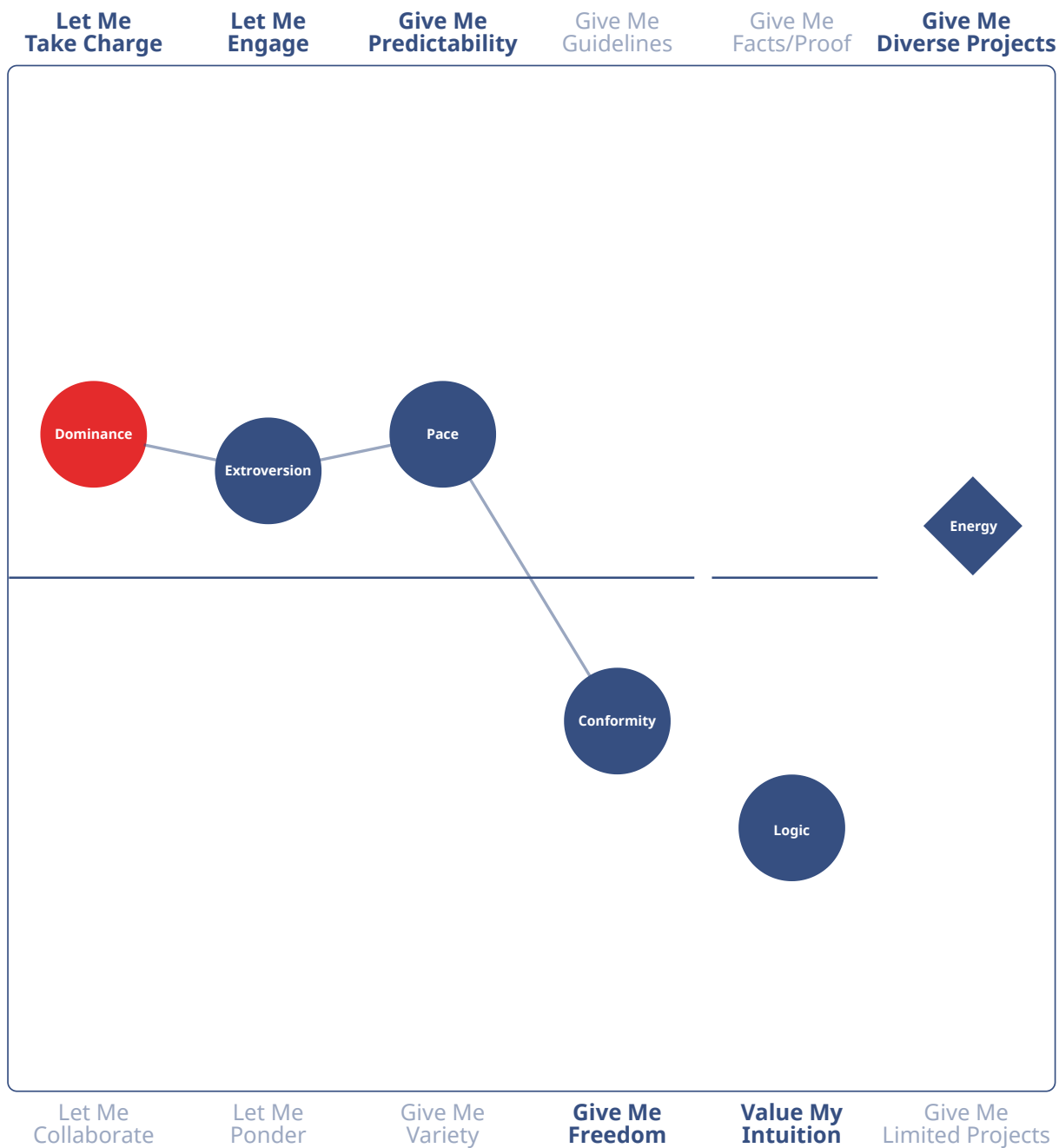
Allow freedom—Explore new ideas and choices in work approach.

Minimize control—Avoid placing unnecessary controls or requiring irrelevant rules.

My Actions: _____ **Results** (30/60/90 days): _____

How to Connect with Me:

Jason Kehr



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