



Interview Assistant report for:
Sam 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 his behavioral style based on his responses to the questionnaire. This report discusses how he prefers to function in his work environment. Read this section of the report carefully to get a good understanding of his primary behavioral style.

D = Dominance - How Sam Solves Problems

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

I = Influence - How Sam Influences Others

Sam will want to have time to carry on a conversation about things other than business. Being people oriented, he will get to the purpose of the meeting sooner or later, but will want to have time to talk about other fascinating non-business interests. He will make every effort to promote discussion while persuading others to view the various options. He knows how to make life fun and exciting in spite of his situation. He will respond to the situation in a spontaneous manner and he will be ready for the exciting and fun things that come his way. He will attempt to ward off his opposition by promoting discussion and persuading others to look at the different alternatives. Sam will exert vigorous efforts in his work and will expect 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 will tend to approach problems without a plan. This often leads to acting first and worrying about the consequences later. He will often have to solve the problems that he, in fact, created. His emotions will be easy to read because his face and body language give him away. A smile will indicate approval, a frown disapproval and 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 look for someone he knows and have them show him how it functions. People with Sam's style look for the good in others. He feels that individuals who are not performing the job well should be given another opportunity to succeed. He must realize there is a time when he must make a final decision based on an individual's lack of performance. People with Sam's style are often called the visionaries of the world. He will look beyond the usual, preferring to use his imagination and creativity to think outside the box.

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 will want to check out the opinions, ideas and plans of others and he will compliment 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 often frustrate associates who tend to move slower than he. He is constantly on the lookout for the next exciting idea or project. Don't expect Sam to be able to sit in his office or work cubicle for prolonged periods of time unless there are multiple things to work on. He prefers the ability 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 for discovering and expressing his free will, self-determination and independent style.

C = Compliance - How Sam Displays Independence or Dependence

Sam prefers working in situations that are free of antagonism and may retaliate when others push too hard. Sam generally will make an effort to appear 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 will approach problems and projects carefully before taking any action. He can display a good sense of timing and reasonableness in making his decision. This will provide him with the confidence to make the "right" decision. Sam's ability to see both sides of an issue will sometimes be seen as indecision, when in reality, he is approaching a decision with the discipline of using balanced judgment, and the firmness of making certain his decision is the best one available.

Most people have the ability to be flexible and use their intelligence to adjust their behavior to be productive in various work environments. He has a work environment in which he feels most comfortable. It is an environment in which he can produce his best results. The factors listed will provide an outline of his 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 statements order of importance.

A Work Environment:

- 1) Where he can use his organized and systematic approach.
- 2) Where he can use his organizational abilities.
- 3) Where he can use facts, figures and data to make the decision.
- 4) That will let him use his people skills.
- 5) Where he can express his feelings by talking with others.
- 6) Where he can develop his talents and skills.
- 7) Where he does not have to be confrontational or combative.
- 8) With sanctions and directions, which provide a sense of security and protection.
- 9) With guidance and directions in prioritizing the action to be taken on projects.
- 10) Where he can be a generalist, rather than a specialist.
- 11) Where decisions for change are made quickly.
- 12) Where he can work long hours with a support team to put all the pieces together.

Potential Strengths In Business

Sam 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 he brings to the work environment. This information will help him and the organization better understand and maximize his 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 statements order of importance.

- 1) Keeps accurate records.
- 2) Is aware of the politics of the organization.
- 3) Analyzes problems thoroughly.
- 4) Negotiates solutions to conflicts.
- 5) Excels in obtaining enthusiastic commitments.
- 6) Communicates with others well.
- 7) Calculates risk to avoid problems.
- 8) Is willing to accept the input of others.
- 9) Promotes harmony in the workplace.
- 10) Has a sense of urgency to get things done.
- 11) Hardly any boring times on the job.
- 12) Can be relied on to make decisions quickly.

Strengths To The Team

Sam Sample

This section of the Proception2 report outlines the positive behaviors he will contribute to the team. Each behavioral style has strengths that can benefit a team. Proception2 highlights the behavioral strengths he is capable of bringing to his work team. Use this information to place him on a team where his 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 statements order of importance.

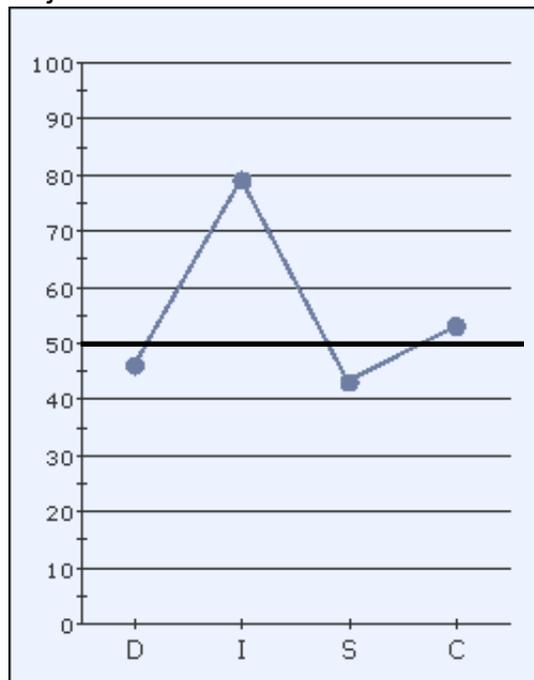
- 1) Sets a good example for team members by the quality of his work.
- 2) Cooperates with and is considerate of team members.
- 3) Will not allow the team to make careless mistakes.
- 4) Will work with team members who find him optimistic, open and friendly.
- 5) Recognizes the many benefits of spirited teamwork.
- 6) Builds a team spirit.
- 7) Accepts the input and direction of other team members.
- 8) Cooperates well with other team members.
- 9) Strives to build harmony among team members.
- 10) Sets an example for other team members by the amount of work performed.
- 11) Will bring many new ideas and methods for problem solving.
- 12) Has the ability to work with team members regardless of styles.

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A Graphical Representation For

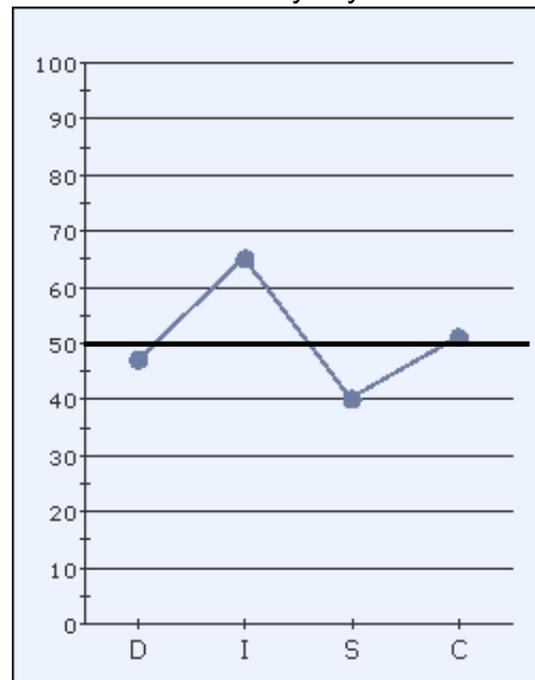
Sam Sample

Adjustment To The Work Environment



46% 79% 43% 53%

Primary Style



47% 65% 40% 51%

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.