



Profiles[™] International
imagine great people

Russ Sample
Academic Scholar
Mentoring & Guidance Report
D.I.S.C. Graphic Summary

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Motivating & Guiding Students to Greater Heights

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:



Scale I measures control, ambition and results orientation

Scale II:



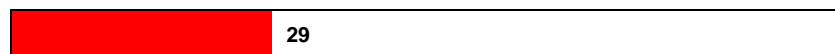
Scale II measures social influence, positive expectancy and expressiveness

Scale III:



Scale III measures patience, composure and being a team player

Scale IV:



Scale IV measures precision and analytical / quality orientation

Scale V:



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.

Profiles Assessments Quick Reference Guide

PROFILES PERFORMANCE INDICATOR

Profiles Performance Indicator Scale	High Scorer Characteristics
Scale I	<ul style="list-style-type: none"> • Decisive and direct, likes to control the work environment • Works best with minimal supervision and control • Takes a challenge easily • Comfortable with change • Better with the big picture than the details • Self-starter • Competitive • Results-oriented
Scale II	<ul style="list-style-type: none"> • Generally optimistic and enthusiastic • A good promoter and motivator • Enjoys freedom of movement • Extroverted • People-oriented • Good at persuading others • Outgoing
Scale III	<ul style="list-style-type: none"> • A dependable and steady team worker • A stable and predictable work environment • Friendly and usually works to get along with co-workers • May need time to adjust to change • Dependable
Scale IV	<ul style="list-style-type: none"> • An analytical individual who appreciates working with details • Enjoys working where critical thinking is needed • A conscientious person with a well-developed idea of 'right and wrong' • Maintains high standards • Tends to be organized

PPI Scale	Low Scorer Characteristics	High Scorer Characteristics
Scale V	<ul style="list-style-type: none"> • Responds to external motivation • Usually an effective team member who follows direction well • Comfortable with a strong manager and leader 	<ul style="list-style-type: none"> • Internally motivated to make own decisions and then take action • Forceful, will seek to be in charge and in control • Strong willed