



Profiles  International TM
imagine great people

Performance Indicator

D.I.S.C. Graphic Summary Report

Tuesday, August 29, 2010

Russ Sample

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Sequence for Performance Management:

- 1. Performance Indicator**
7 Behavioral Tendencies
- 2. Profile XT Coaching Report**
20 Job Fit Core Competencies
- 3. 360 Degree Feedback Evaluation**
18 Leadership and Management Skills
- 4. Team Balance and Synergy Report**

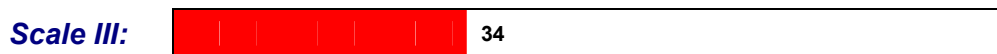
The graph shows the relative relationship of his scores on all five scales, while the bulleted statements summarize his results. For a more complete understanding of these results, please refer to the earlier pages of this Management Report.



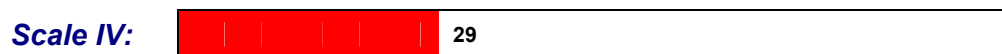
Scale I measures control, ambition and results orientation



Scale II measures social influence, positive expectancy and expressiveness



Scale III measures patience, composure and being a team player



Scale IV measures precision and analytical / quality orientation



Scale V measures motivational intensity and focus on change

The graph above demonstrates the scores attained by Mr. Sample on the PPI. When we observe his scores, we may predict what is most likely to be noticed in his daily activities. These scores suggest the following:

- He can generate excitement, enthusiasm, and hopefulness.
- Preferring to communicate in person, he may mix personal talk with business.
- Gregarious, open, talkative, and approachable, he makes new friends easily.
- He generally focuses on achieving results, the details of reaching them often left for others to debate about.
- He can be counted on to respond quickly when immediate action is required.
- Capable of balancing his personal drive with external, second-party limits.
- Often motivated to balance his expectations for good performance from others while maintaining a cooperative relationship with them.
- Can work effectively on a team, but he enjoys being the one in charge.

Note: Scale I and III scores will generally be opposite – One high and the other low.
Scale II and IV scores will generally be opposite – One high and the other low
Scale V can be high or low for either above combinations.