

## Personalized Description and Success Strategies

- **Comparison of Multiple PPSs**

### Sample DiSC Team Behavioral Continuum

Tuesday, June 04, 2013

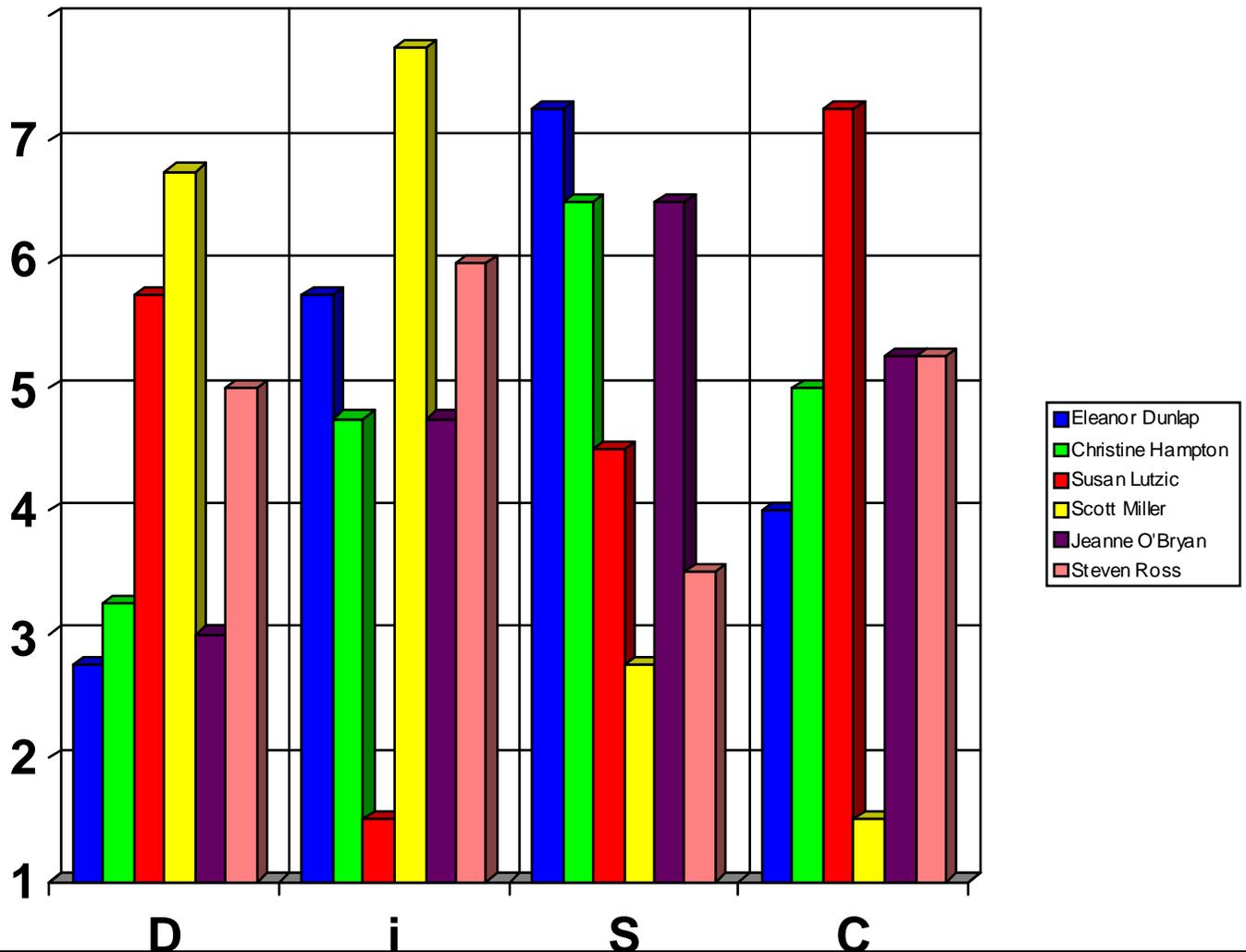
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# Personal Profile System<sup>®</sup> Graph



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.*

◆ Eleanor Durlap    ○ Christine Hampton    ✕ Susan Lutzic    ✕ Scott Miller    ▲ Jeanne O'Bryan    + Steven Ross

	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		▲ ✕	○		+ ◆ ✕