

COMPARISON REPORT

Personalized Description and Success Strategies from the Personal Profile System®

• Comparison of a Single PPS/RBA

Name: Paul Persuader

Completed by: self

Date: 01-16-2002

Environmental Focus: work

Role: Outside Sales

Position: Salesperson

Department: Midwest Region

Organization: United Widget, Inc.

Source: Sales Manager

Date: 01-16-2002



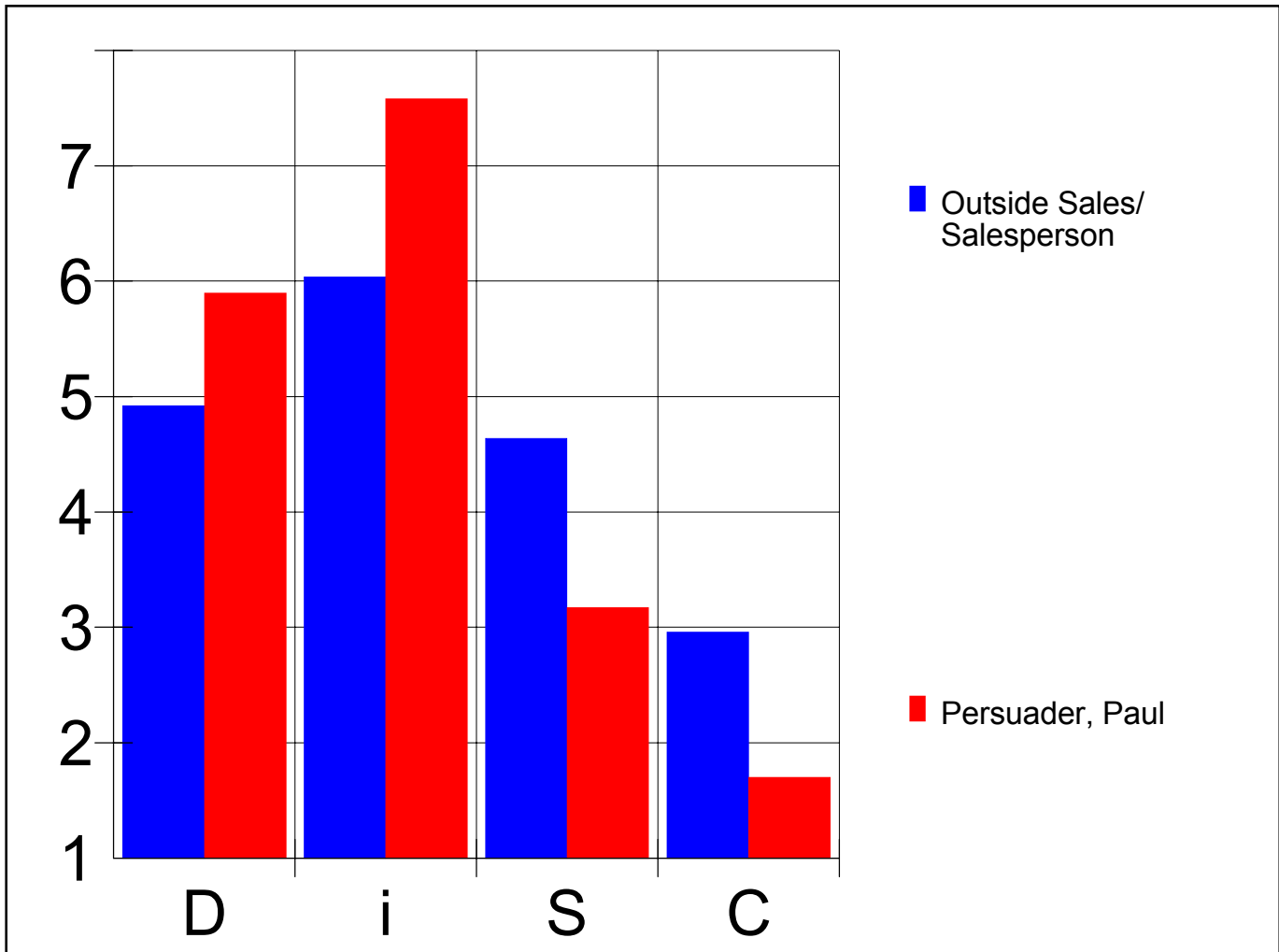
Dimensions of Behavior

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01-16-2002



Personal Profile System® Graph Single PPS/RBA Comparison



These graphs display the intensity levels for the role of Outside Sales as compared to Paul's Personal Profile. The Comparison Analysis on the following pages lists the behaviors that show a "good fit," "stretch" or "redirect" potential. Behaviors that are listed as a "good fit" are those behaviors in which the role requires a similar level of behavior as seems to be natural for Paul. Behaviors listed as "stretch" are those behaviors that the role requires more of than seems to be natural for him. The behaviors listed as "redirect" are those behaviors that the role requires less of than seems to be natural for him. The listed behaviors describe potential fit rather than actual observed behavior. The Performance Coaching Questions may be helpful in discovering Paul's actual experience in matching his behavior to the role requirements.



Comparison Analysis

Name: Paul Persuader

Completed by: self

Date: 01-16-2002

Environmental Focus: work

Classical Pattern: Persuader

Role: Outside Sales

Position: Salesperson

Department: Midwest Region

Organization: United Widget, Inc.

Source: Sales Manager

Date: 01-16-2002

GOOD FIT Behaviors:

- Taking higher risks based on potential results
- Taking risks on untested ideas
- Delegating responsibility to others for follow-up actions
- Moving forcefully, even if some people are offended
- Responding quickly to problems
- Directing the efforts of others
- Demanding immediate results
- Using power and authority to accomplish results
- Analyzing many factors when making decisions
- Checking accuracy of work, especially their own
- Listening with reservation to the opinions of others
- Remaining neutral when conflict first arises
- Demonstrating self-discipline by working alone
- Carefully following key procedures and processes
- Containing oneself when impatient or anxious
- Carefully weighing alternative methods, actions

STRETCH Behaviors:

- Considering the views of those who show disagreement
- Assuming responsibility to follow-through on details
- Maintaining methods proven effective in the past
- Following a methodical way of doing things
- Changing through careful and orderly planning process
- Responding to problems with study and cooperation
- Cooperating with others to complete tasks
- Developing a workable, repeatable routine

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Comparison Analysis

REDIRECT Behaviors:

- Influencing people through optimistic communication
- Verbalizing the thoughts and feelings of others
- Facilitating interaction between people
- Releasing tension in the group by interacting verbally
- Verbally encouraging others in their personal efforts
- Resolving conflict by initiating and facilitating discussion
- Using personal charm and enthusiasm
- Influencing or inspiring others verbally



Role Behavior Analysis™ Comparison Grid Single PPS/RBA

★ Outside Sales / Salesperson / Sales Manager

○ Persuader, Paul

		L	ML	M	MH	H
take risks on untested ideas	D			★	○	
verbalize the thoughts and feelings of others	i				★	○
respond to problems with study and cooperation	S		○	★		
analyze many factors when making decisions	C	○	★			
delegate responsibility to others for follow-up actions	D			★	○	
release tension in the group by interacting verbally	i				★	○
assume responsibility to follow-through on details	S		○	★		
contain oneself when impatient or anxious	C	○	★			
move forcefully, even if some people are offended	D			★	○	
resolve conflict by initiating and facilitating discussion	i				★	○
consider the views of those who show disagreement	S		○	★		
remain neutral when conflict first arises	C	○	★			
demand immediate results	D			★	○	
verbally encourage others in their personal efforts	i				★	○
develop a workable, repeatable routine	S		○	★		
carefully weigh alternative methods, actions	C	○	★			

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Role Behavior Analysis™ Comparison Grid Single PPS/RBA

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○ Persuader, Paul

		L	ML	M	MH	H
take higher risks based on potential results	D			★	○	
influence people through optimistic communication	i				★	○
maintain methods proven effective in the past	S		○	★		
listen with reservation to the opinions of others	C	○	★			
respond quickly to problems	D			★	○	
influence or inspire others verbally	i				★	○
change through careful and orderly planning process	S		○	★		
check accuracy of work, especially their own	C	○	★			
use power and authority to accomplish results	D			★	○	
use personal charm and enthusiasm	i				★	○
follow a methodical way of doing things	S		○	★		
carefully follow key procedures and processes	C	○	★			
direct the efforts of others	D			★	○	
facilitate interaction between people	i				★	○
cooperate with others to complete tasks	S		○	★		
demonstrate self-discipline by working alone	C	○	★			

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Performance Coaching Questions

The performance coaching questions listed in this section may be helpful in determining Paul's actual experience in stretching and redirecting his behavior to meet the requirements of the role. These questions are based on the potential fit defined by Paul's responses to the Personal Profile System® and the results of the Role Behavior Analysis™ for the role of Outside Sales.

Requiring Stretch

- How would you handle a job situation where your position required you to respond to problems with study and cooperation more often than you found comfortable?
- How would you handle a job situation where your position required you to assume responsibility to follow up on details more often than you found comfortable?
- How would you handle a job situation where your position required you to consider the views of those who show disagreement more often than you found comfortable?
- How would you handle a job situation where your position required you to develop a workable, repeatable routine more often than you found comfortable?
- How would you handle a job situation where your position required you to maintain methods proven effective in the past more of the time than you would have liked?
- How would you handle a job situation where your position required you to implement change through careful and orderly planning more of the time than you would have liked?
- How would you handle a job situation where your position required you to follow a methodical way of doing things more of the time than you would have liked?
- How would you handle a job situation where your position required you to cooperate with others in carrying out tasks more of the time than you would have liked?



Performance Coaching Questions

The performance coaching questions listed in this section may be helpful in determining Paul's actual experience in stretching and redirecting his behavior to meet the requirements of the role. These questions are based on the potential fit defined by Paul's responses to the Personal Profile System® and the results of the Role Behavior Analysis™ for the role of Outside Sales.

Requiring REDIRECT

- How would you handle a job situation where you were not able to verbalize the thoughts and feelings of others as much as you would have liked?
- How would you handle a job situation where you did not have the opportunity to release tension in the group by interacting verbally as much as you would have liked?
- How would you handle a job situation where you were not able to resolve conflict by initiating and facilitating discussion as often as you would have liked?
- How would you handle a job situation where you were not able to verbally encourage others in their personal growth as often as you would have liked?
- How would you handle a job situation where you were not able to influence others through optimistic communication as often as you would have liked?
- How would you handle a job situation where you were not able to influence or inspire others verbally as much as you would have liked?
- How would you handle a job situation where you would have liked to use more personal charm and enthusiasm than was expected in your position?
- How would you handle a job situation where your position did not allow you to facilitate interaction between people as much as you would have liked?



Worksheet for Comparison of RBA and PPS

After reviewing the descriptive and comparative information on the RBA, select those strategies that will increase the degree of fit between Paul's naturally occurring behavior and the behavioral expectations of the role. Use your knowledge of the specific needs of the role in this environment and your direct experience with Paul's behavior to develop action strategies.

1. List action strategies to help Paul Persuader re direct his naturally occurring behavioral tendencies to meet the behavioral expectations of the role.

2. List action strategies to help Paul Persuader stretch his naturally occurring behavioral tendencies to meet the behavioral expectations of the role.



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