

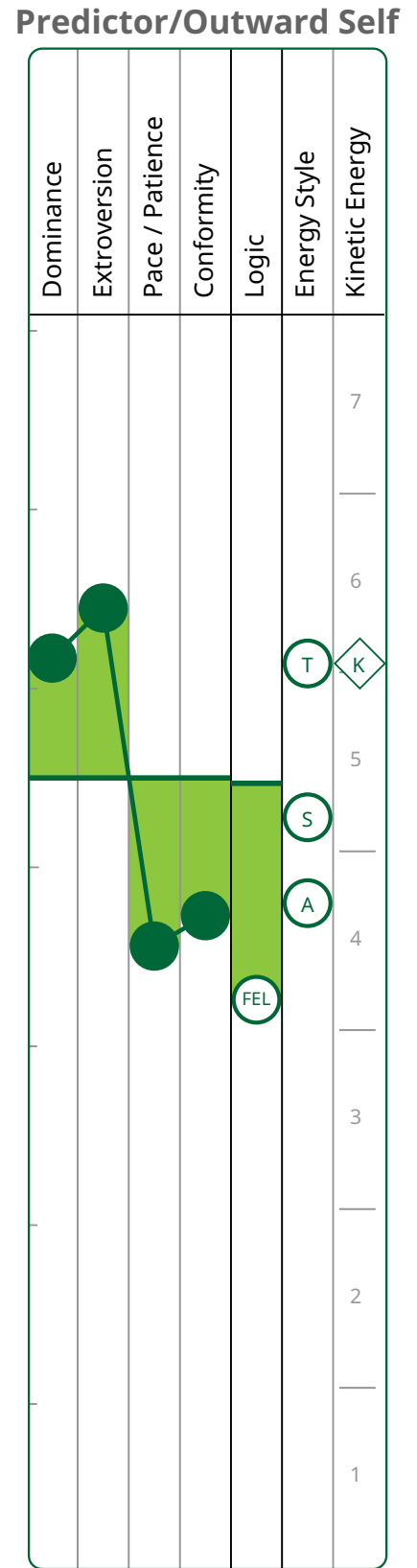
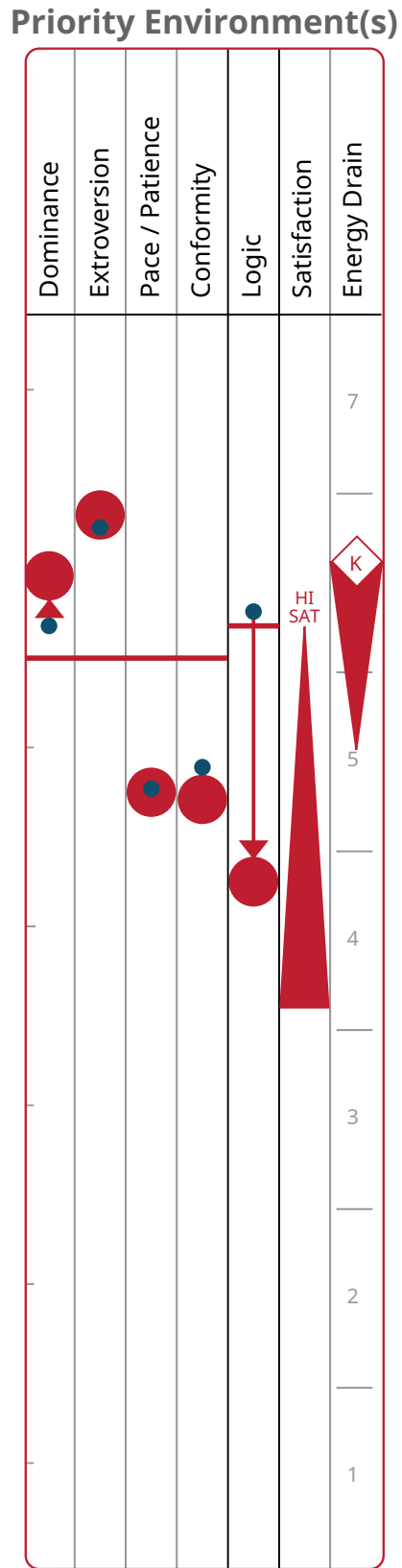
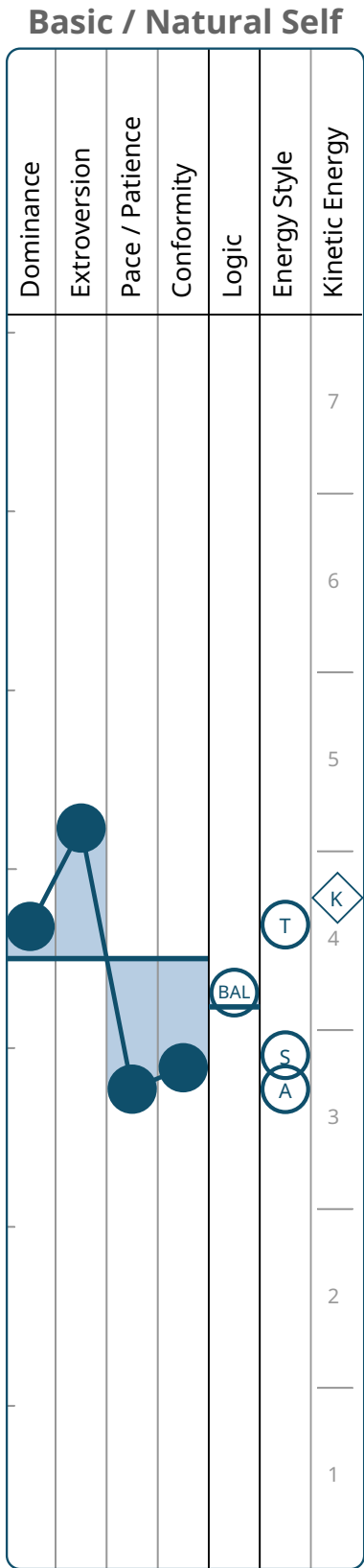
ProScan

This Personal Dynamics is specifically prepared for:

Spencer Horn

PDP Global
13710 Struthers Rd. Suite 215
Colorado Springs, Colorado 80921
719-785-7300

Data Sheet

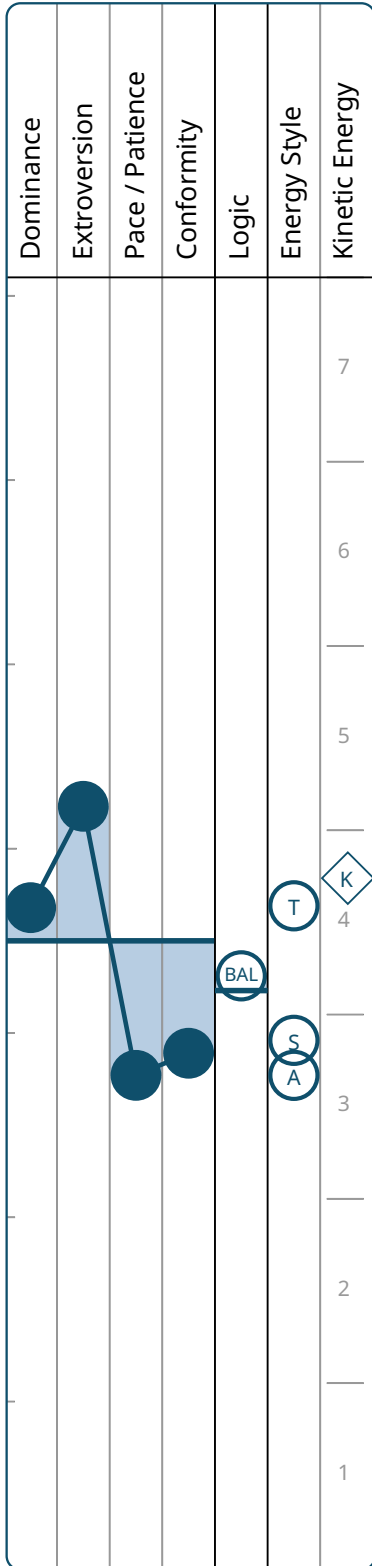


Intensity Chart

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 T A S	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	T A S	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	Feeling/Intuition	T A S	K

Basic / 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: Basic/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.

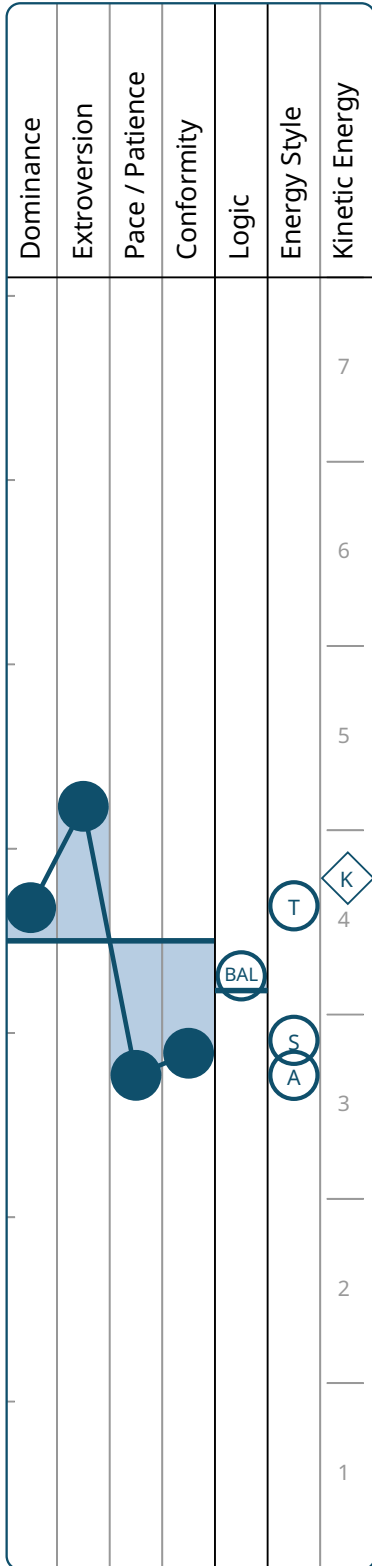
You have indicated by your responses to the ProScan Survey that:

You are outgoing, interactive and forcefully persuasive. Team builder with an emphasis on attracting strong people. Passionate about new ideas and ways of doing things, you are always on the move and ambitious.

Want to participate in a going, growing organization. Actively promote and support team and organizational goals. Appreciate proven systems and guidelines. Able to delegate authority, responsibility and detail but will require accurate results. Have the ability to consolidate many ideas, both packaging and representing them well.

It is important for you to have proper recognition and visibility. With a curious and inquisitive mind, you continually search for a better understanding of human nature.

Basic / Natural Self



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

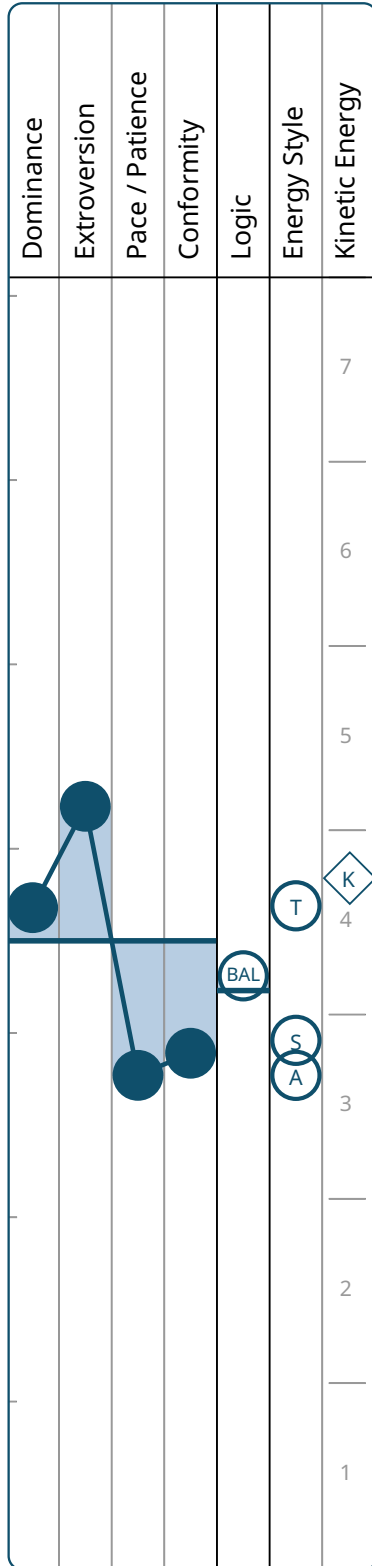
- Cordial
- Good natured
- Pleasant
- Shares ideas
- Comfortable mixer
- Conversationalist
- Socially inclined

The **Dominance** trait describes you as a confident, curious, supportive and moderate person who can be, but does not have to be, in charge. You can defer to others when the position or imposed expectations require you to.

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.

The **Pace** trait indicates you are a fast paced, action oriented and impatient person. Described as a doer and driver, you like and perhaps seek change.

Basic / Natural Self



Unique Trait Pairs

Your trait combinations yield these unique characteristics:

Persuasive/Seller

When in charge of people, you prefer to accomplish things through a seller style. A friendly, empathetic, persuasive way of getting help to accomplish the task. (Extroversion over Dominance)

Hard charging

A hard driver/hard charger disposition is usually evident in your mannerisms and expressions. There is a competitive spirit and an ambitious desire to win. (High Dominance over Low Pace)

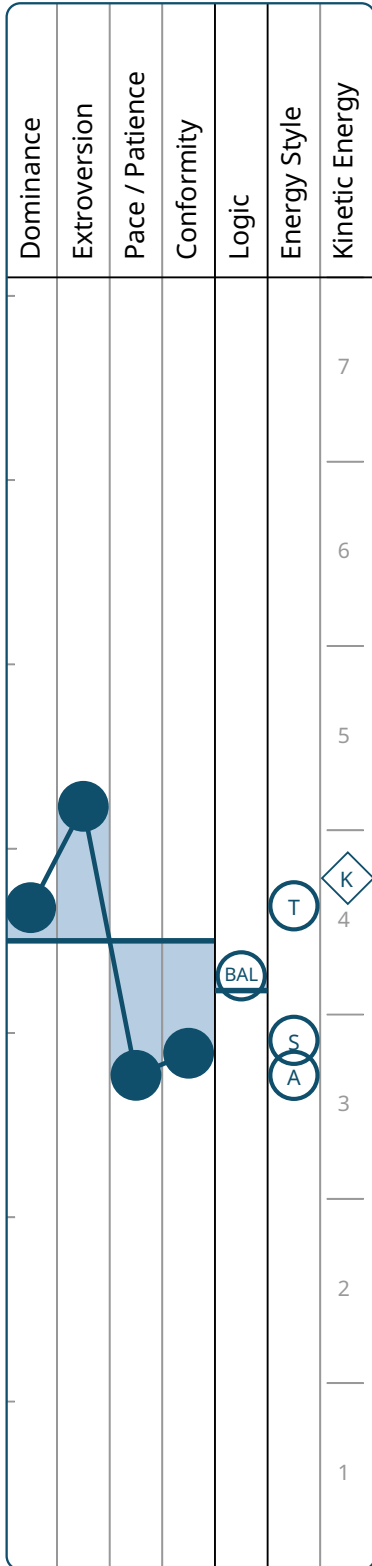
Fast, fluent communications

You have the ability to quickly and effectively convey ideas and information in an influential manner. (High Extroversion over Low Pace)

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)

Basic / Natural Self



Logic

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

You naturally base your decisions on:

Balance of Fact and Feeling

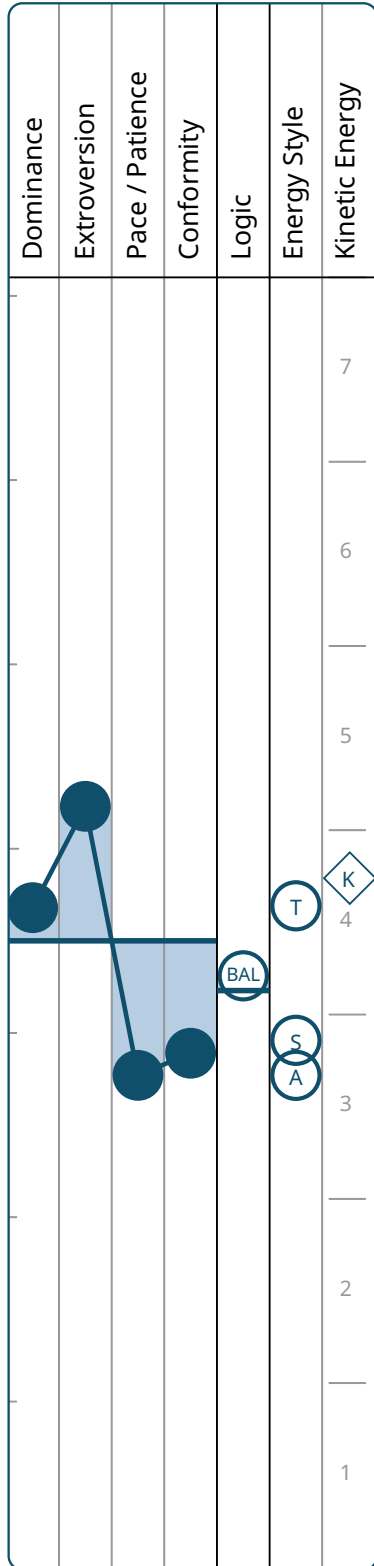
You have the ability to call on either style of decision making for the situation at hand:

Fact when detailed regulations or supporting documentation is required for proof of decision made;

Feeling when facts are not available, or when decisions must be made at once.

You may examine empirical evidence (Fact) for some decisions and validate inner sense (Feeling) on other decisions.

Basic / Natural Self



Energy Styles

Energy Style determines how tasks are approached or how goals are accomplished. There are three Energy Style: **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

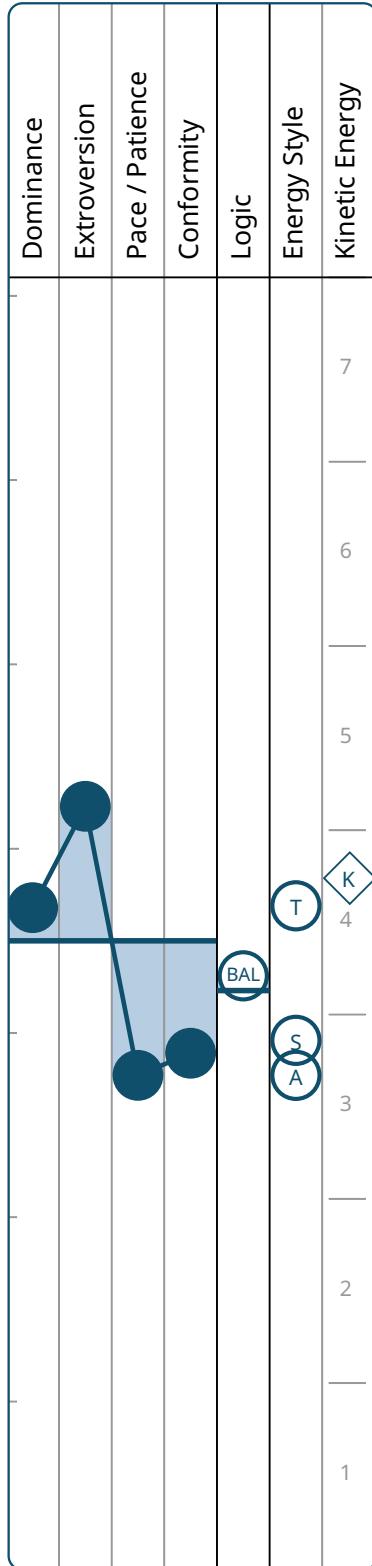
Relates to mental, emotional and physical energy. Think in terms of **capacity**, **battery** or **horsepower**. Concentrated use of one type can tire you out and wear you down. Rest, breaks, sleep, vacations or a change of activity can restore energy in varying degrees.

Your natural energy level is in the:

Zone 4

With this means of accomplishing a task, you should be productive and successful even with diversionary activities. In your own mind you can accommodate additional areas of interest or meet energy demands of extracurricular goals and activities.

Basic / Natural Self



Communication Style

Your natural communication style is:

Seller/Persuasive

You are quite influential and convincing. Will be positive, optimistic and inspiring, showing empathy and giving encouragement to peers. Enjoy exploring new opportunities and place a high value on being part of a team.

When you communicate to others, you:

- Enjoy talking, presenting
- Speak positively, optimistically
- Inspire, motivate
- Show empathy, encouragement

You prefer to have others communicate to you with:

- Opportunities to promote ideas, personal skills
- Friendly affirmation, recognition
- Being included in team discussion

Leadership Style

Your most effective and natural way to lead is:

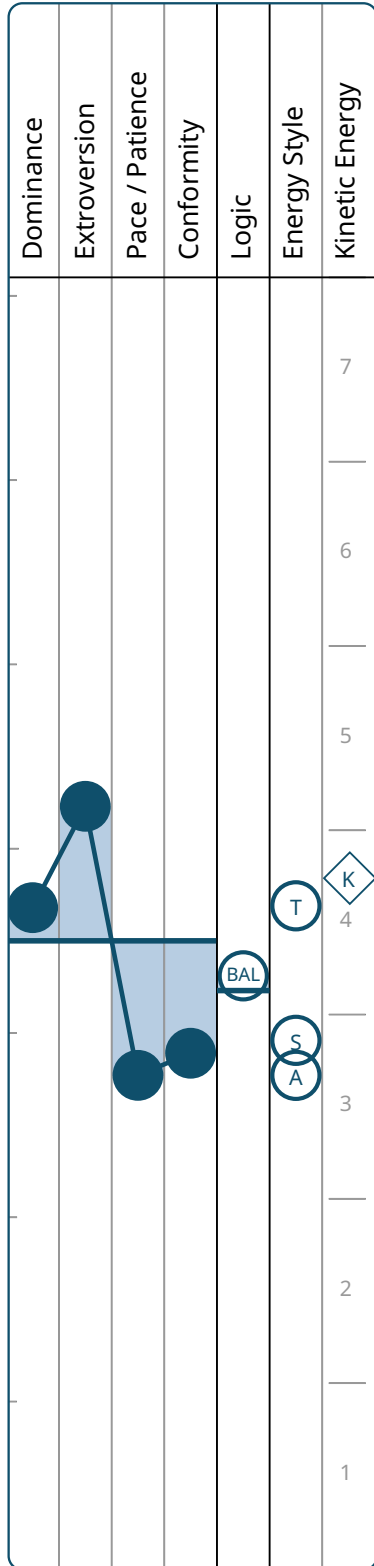
Persuasive

You use a selling style which includes influencing and reading people. Therefore, your social control skills should be evident. You probably seek to obtain positions by winning them.

When in a leadership role, you:

- Build teams effectively
- Seek opportunities
- Delegate authority, responsibility and detail
- Influence and convince others
- Have social and verbal skills
- Present well in public

Basic / 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:

Verbal attack

Your back-up style indicates that when all else fails, you may give exhaustive or over explanation if you feel cornered, ignored or not appreciated and valued. You may not actually do this, but you will at least feel like it.

Additional extreme responses:

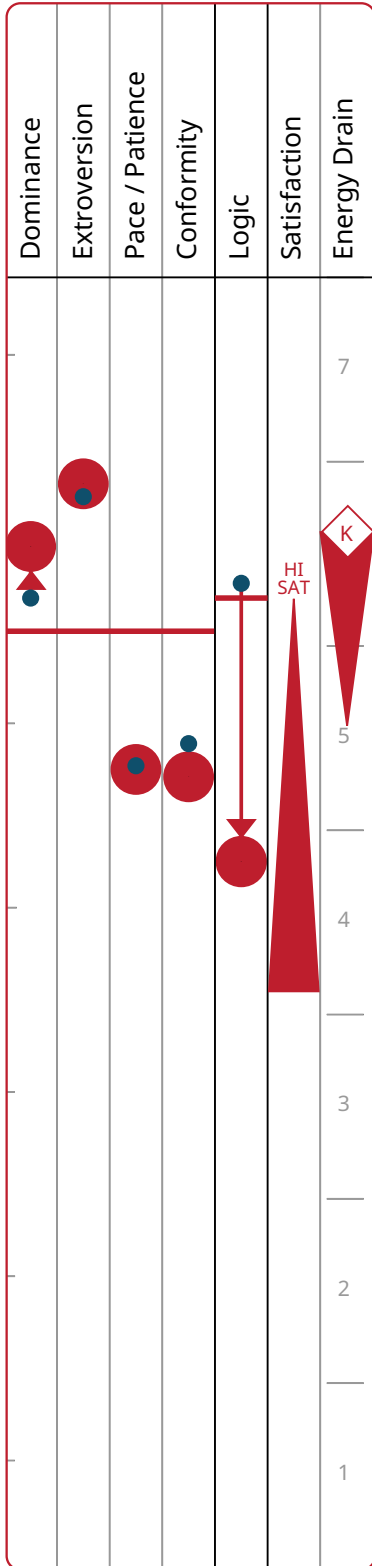
- Interrupt and talk too much
- Overpower with persuasion
- Launch verbal attack

Learned Responses

Learned responses to develop for certain situations:

- Be more direct, precise and to-the-point in communications
- Be more objective and realistic about situations and people
- Listen, don't interrupt and let others complete thought before talking
- Attach failure or lack of success to task, rather than taking it personally

Priority Environment(s) Section 2: Priority Environment(s)



A measurement of the pressures from important influences (environments) which are taking priority in your life and causing you to feel the need to make adjustments at this time.

Pressures come from one or more of the six major environments: work, social, family, economic, health and beliefs. Efforts to adjust take extra energy, most commonly known as **stress**.

Stress Analysis

Your **adjustments** to Priority Environment(s) are described below. To relate to the amount of energy being expended on each **adjustment**, reference the Data Sheet and note the length of each line for each Priority trait.

You are being forced or are feeling the need to make the following trait adjustments:

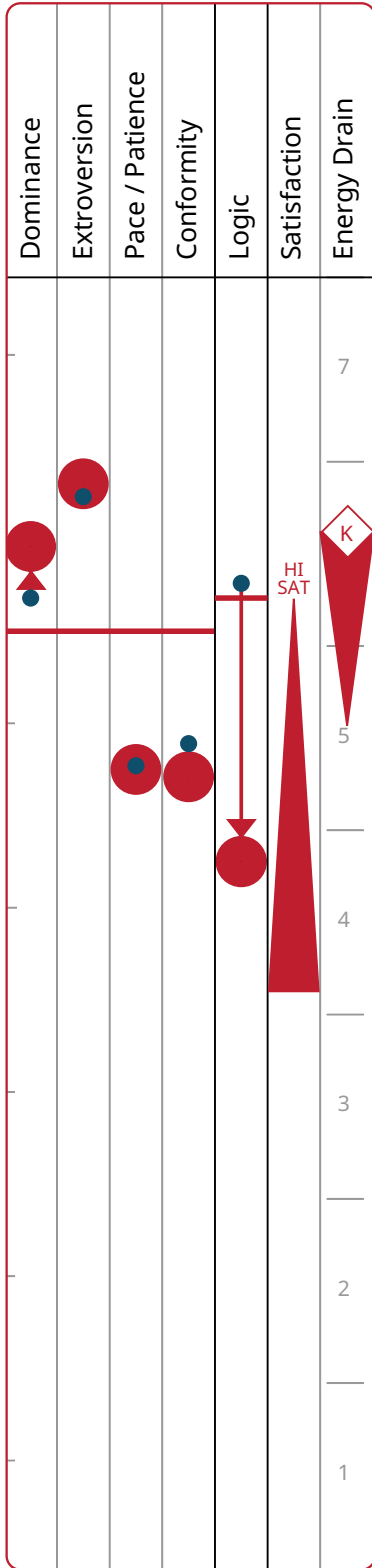
Dominance—more controlling

Taking charge, becoming more assertive and forceful. Perhaps placed in a leadership role, or sense the need to take control. May be using more decisive, analytical and problem-solving skills to achieve desired results.

Please identify: Work _____ Non-work _____
 What is causing the pressure? How could it be reduced?

Extroversion—no measurable stress

Priority Environment(s) Pace—no measurable stress



Conformity—less detailed

Eliminating or delegating some details. May be taking more risks, asserting independence or breaking away from tradition. Perhaps there is pressure to forego quality to increase production, which may minimize the opportunity to conduct preferred accuracy checks.

Please identify: Work _____ Non-work _____
 What is causing the pressure? How could it be reduced?

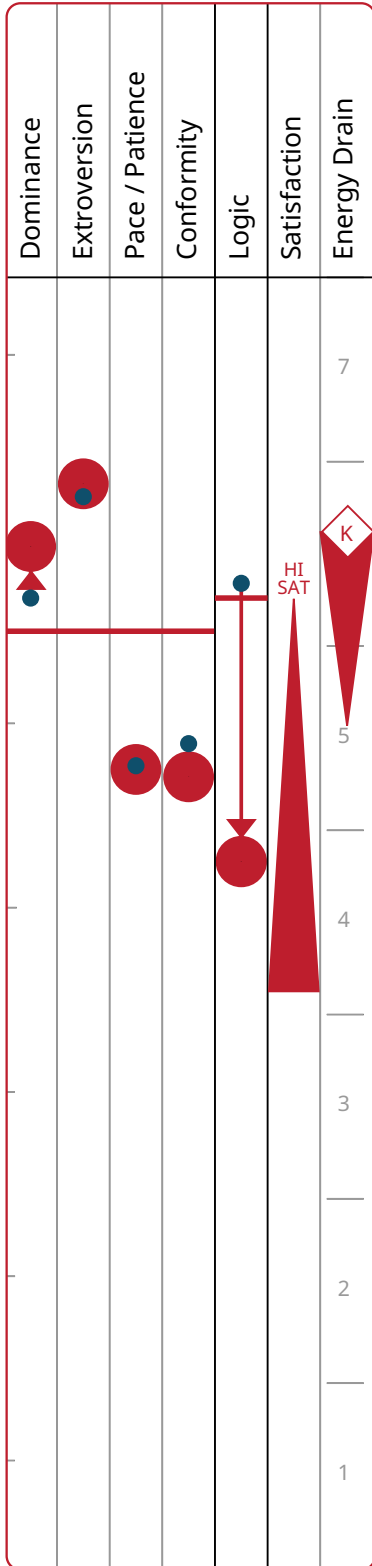
Logic—more feeling conscious

Pressure to be more intuitive and spontaneous in making decisions. Perhaps decisions must be made in less time. May base decisions more on past experiences and less on facts.

* **Note:** The intensity of this adjustment is very significant as it is creating an **opposite style** from that which is **natural**.

Please identify: Work _____ Non-work _____
 What is causing the pressure? How could it be reduced?

Priority Environment(s) Satisfaction Analysis



Relates to whether or not your **goals and aspirations** are being fulfilled.

Presently, the level of satisfaction indicated is:

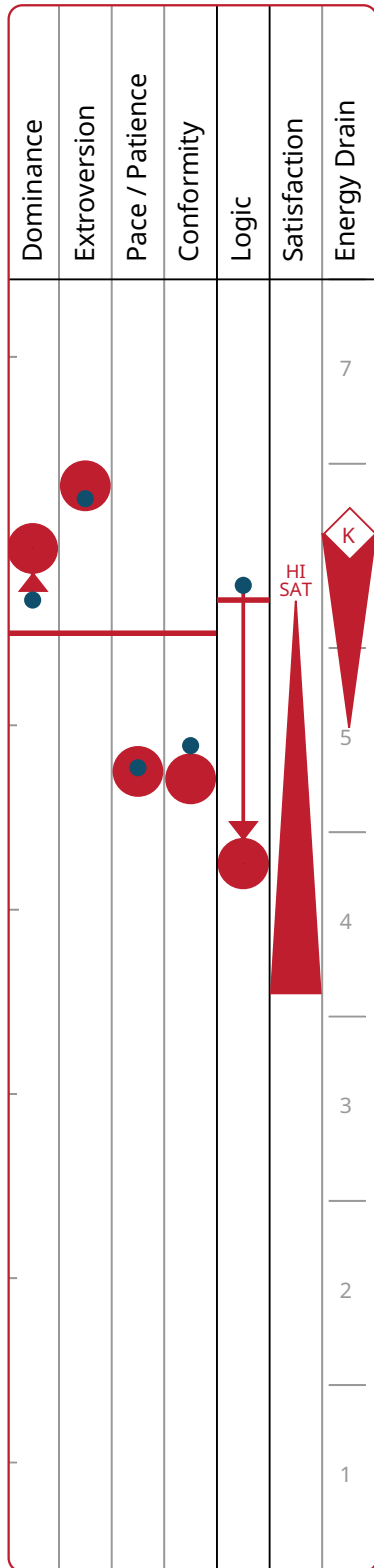
High Satisfaction

This is an indication that you have a feeling of satisfaction or high morale. You apparently are getting many of the rewards you want for what you are doing.

High Satisfaction also indicates that you consider the stress you are experiencing at this time to be worth the effort. This can be positive stress (eustress) when viewed as making progress toward reaching a personal goal.

Review **expectations** you feel are imposed by yourself and others, and determine realistic goals. The amount of true satisfaction is diminished when more is expected of you than you feel comfortable in delivering, or when more is expected of you than you feel is reasonable. This is referred to as **over expectations**.

Priority Environment(s) Energy Drain



Energy drain is the net result of **stress** and **satisfaction**. Illness, frustration, distress and low satisfaction are often the reason for significant energy drain. Refer to Section 2: Stress Analysis for specifics that may be the cause.

The energy drain is:

Average energy drain (1-2 sigmas)

Typical drain for functioning in daily activity requirements. Energy Drain is at a level that is average and is not significant enough to cause concern. To examine the causes, if any, please refer to the Stress and Satisfaction Sections of this report.

Available Energy

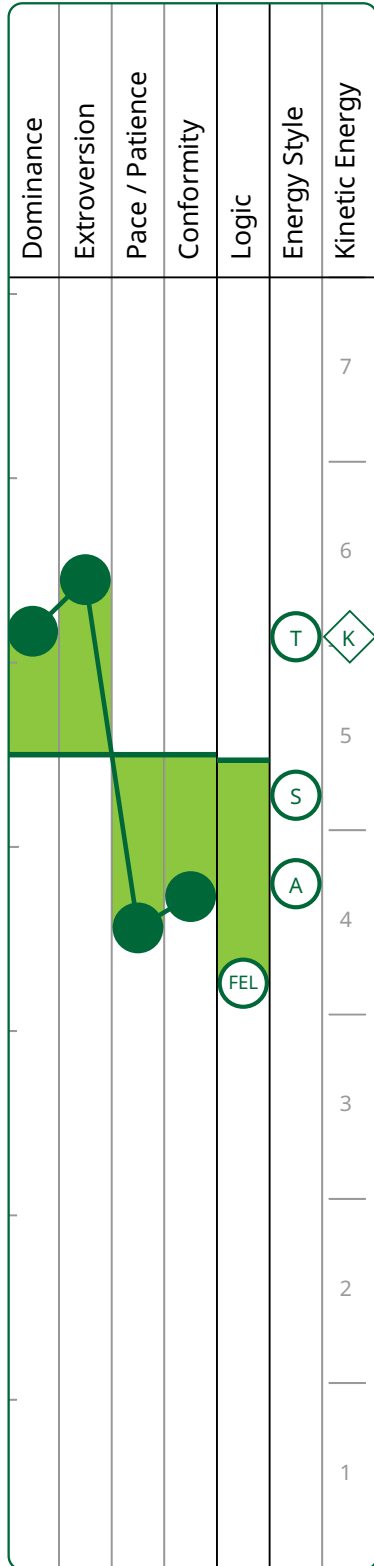
The available energy indicates the degree of energy felt at the end of the day or at periods throughout the day, due to energy drain. The available energy level can be rejuvenated or recharged in many ways; commonly with food, sleep or short periods of relaxation.

Available energy level registers in the:

Zone 5

Expect successful results of starting tasks, while maintaining or overlapping existing projects. To avoid misdirection of energy, focus on priorities rather than expending energy on less important activities.

Predictor/Outward Self Section 3: Predictor/Outward Self



A synthesis of the Basic/Natural Self and Priority Environment(s). The Predictor describes how others observe you. Depending on the stress pressures indicated in Priority, this section may be quite different from your Basic/Natural Self.

The following summary indicates how you come across to others at this time:

Outgoing, forcefully persuasive and yet sincere as a communicator. Team builder with an emphasis on attracting strong people. Always on the move and want the best for everyone involved.

Wants to participate in a going, growing organization. Appreciates structure and standard operating procedures to ensure success. Able to delegate authority, responsibility and detail but will require accurate results. Has the ability to consolidate many ideas, both packaging and representing them well.

Proper recognition and visibility is important to this individual. Wants to push ahead but will pause to evaluate best action to take. With a curious and inquisitive mind, continually searches for a better understanding of human nature.

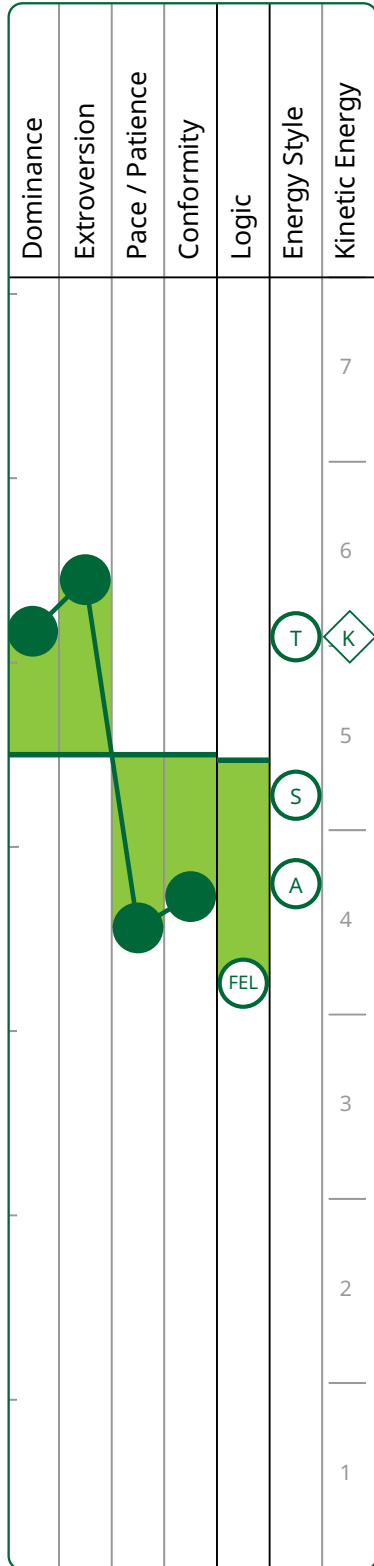
Dominance trait—Self-confident, decisive, conceptually analytical, self-starting and results-oriented. Organized for purpose of taking charge of a situation. Strong impact on others.

Extroversion trait—Not significantly different from Basic.

Pace trait—Not significantly different from Basic.

Conformity trait—Not significantly different from Basic.

Predictor/Outward Self Additional insights as to how others see you at this time:



Trait Pairs

Persuasive/Seller—Persuade with friendliness and empathy when accomplishing goals through people.

Hard charging—Show a competitive spirit with an ambitious desire to win.

Fast, fluent communicator—Convey ideas and information in a quick and influential manner.

Confident risk taker—Exhibit self-confidence; pursue opportunities, take calculated risks to reach goals.

Logic: Feeling—Respond instinctively when making a decision. React to unproven situations with an automatic conclusion.

Energy Style—Not significantly different from Basic.

Energy Level: Zone 6—Endless energy resource. Require extensive projects or diverse activities.

Section 4: Motivation

To be motivated, you alone know what truly drives you to take action. Likewise, there are elements that demotivate you or are negative.

Motivators Worksheet

The following are typical motivators for your profile. Use this as your own analysis worksheet to identify the importance that each of these has for you in your work and/or personal life.

Instructions

1. Please check the **four** items that are most important to **you** at this time.
2. Define, verbally or in writing, what each of the four items means to you.
3. Are these motivators currently being provided (yes, no or occasionally)?

- | | |
|------------------------------------------------------|------------------------------------------------------|
| <input type="checkbox"/> Opportunity | <input type="checkbox"/> Unusual assignments |
| <input type="checkbox"/> Status | <input type="checkbox"/> A fast pace |
| <input type="checkbox"/> Money and material things | <input type="checkbox"/> Variety |
| <input type="checkbox"/> Friends | <input type="checkbox"/> New environments |
| <input type="checkbox"/> Challenge | <input type="checkbox"/> Freedom from routine |
| <input type="checkbox"/> Power | <input type="checkbox"/> More time in the day |
| <input type="checkbox"/> Praise and recognition | <input type="checkbox"/> Outside activities |
| <input type="checkbox"/> People to talk to | <input type="checkbox"/> Travel |
| <input type="checkbox"/> Group activities | <input type="checkbox"/> Big picture potential |
| <input type="checkbox"/> Good working conditions | <input type="checkbox"/> Problem solving |
| <input type="checkbox"/> Identification with a group | <input type="checkbox"/> Authority |
| <input type="checkbox"/> Independence and freedom | <input type="checkbox"/> Prestige and position |
| <input type="checkbox"/> No supervision | <input type="checkbox"/> Accomplishments and results |
| <input type="checkbox"/> Freedom from structure | <input type="checkbox"/> Direct answers |
| <input type="checkbox"/> No restrictions | <input type="checkbox"/> Freedom to control |
| | <input type="checkbox"/> Bottom line results |

Factors that are demotivating or negative to you:

Not feeling appreciated or liked. Being left out. Distrust.
Routine, slow-paced environment.

Overriding Needs Survey

Sometimes circumstances or the environment cause us to experience **needs** that may not be related to our Basic/Natural Traits. The following brief survey will help you capture and identify what is important to you at this time.

Instructions

1. Please check any of the following words that are important to you at this time.
2. Define, verbally or in writing, what each of the checked items mean to you.
3. Are these needs currently being provided (yes, no or occasionally)?

- Status
- Cooperation
- Security
- Challenge
- Friends
- Stability
- Praise
- Money
- Opportunity
- Harmony
- Structure
- Power

In conclusion: If you feel anything contained herein is stated incorrectly or does not describe you, please mark the area, add your comments and send to your PDP Representative.

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What makes you TICK?

Enjoy learning about YOU and the brilliance of your individuality!

Your ProScan Profile



You are outgoing, interactive and forcefully persuasive. Team builder with an emphasis on attracting strong people. Passionate about new ideas and ways of doing things, you are always on the move and ambitious. Want to participate in a going, growing organization. Actively promote and support team and organizational goals. Appreciate proven systems and guidelines. Able to delegate authority, responsibility and detail but will require accurate results. Have the ability to consolidate many ideas, both packaging and representing them well.

It is important for you to have proper recognition and visibility. With a curious and inquisitive mind, you continually search for a better understanding of human nature.

Persuasive-seller—Accomplish things with a seller style using a friendly, empathetic, persuasive way of getting help to accomplish a task.

Hard-charger—Push self and others to move forward on new and existing tasks and projects. Exhibit a competitive spirit with an ambitious desire to win.

Fast, fluent communicator—Convey information and ideas quickly, effectively, and in an influential manner.

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

Traits

Dominance—Confident, curious, supportive, and moderate. Can be in charge, or defer to others, when the position or imposed expectations requires.

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

Pace—Fast-paced, action-oriented and impatient. Described as a doer and driver, and perhaps seek change.

Conformity—Non-traditional, independent, and informal. Prefer to look at the big picture rather than being bogged down in specifics. View rules as being for others to follow.

Balance logic—Balance facts (when supporting documentation is required to justify decision made) with feelings (when decisions must be made at once or facts are not available).

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

Energy level—Ample energy to complete more than required tasks and expected goals.

Interests

Like—Brainstorming, opportunities, social contact, an audience, to be liked, delegating.

Dislike—Personal criticism, technical challenges, pessimists, negativism, being alone (a lot).

Communication Style

Influential and persuasively convincing. Positive, optimistic and inspirational. Sell and motivate others to act. Show empathy and give encouragement to peers.

Key Self-coaching Tips

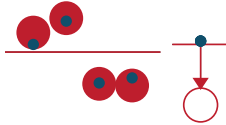
- ✓ Be more direct and to-the-point in communications.
- ✓ Be more objective about situations and people.
- ✓ Listen; let others complete thoughts before talking.
- ✓ Attach lack of success to task rather than taking it personally.

How are life's pressures affecting you?

Pressures come from one or more of these areas: *work, social, family, economic, health, and beliefs.*

Current Stress Pressures

D E P C L



Blue is natural style, **red** is adjustment.

At the present time, you are being externally forced or internally driven to make the following trait adjustments.

Raising your Dominance—Taking charge, being more assertive. Perhaps placed in a leadership role, or sense the need to take control. May be using more decisive, problem-solving skills to achieve desired results.

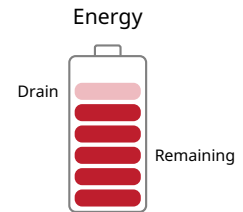
Extroversion—No measurable stress.

Pace—No measurable stress.

Lowering your Conformity—Eliminating or delegating some details. May be taking more risks, asserting independence or breaking away from tradition. Perhaps pressured to forego quality to increase production, leaving no opportunity to conduct preferred accuracy checks.

Lowering your Logic—Being more intuitive and spontaneous in making decisions. Perhaps decisions must be made in less time and thus need to base decisions more on past experiences and less on facts.

Satisfaction and Energy Levels



Satisfaction Index

Receiving many of the rewards you want for what you are doing. Any stress you are experiencing at this time seems to be positive.

Energy Drain

Drain is average; typical for functioning in daily requirements. Drain is not significant enough to worry about.

Remaining Available Energy

An abundant amount of available energy. Able to start new tasks while maintaining existing projects.

Self-coaching Tips

To be at your fullest potential it is best to minimize negative stress pressures. Use the following checklist to proactively identify and define ways to unleash your potential.

- ✓ Mark the stress pressures that are negative to you.
- ✓ Identify what is causing the pressure.
- ✓ Write actions to reduce/eliminate the pressure.

What motivates you?

Motivators Worksheet

The following are typical motivators for your ProScan profile. Use this as your personal worksheet to identify the importance that each of these elements has for you in your work and/or personal life.

Instructions

1. Please check the **four** items that are most important to **you** at this time.

- | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Opportunity
<input type="checkbox"/> Status
<input type="checkbox"/> Money and material things
<input type="checkbox"/> Friends
<input type="checkbox"/> Challenge
<input type="checkbox"/> Power
<input type="checkbox"/> Praise and recognition
<input type="checkbox"/> People to talk to
<input type="checkbox"/> Group activities
<input type="checkbox"/> Good working conditions
<input type="checkbox"/> Identification with a group
<input type="checkbox"/> Independence and freedom
<input type="checkbox"/> No supervision
<input type="checkbox"/> Freedom from structure
<input type="checkbox"/> No restrictions | <input type="checkbox"/> Unusual assignments
<input type="checkbox"/> A fast pace
<input type="checkbox"/> Variety
<input type="checkbox"/> New environments
<input type="checkbox"/> Freedom from routine
<input type="checkbox"/> More time in the day
<input type="checkbox"/> Outside activities
<input type="checkbox"/> Travel
<input type="checkbox"/> Big picture potential
<input type="checkbox"/> Problem solving
<input type="checkbox"/> Authority
<input type="checkbox"/> Prestige and position
<input type="checkbox"/> Accomplishments and results
<input type="checkbox"/> Direct answers
<input type="checkbox"/> Freedom to control
<input type="checkbox"/> Bottom line results |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

2. Clearly define the four checked motivators and mark if they are being provided to you.

Motivator	Definition	Is it being provided? (circle one)
_____	_____	Yes No Occasionally
_____	_____	Yes No Occasionally
_____	_____	Yes No Occasionally
_____	_____	Yes No Occasionally

3. Check and define any of the following overriding needs that are important to you at this time.

- | | | | |
|--------------------------------------|------------------------------------|------------------------------------|--------------------------------------|
| <input type="checkbox"/> Power | <input type="checkbox"/> Security | <input type="checkbox"/> Stability | <input type="checkbox"/> Opportunity |
| <input type="checkbox"/> Status | <input type="checkbox"/> Challenge | <input type="checkbox"/> Praise | <input type="checkbox"/> Harmony |
| <input type="checkbox"/> Cooperation | <input type="checkbox"/> Friends | <input type="checkbox"/> Money | <input type="checkbox"/> Structure |

Define what the word(s) you checked mean to you

Demotivators

Factors that are demotivating or negative to you:

Not feeling appreciated or liked. Being left out. Distrust.
Routine, slow-paced environment.

How can you impact your personal performance?

Design your personal performance action plan to achieve tremendous results.

Powering Individuality

What tasks or objectives pertaining to your job, career, or personal life are most enjoyable?

How do these items relate to what makes you tick? Identify three strengths from page 1 that are naturally suitable for your work and/or personal life.

Which self-coaching tips from page 1 will increase your performance? Describe how you will apply them.

Reducing Pressures

Wear and tear (stress, low satisfaction, energy drain) lessens our effectiveness. Recap your actions from page 2 to reduce/eliminate the most negative stress pressure.

What pressures are self-imposed? Are you experiencing positive outcomes? Acknowledge your results.

Rewarding Motivators

How will you attain and fulfill the important motivators you listed and defined on page 3?

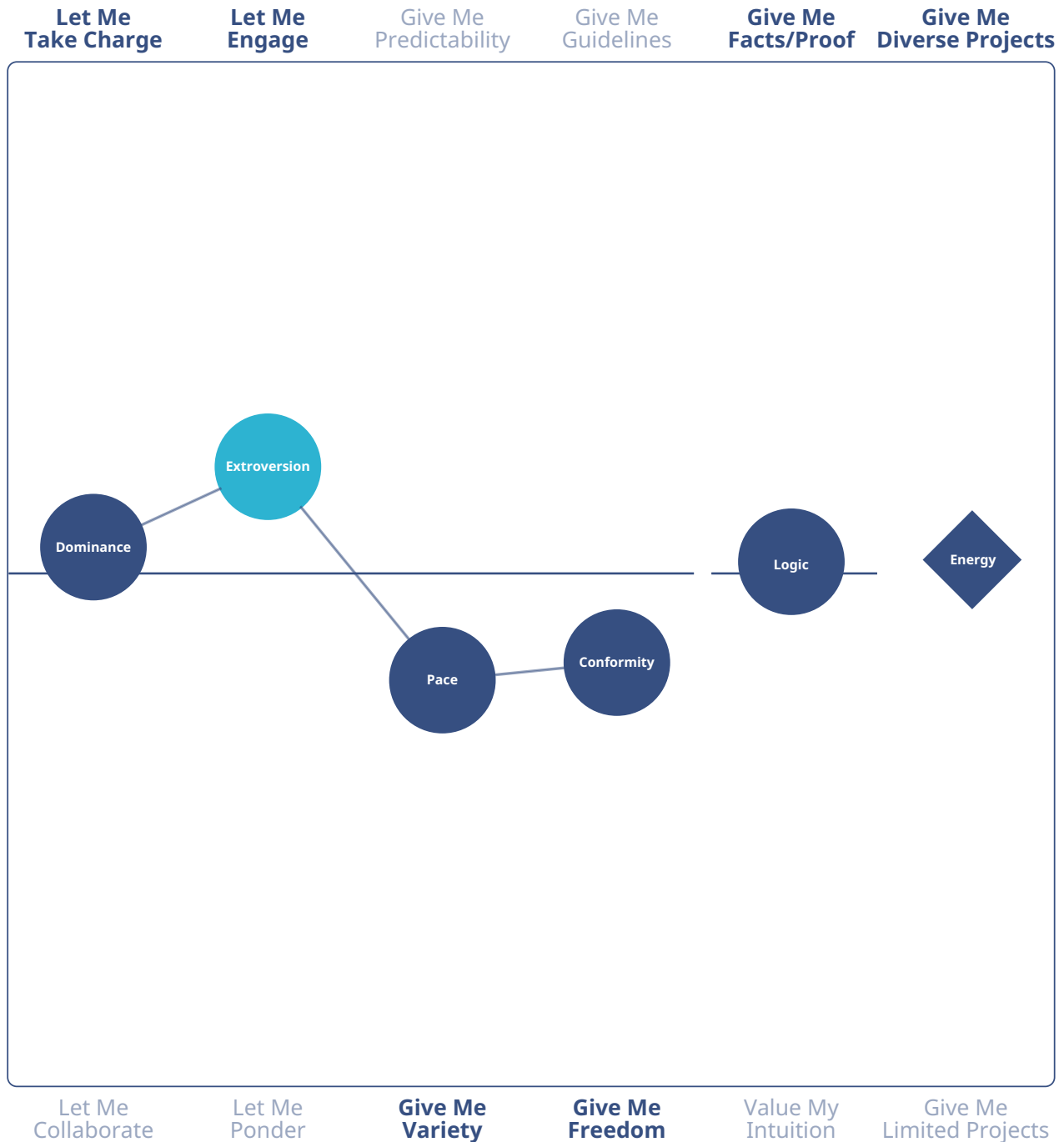
Achieving Purpose

We humans are amazing. Our dreams and goals drive us to great achievements. The clearer we define what we want, the higher the chance it is realized. Use this area as a starting point for defining your purpose!

Where do you see yourself in one year? What will you be doing? Be specific.

Where do you see yourself in five years? What will you be doing? Be specific.

How to Connect with Me: Spencer Horn



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