

Personalized Description and Success Strategies

- **Comparison of Multiple PPSs**

Group Sample Report

Tuesday, February 15, 2005

This report is provided by:

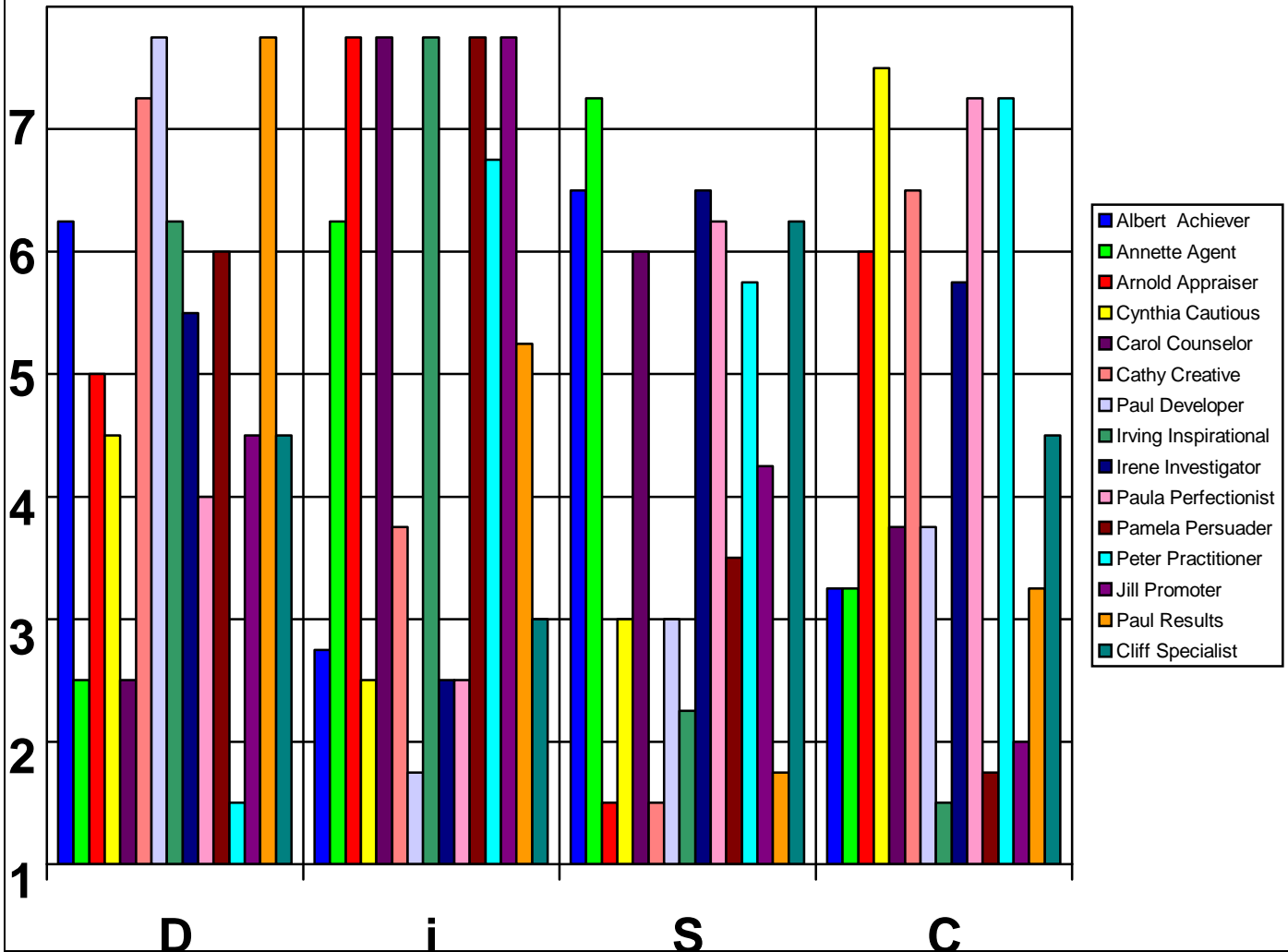
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Personal Profile System[®] Graph



This multiple person comparison report uses the Behavioral Tendency Continuum and the Personal Profile System graph to display individual differences. Each person's displayed behavioral potential is based on his or her profile pattern. The intensity levels displayed for the thirty-two behaviors that are included in the Behavioral Tendency Continuum represent potential rather than actual, observed behavior. The intensity levels are meant to be used to increase understanding and respect for individual differences. The behavioral levels displayed are not meant to be used as judgments of the behaviors. The behaviors are neither good nor bad in themselves; they are simply different based on each person's range of behavioral responses.

By comparing the behavioral responses of several people, a greater appreciation for the impact of differences on our interactions can be developed. It may be helpful to discuss the Continuum item by item, emphasizing those behaviors that seem to have the greatest impact on interactions.



Behavioral Tendency Continuum

This continuum displays the potential range of behavioral intensity for each person in this comparison. This continuum represents potential behavior based on the person's profile pattern rather than actual, observed behavior. This information is most helpful when discussed and evaluated based on experience with the people in this comparison.

- ◆ Albert Achiever ○ Annette Agent ✕ Arnold Appraiser ☒ Cynthia Cautious ▲ Carol Counselor
- + Cathy Creative ● Paul Developer - Irving Inspirational □ Irene Investigator △ Paula Perfectionist
- Pamela Persuader ◇ Peter Practitioner - Jill Promoter ☒ Paul Results ☒ Cliff Specialist

	L	ML	M	MH	H
ACCEPTS - open, receives willingly	+ □ ☒	● ▲ ◆	☒ ✕ ◇	- ■ - ▲ ☒ ○	
ADHERES - sticks to the rules		- ☒ ● ■ - ▲ ✕ ○	◆ ☒ □ ☒	◇ ▲ △	
ADVOCATES - promotes, urges action	☒ ○ ▲ ☒	◇ ▲ - □		◆ ✕ + ■ ● ☒ -	
AGITATES - stirs up, rocks the boat	☒ ☒ ▲ ○	◇ ▲ - □	✕ ■ ◆	+ - ● ☒	
AMPLIFIES - explains, expands the point	□ ☒ ◆	● + ▲ ☒	☒ ○ ▲ ◇	✕ - - ■	
ASSIGNS - delegates to others	☒ ▲ ☒ ○	◇ - ▲ □ ✕	■ ◆	+ - ☒ ●	
ASSUMES - takes for granted	☒ ▲ □ ○ ☒	☒ ○ ▲ - ◆ ✕ +		■ - ☒ ●	
BOASTS - brags about abilities	☒ ☒ □ ▲ ◇ ◆ ○ + ●		▲	☒ - ✕ - ■	
CAPTIVATES - charms others	☒ □ ▲ ◇ ☒ ◆ + ●		○ ▲ ☒	✕ - - ■	
COMMANDS - directs others	○ ☒ ▲ ◇	- ▲ ☒ ☒ ✕	◆ ■	+ ● ☒ -	
DIGESTS - absorbs, thinks it through		- ■ - ▲ ● ☒	◆ ○ ✕ + ☒ □ ☒	☒ ▲	
ESTABLISHES - stabilizes, builds to last	- ■ - ☒	● + ✕	☒ ◆ ▲ ◇ ○ □ ▲ ☒		
IMITATES - follows the leader's example	+ □ ☒ ● ◆ ▲		☒ ◇ ☒ ○ ▲ - - ✕ ■		
INVENTS - creates new solutions, ideas	○ ☒	▲ - ◇ ▲ ☒ □ ◆ ✕	◆ ✕ ■	- ☒ + ●	
INVESTIGATES - examines, checks it out	-	■ ● - ☒ ▲	✕ ◆ +	○ ◇ ☒ □ ▲ ☒	
JUSTIFIES - defends, gives reasons for		- - ☒ ▲ ■ ○ ◆ ☒ ✕ □ +		◇ ▲ ☒	



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	L	ML	M	MH	H
MAINTAINS - continues, preserves	■ - - ⊠	+ ● ✕ ⊠	⊠	△ ▲ ◆ ● ○ ◇	□ ⊞
MANEUVERS - plans skillfully	⊞ ○	◇ ▲ ▲ - □	◆ ⊠	✕ ■ ● + - ⊠	
MODIFIES - adapts, adjusts, revises	● ⊠ - ■	- + □	✕ ◆ ⊠	⊠ △ ◇ ▲ ○ ⊞	
NURTURES - shows care for others	● + ⊠ - ■	□ △ ✕ -	◆	◇ ⊞ ▲ ○	
OBJECTS - protests, argues, disputes		⊞ ○ - ▲ ■ - ⊠	◆ ● ✕ ◇ △ □	⊠ +	
OBSERVES - watches attentively		- - ■ ⊠ ▲ ●	◆ ○ ⊞ ✕ □ +	◇ △ ⊠ ⊠	
PLANS - prepares, maps out task	- - ■ ⊠	● ▲	✕ ○ ⊞ ◆ + ◇ △	□ ⊠	
PRAISES - compliments, shows approval		⊠ + △ ● □	◆ ⊠ ◇ ⊞ ○ ▲	✕ - - ■	
PROHIBITS - cautions, prevents risk		- - ■ ○ ▲ ● ⊠	◆ ⊞ ✕ ◇ + △ □	⊠	
PROTECTS - guards tradition, stability	- ■	- ⊠ ● +	✕ ⊠ ▲ ◆	◇ △ ○ □ ⊞	
RECONCILES - appeases, settles differences		- ■ ⊠ ● + □	⊠ ▲ ✕ - ◇	▲ ○ ⊞	
REVIEWS - examines in detail		- - ■ ⊠ ▲ ◆	○ ◆ ✕ +	◇ □ △ ⊞	⊠
SPECULATES - gambles on the future	○ ⊞ - ▲	△ ⊠	◇	◆ □ ✕ ■ + ● - ⊠	
TESTS - examines, tries it out		- ■ ▲ ○ ⊠ ●	◆ ⊞ ✕ + ◇	□ △ ⊠	
TRUSTS - believes in others		⊠ + ● □ △	◆ ⊠ ✕ ◇	- ■ - ▲ ○ ⊞	
VERBALIZES - talks things out		⊠ △ + □ ● ⊞	⊠	◇ ○ ▲ ✕ - ■	



Worksheet for Multiple PPS Comparison

After reviewing the Behavioral Tendency Continuum, use this worksheet to develop strategies for applying the information in the way that will be most useful in your situation.

1. List those behaviors that indicate the greatest difference.

2. List those behaviors that indicate the least difference.

3. What actions need to be taken based on this information?