



TeamScan[®]

by Professional DynaMetric Programs (PDP)

This: Real Team: Analysis of Basic
(Printed on 5/9/00)

Is Specially Prepared for:
Sample Company
(Survey date: 5/9/00 11:52:00 AM)

By the Offices of:

JCM Consulting, Inc.
175 West 200 South
3006
Salt Lake City UT 84101

Your PDP Representative is:

Clyde Johnson
801-322-3700
801-322-3708
consultingjcm@msn.com

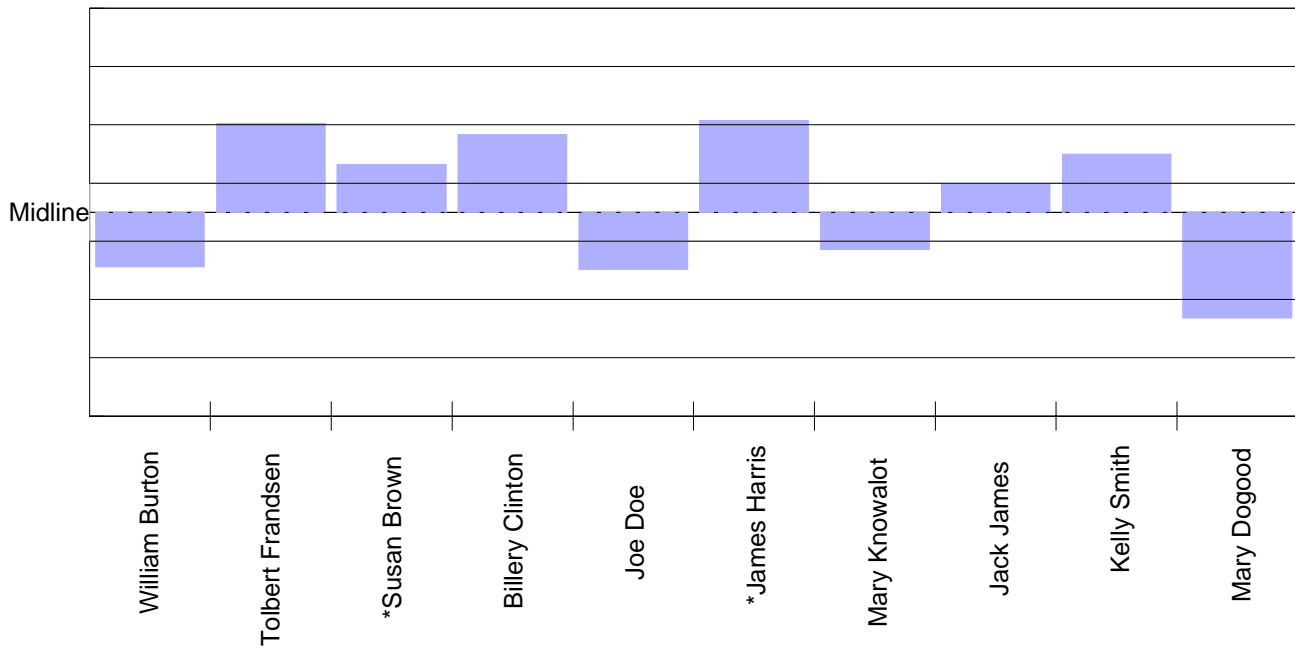
Sample Company



DOMINANCE

60% Dominance Above Mid Line, *30% Dominance as Highest Trait

DOMINANCE above mid line: Self-confident, decisive, conceptually analytical, aspiring, self starting, controlling, strong impact on others, results-oriented.



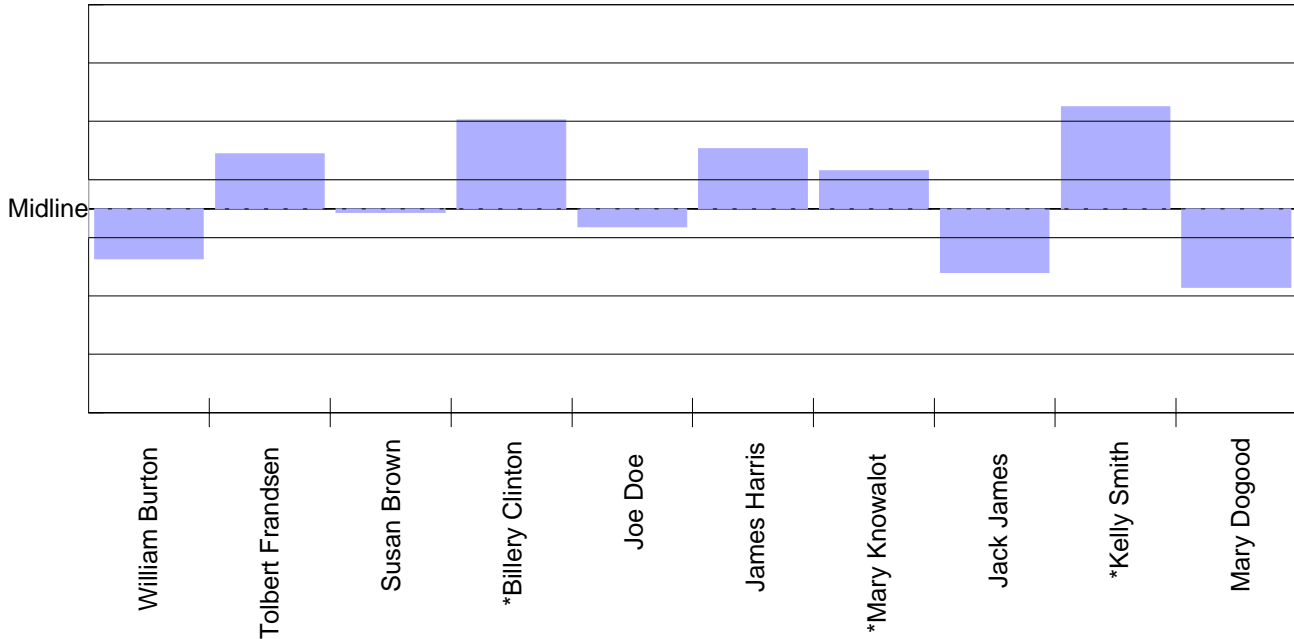
DOMINANCE below mid line: Supportive, accepting, tolerant and peace-loving; place a good deal of importance on security and look for strong leadership.



EXTROVERSION

50% Extroversion Above Mid Line, *30% Extroversion as Highest Trait

EXTROVERSION above mid line: Friendly, empathetic, intuitive, interested in people, persuasive, enthusiastic, team-oriented.



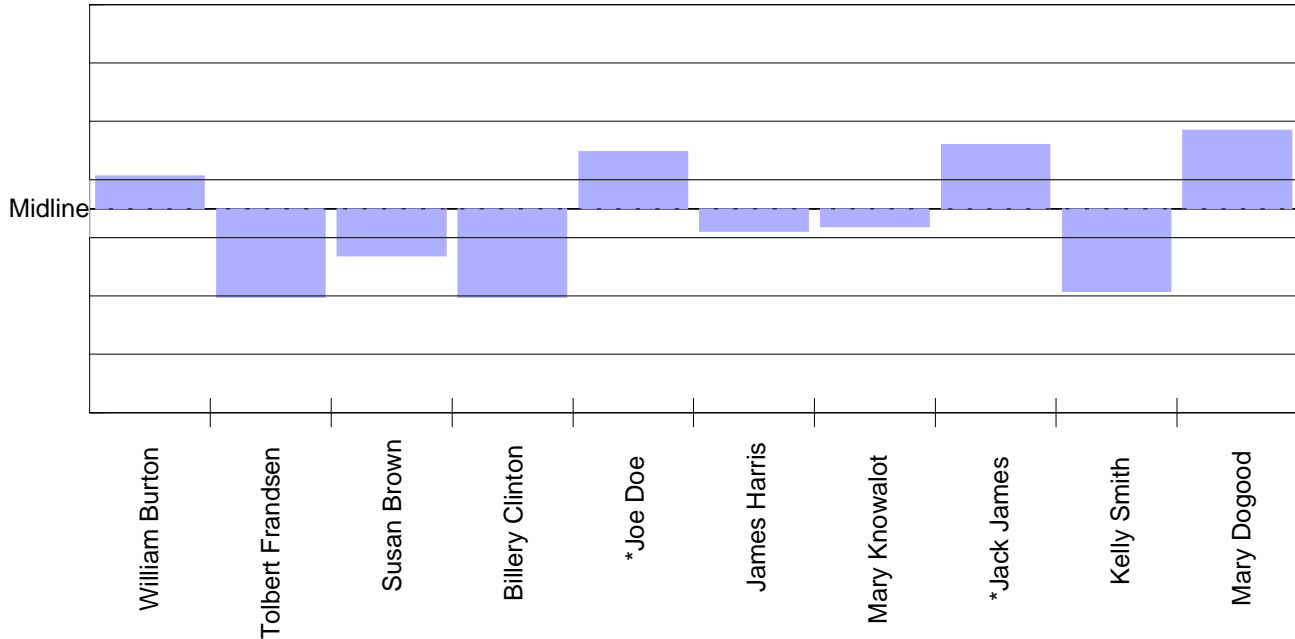
EXTROVERSION below mid line: Reserved, sincere, communicates when necessary, enjoy private time, selective-communicator.



PACE

40% Pace Above Mid Line, *20% Pace as Highest Trait

PACE above mid line: Steady, unhurried, persistent, cooperative, pleasant, able to take what comes and make the best out of it.



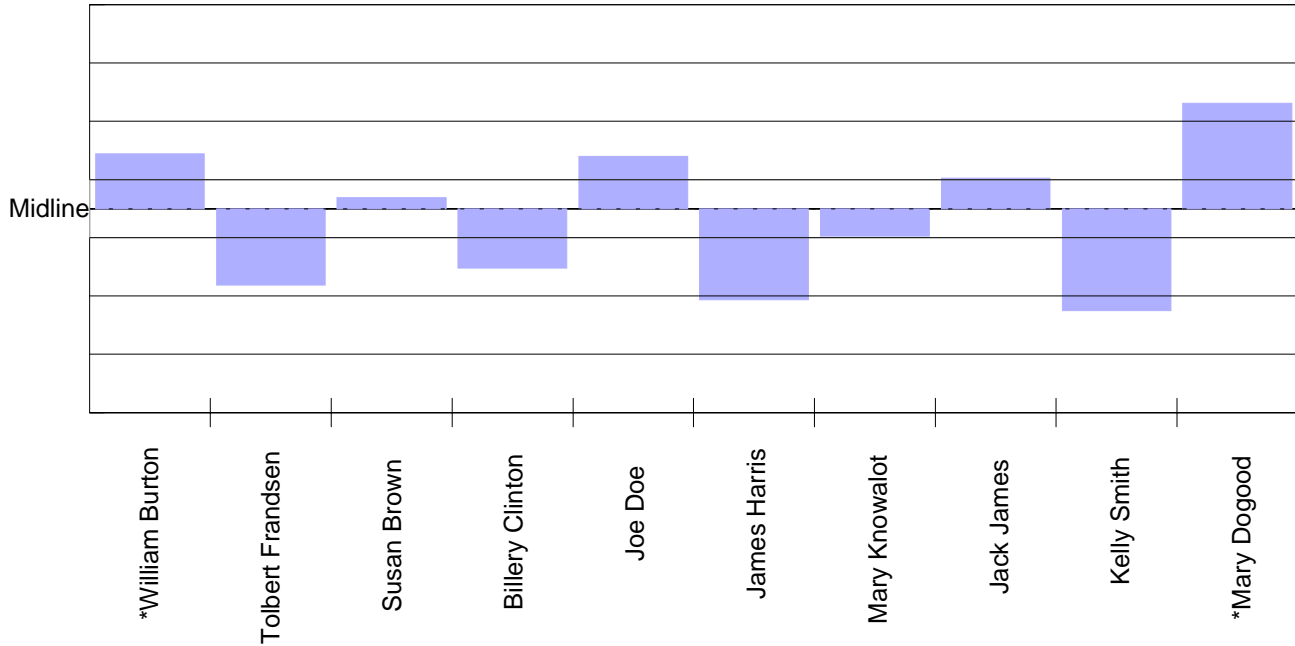
PACE below mid line: Fast-paced, action-oriented, impatient, a doer and driver, like and seek changes.



CONFORMITY

50% Conformity Above Mid Line, *20% Conformity as Highest Trait

CONFORMITY above mid line: Concerned, thoughtful, structured, prudent, system-oriented, detailed and accurate.



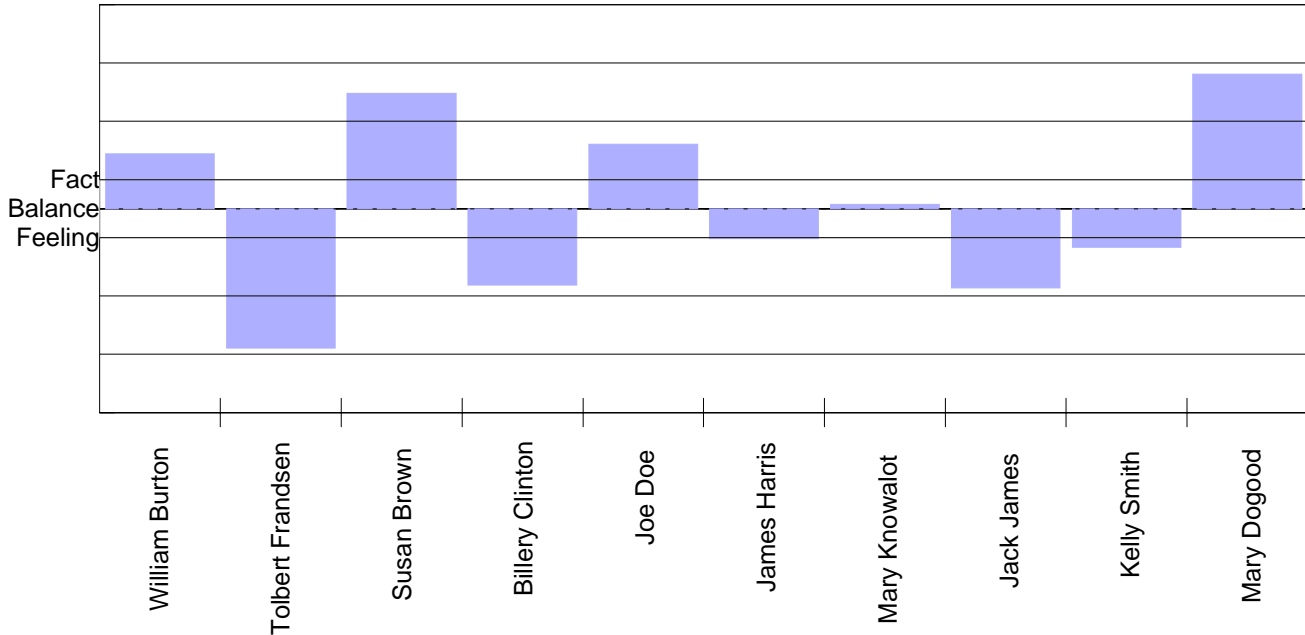
CONFORMITY below mid line: Non-traditional, candid, big-picture, independent, "free thinker," prefer to delegate technical matters.



LOGIC

40% Fact, 50% Feeling, 10% Balance

FACT: Analytical, deliberate decision making process based on documented facts, skeptical of decisions made any other way.

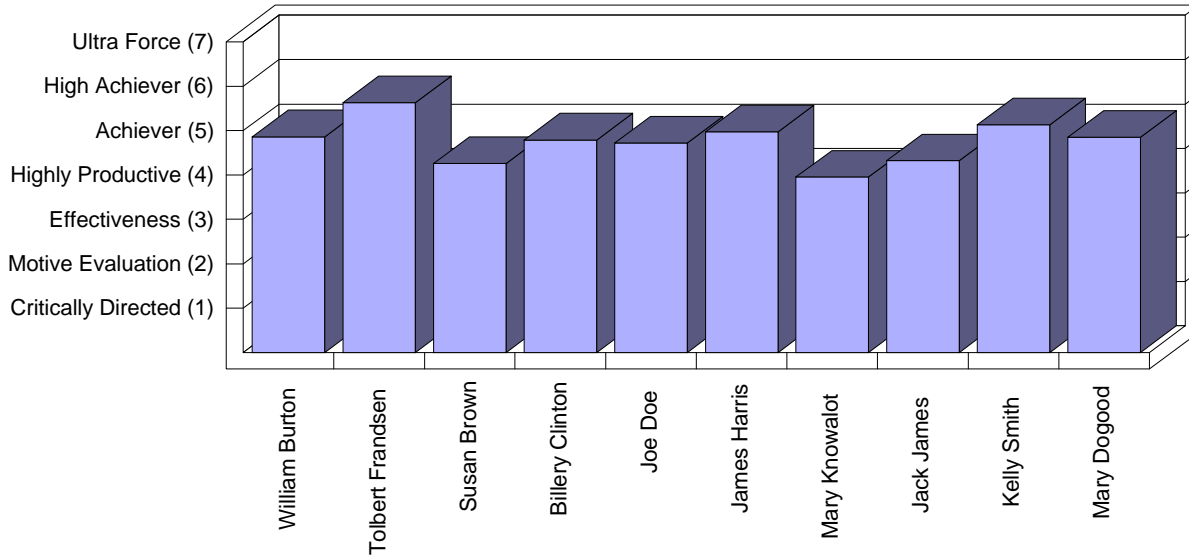


FEELING: Can make decisions quickly based on an inner sense, base decisions on experiences, observations, knowledge of proven facts, etc., resulting in instant and valid decisions which can be trusted.



ENERGY LEVEL

— the amount of energy to do a task —



| Basic | Energy Level Descriptions |
|-------|--|
| 0% | Ultra Force Zone (7) An awesome energy force, almost any task can be accomplished, have to have outlets to expend energy. |
| 20% | High Achiever Zone (6) Endless energy, need diverse ways to channel energy. |
| 70% | Achiever Zone (5) Accomplishes tasks very successfully, may need additional activities to utilize the energies one has to offer. |
| 10% | Highly Productive Zone (4) Productive and successful with task accomplishments, additional activities can be accommodated. |
| 0% | Effectiveness Zone (3) Sufficient energy to be effective in today's complex society, industry standards are geared to this level. |
| 0% | Motive Evaluation Zone (2) Evaluate goals and focus energies accordingly, make every move count to get the task done. |
| 0% | Critically Directed Zone (1) Use energies with singleness of purpose, identify the priority(s) of life, specifically direct efforts for accomplishing tasks. |



TeamScan®

by Professional DynaMetric Programs (PDP)

This: Real Team: Analysis of Priority

(Printed on 5/9/00)

Is Specially Prepared for:

Sample Company

(Survey date: 5/9/00 11:52:00 AM)

By the Offices of:

JCM Consulting, Inc.
175 West 200 South
3006
Salt Lake City UT 84101

Your PDP Representative is:

Clyde Johnson
801-322-3700
801-322-3708
consultingjcm@msn.com

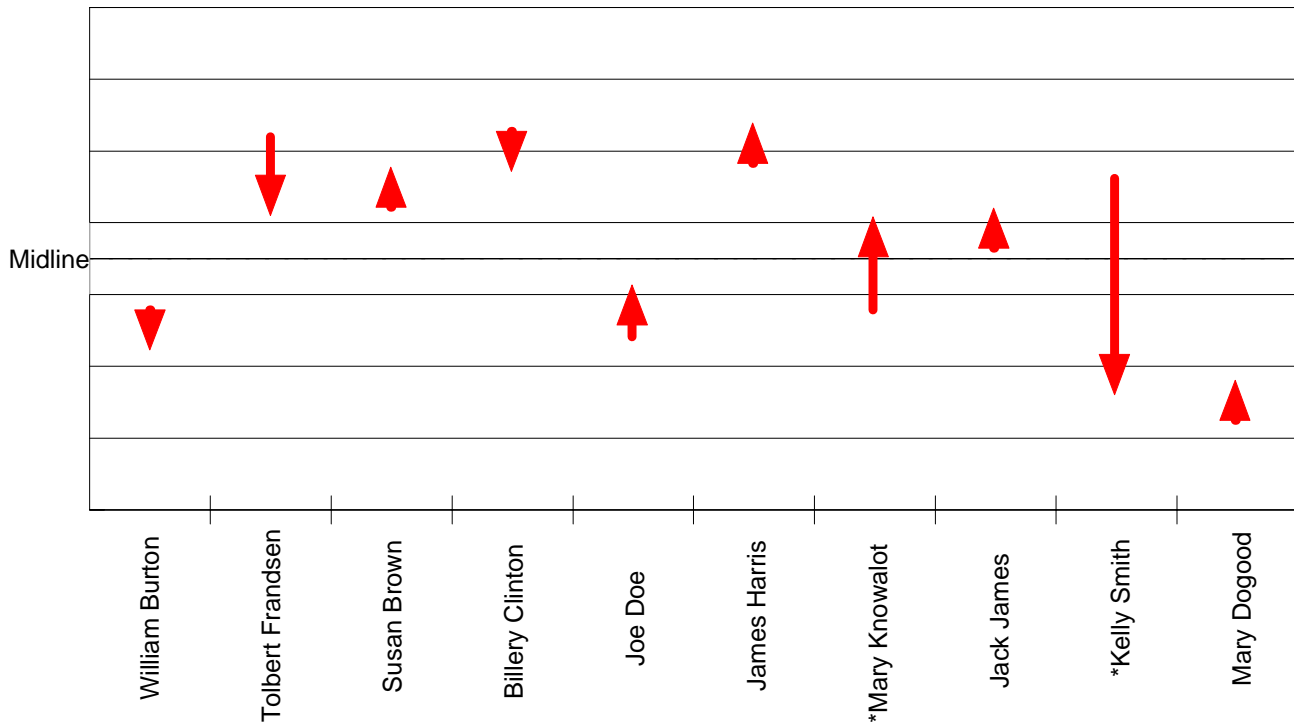
Sample Company



DOMINANCE

60% Increasing Dominance, 40% Decreasing Dominance

Increasing "DOMINANCE": More in charge and/or more assertive and forceful. Positioned into a new management role or there are expectations to assume more control. Emphasis on being more assertive in order to get results.



Decreasing "DOMINANCE": Stepping back and not being as forceful or assertive as would be natural. Attempting to delegate more authority than usual, or conversely, authority is being taken away.

*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Real Team Discussion:

Why is there the feeling to make adjustments?

or

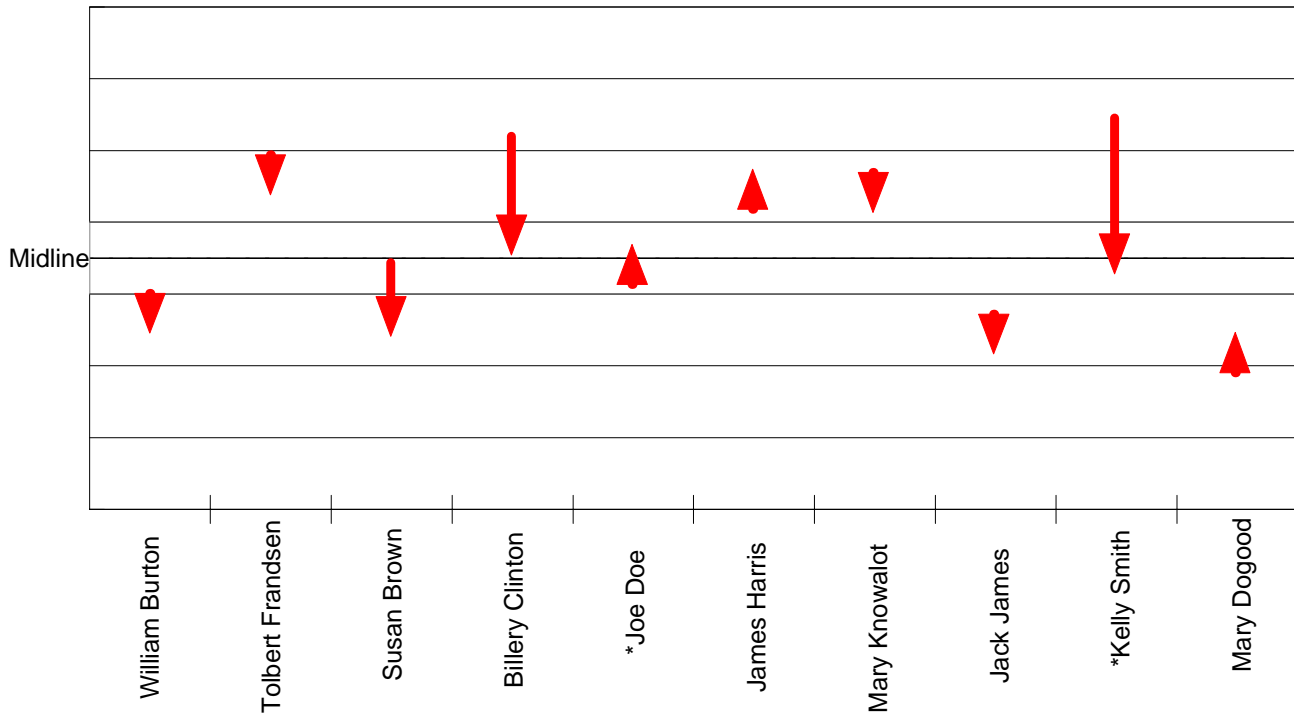
What is forcing the need to make adjustments?



EXTROVERSION

30% Increasing Extroversion, 70% Decreasing Extroversion

Increasing "EXTROVERSION": Sensitive in terms of people. More communicative in general, working to develop more people skills. Emphasis on public relations. Need to be more outgoing and social.



Decreasing "EXTROVERSION": Less communicative, less outgoing and quieter. Finding it necessary to deal with people more objectively. Has experienced disappointment, rejection or required to be alone for an extended time.

*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Real Team Discussion:

Why is there the feeling to make adjustments?

or

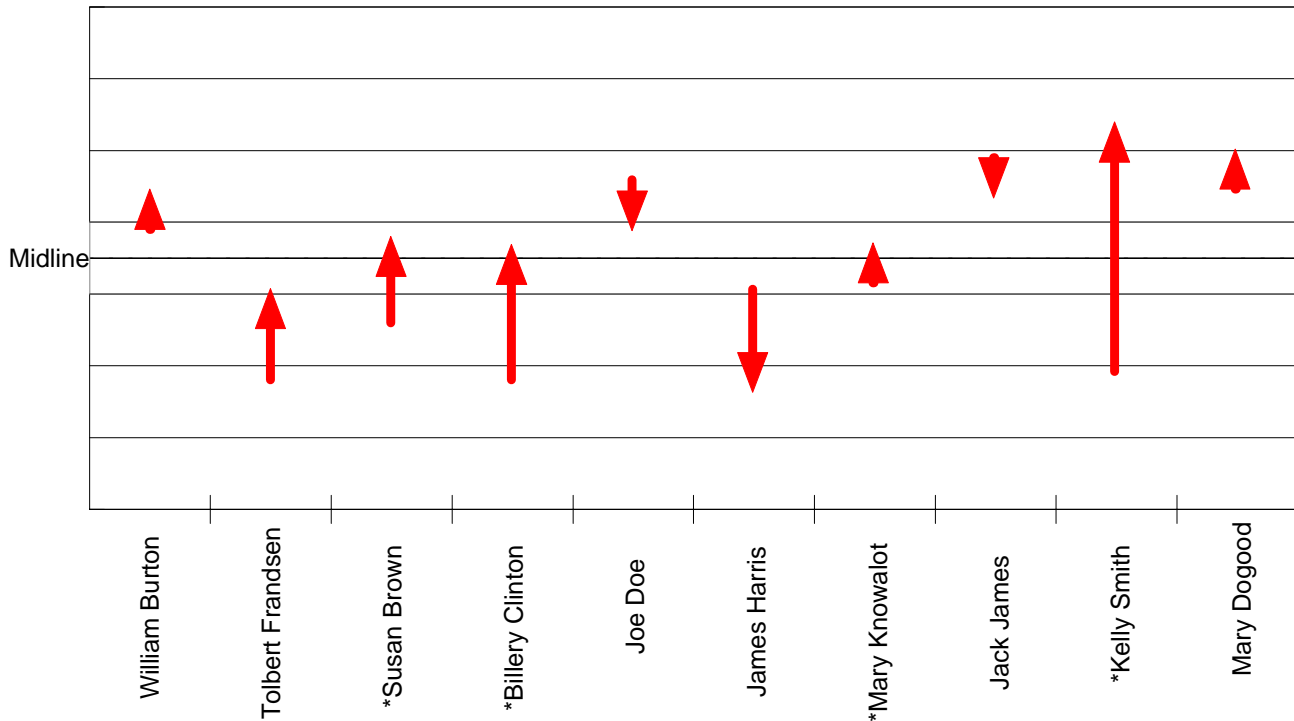
What is forcing the need to make adjustments?



PACE

70% Increasing Pace, 30% Decreasing Pace

Increasing "PACE": Waiting for things to happen, trying to be more casual and easygoing. Realization that things are not going to happen as quickly as would like, and are not pushing as hard as would be natural.



Decreasing "PACE": Need more done in less time. Imposed deadlines not being met causing sense of urgency to be moving at a faster pace.

*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Real Team Discussion:

Why is there the feeling to make adjustments?

or

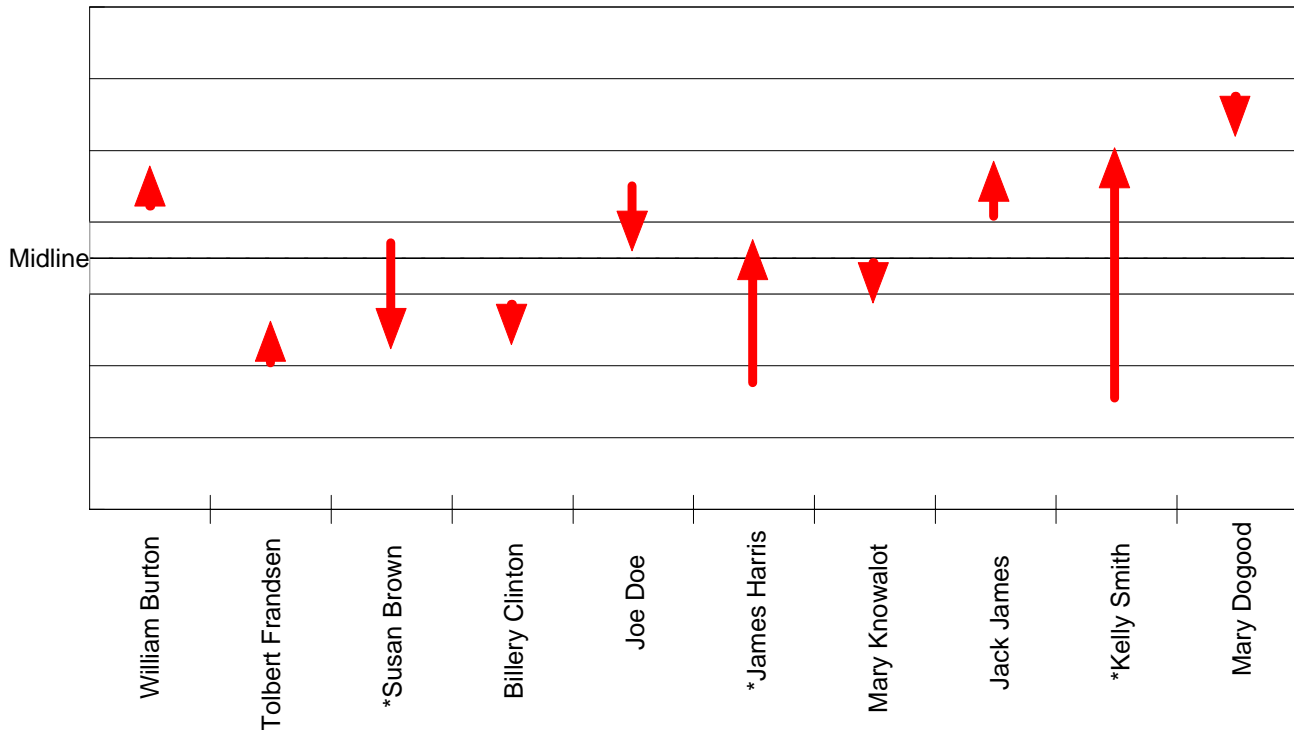
What is forcing the need to make adjustments?



CONFORMITY

50% Increasing Conformity, 50% Decreasing Conformity

Increasing "CONFORMITY": Paying attention to the system or details, emphasizing preciseness and accuracy. Trying to get things more organized or establishing systems. Need to place an emphasis on quality.



Decreasing "CONFORMITY": Eliminating or delegating some details, looking more at the big-picture, being more open-minded, taking more risks, asserting more independence and breaking away from tradition. Pressure to forego quality in lieu of concern for production.

*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Real Team Discussion:

Why is there the feeling to make adjustments?

or

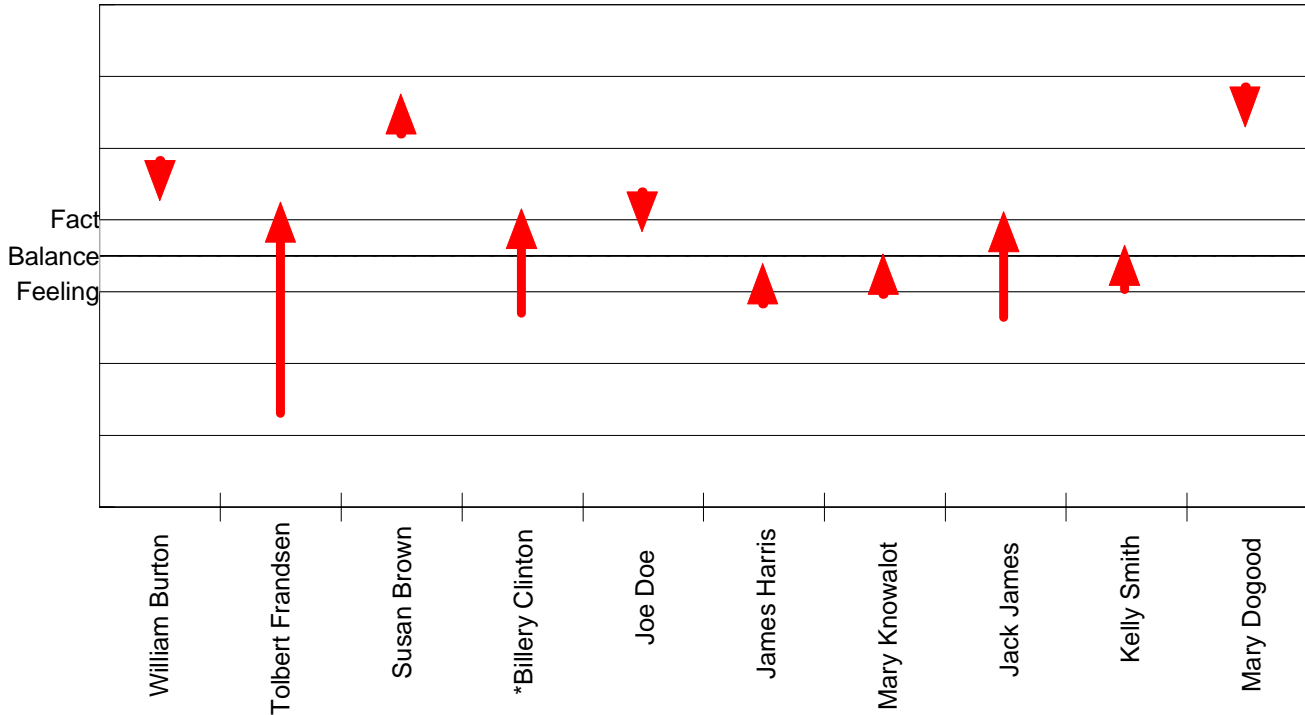
What is forcing the need to make adjustments?



LOGIC

70% Increasing Logic, 30% Decreasing Logic

Increasing "FACT": More objective in decision making process, requiring more figures and numbers or the gathering of more data for proof in order to validate decisions.



Increasing "FEELING": Using more empathy and intuition in making decisions. Make decisions in a shorter amount of time without documented facts.

*The intensity of this adjustment is very significant as it is creating an OPPOSITE style from that which is NATURAL.

Real Team Discussion:

Why is there the feeling to make adjustments?

or

What is forcing the need to make adjustments?



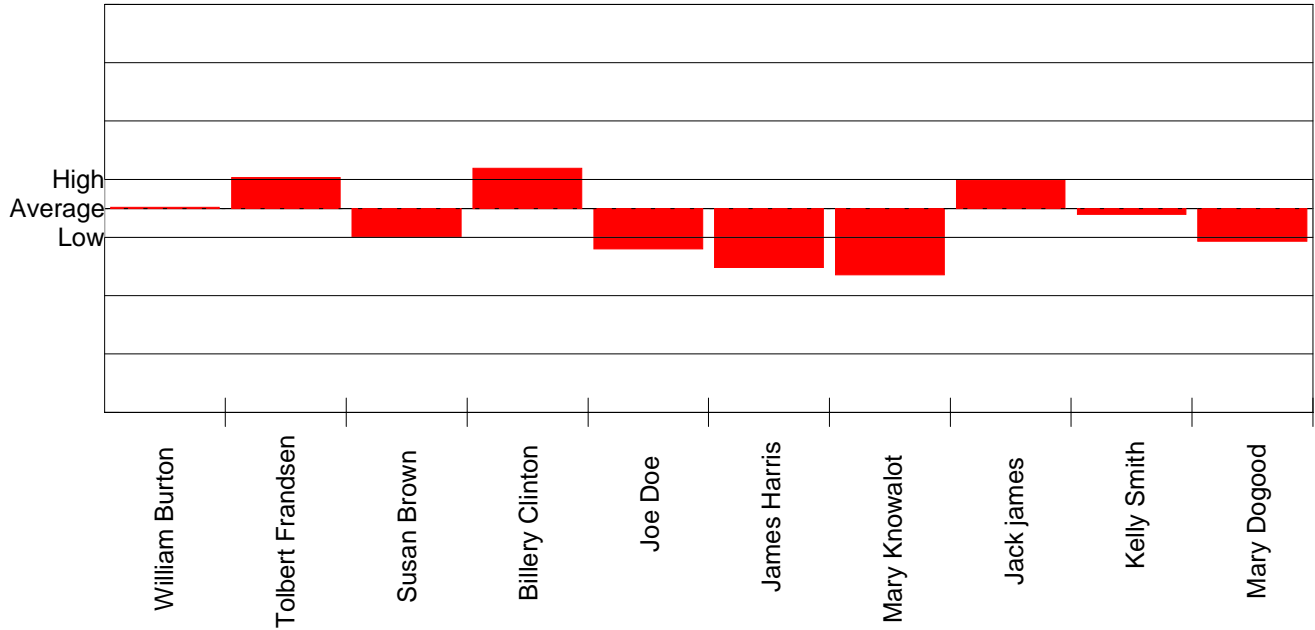
SATISFACTION

Achieving personal GOALS and ASPIRATIONS

— indication of level of morale and feeling rewarded for efforts in life, both work and personal —

50% High Satisfaction, 20% Average Satisfaction, 30% Low Satisfaction

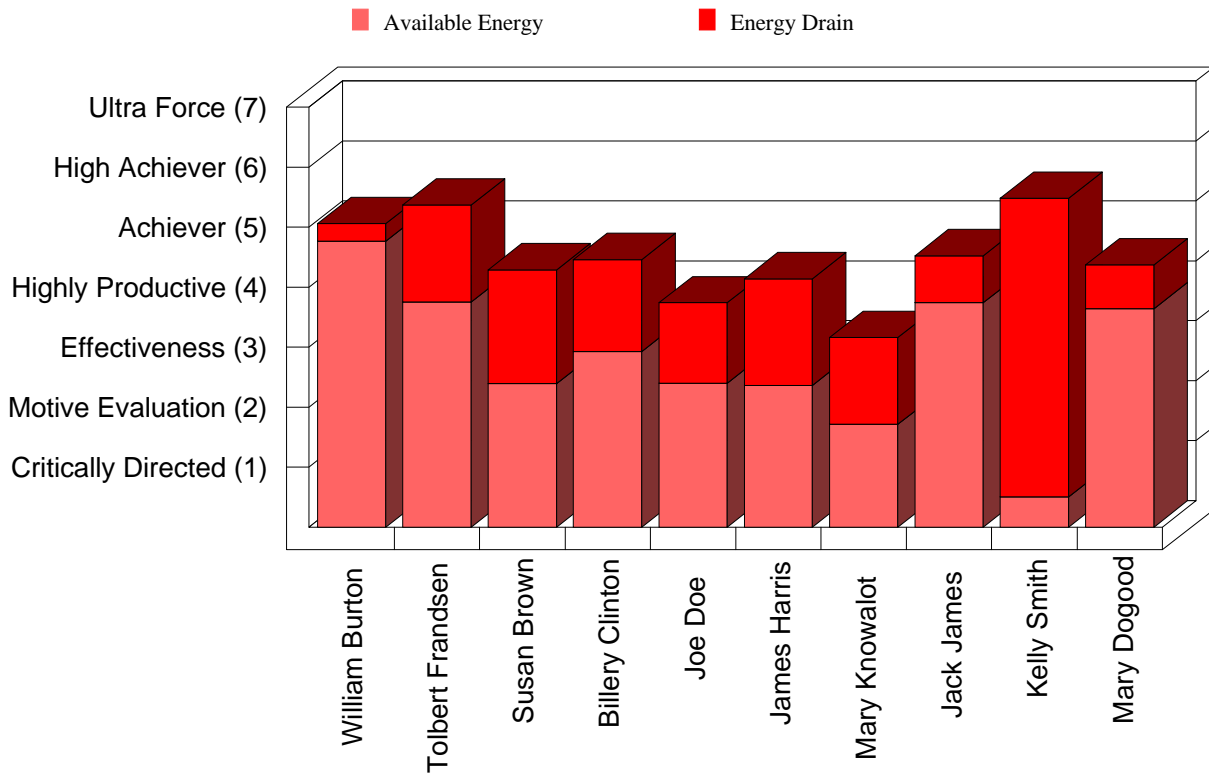
HIGH Satisfaction: Feeling of high morale, getting many rewards, feeling fulfilled



LOW Satisfaction: Not getting rewards for effort put forth, may feel discouraged misused



ENERGY DRAIN & AVAILABLE ENERGY





TeamScan®

by Professional DynaMetric Programs (PDP)

This: Real Team: Analysis of Predictor

(Printed on 5/9/00)

Is Specially Prepared for:

Sample Company

(Survey date: 5/9/00 11:52:00 AM)

By the Offices of:

JCM Consulting, Inc.
175 West 200 South
3006
Salt Lake City UT 84101

Your PDP Representative is:

Clyde Johnson
801-322-3700
801-322-3708
consultingjcm@msn.com

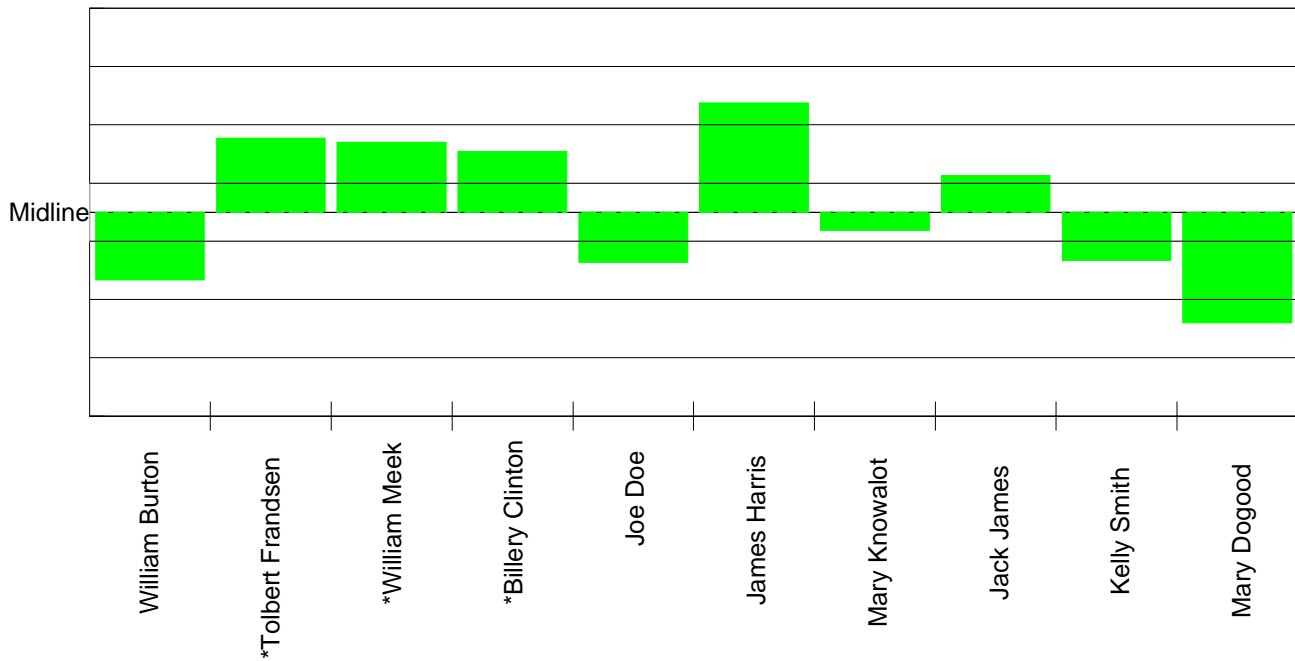
Sample Company



DOMINANCE

50% Dominance Above Mid Line, *40% Dominance as Highest Trait

DOMINANCE above mid line: Self-confident, decisive, conceptually analytical, aspiring, self starting, controlling, strong impact on others, results-oriented.



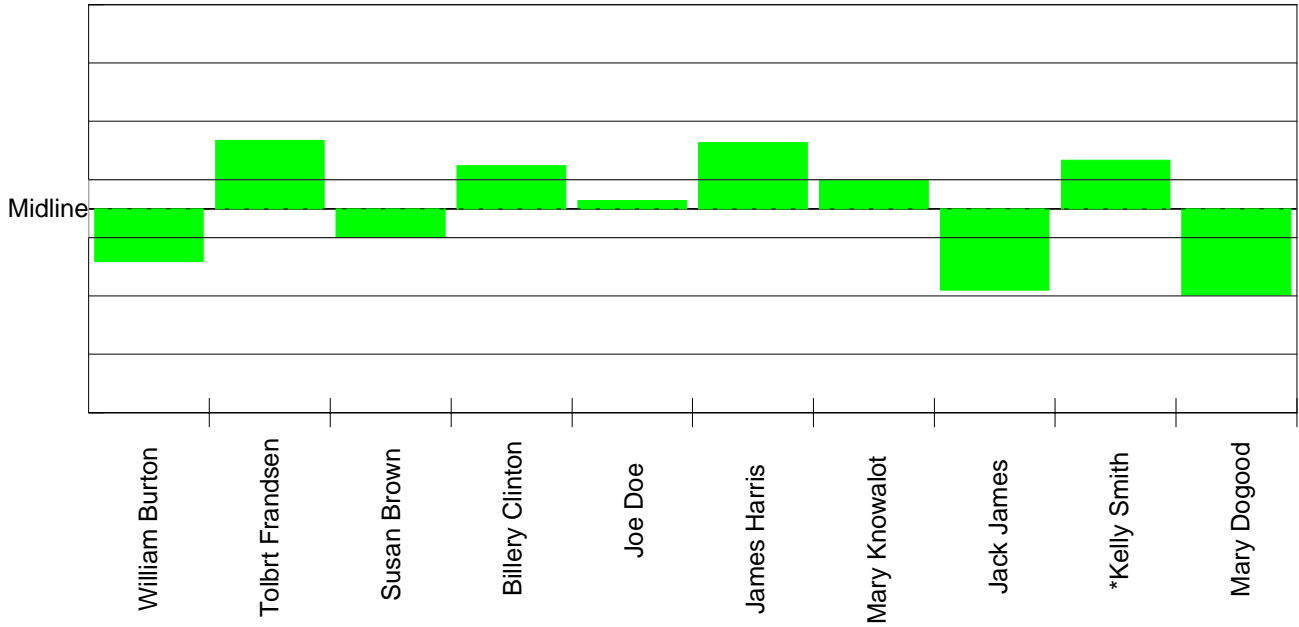
DOMINANCE below mid line: Supportive, accepting, tolerant and peace-loving; place a good deal of importance on security and look for strong leadership.



EXTROVERSION

60% Extroversion Above Mid Line, *20% Extroversion as Highest Trait

EXTROVERSION above mid line: Friendly, empathetic, intuitive, interested in people, persuasive, enthusiastic, team-oriented.



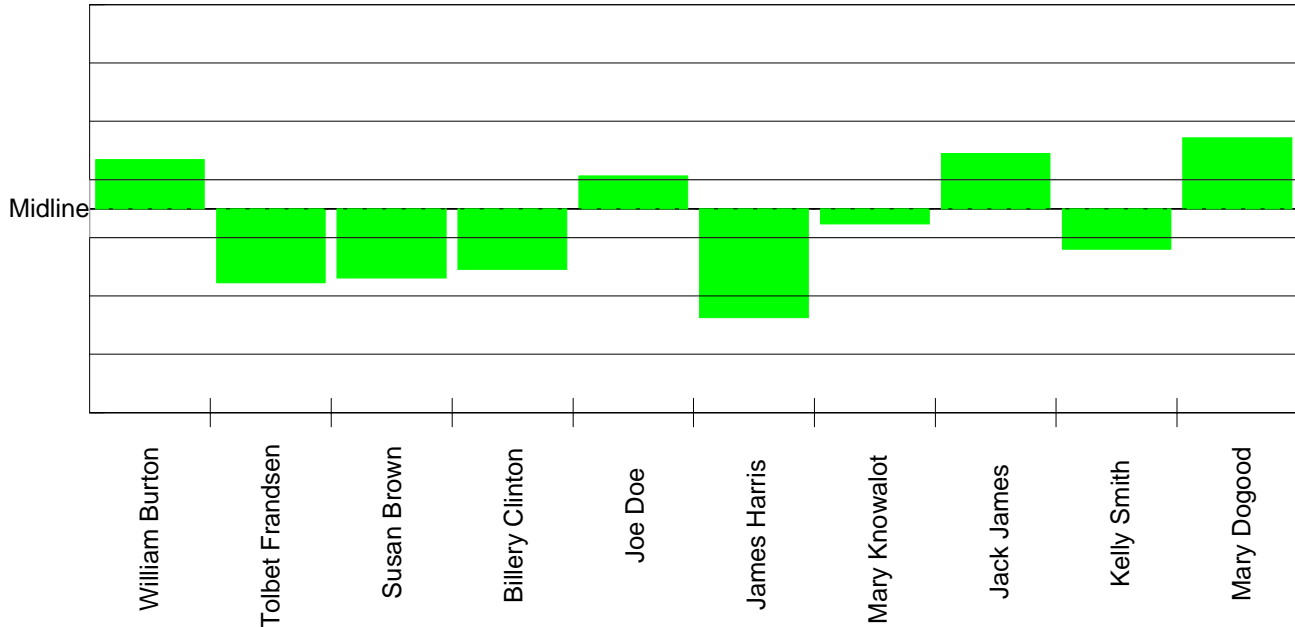
EXTROVERSION below mid line: Reserved, sincere, communicates when necessary, enjoy private time, selective-communicator.



PACE

40% Pace Above Mid Line, *0% Pace as Highest Trait

PACE above mid line: Steady, unhurried, persistent, cooperative, pleasant, able to take what comes and make the best out of it.



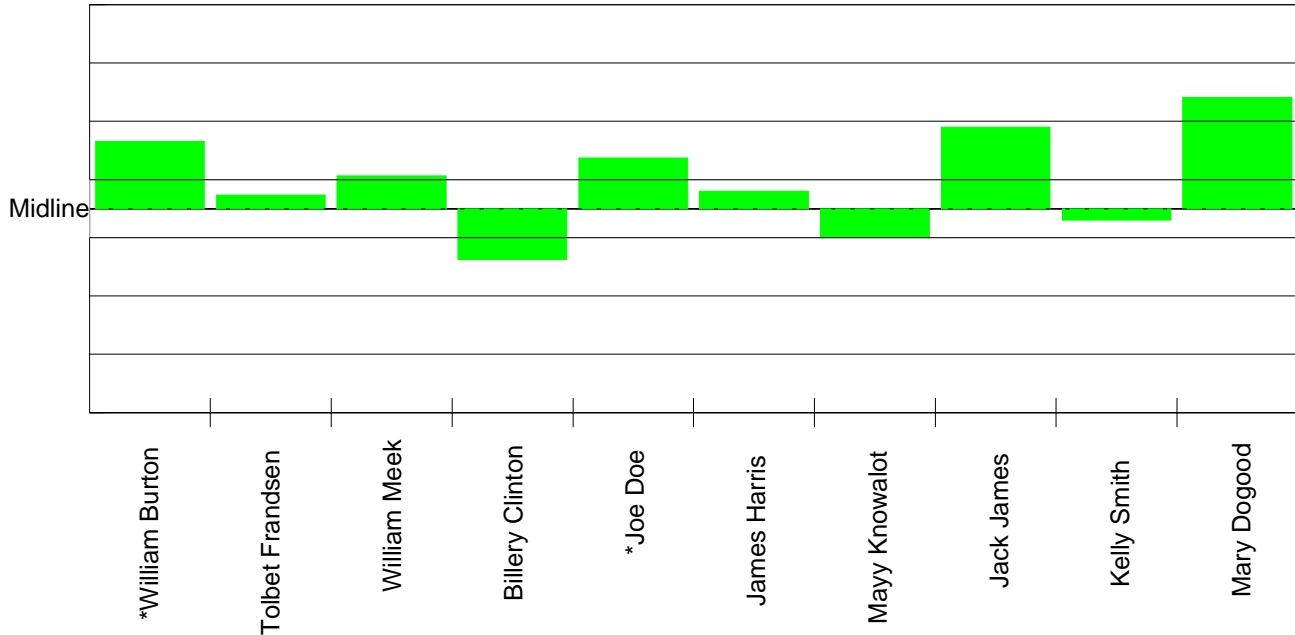
PACE below mid line: Fast-paced, action-oriented, impatient, a doer and driver, like and seek changes.



CONFORMITY

70% Conformity Above Mid Line, *40% Conformity as Highest Trait

CONFORMITY above mid line: Concerned, thoughtful, structured, prudent, system-oriented, detailed and accurate.



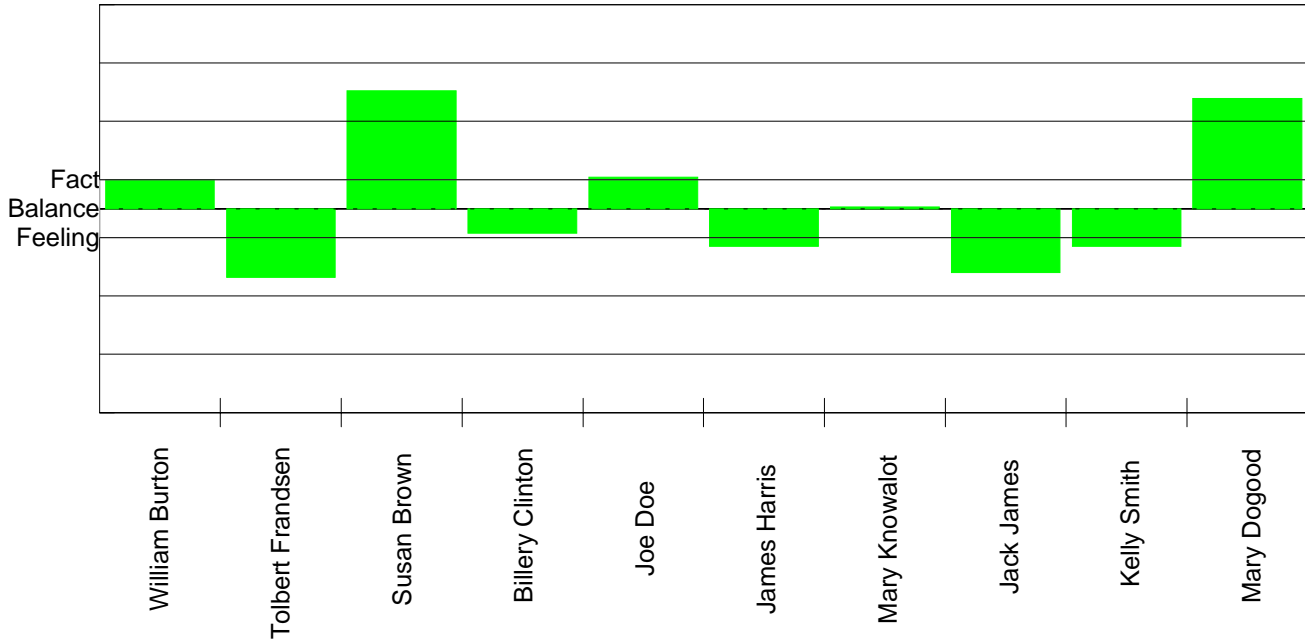
CONFORMITY below mid line: Non-traditional, candid, big-picture, independent, "free thinker," prefer to delegate technical matters.



LOGIC

40% FAC, 50% FEL, 10% BAL

FACT: Analytical, deliberate decision making process based on documented facts, skeptical of decisions made any other way.

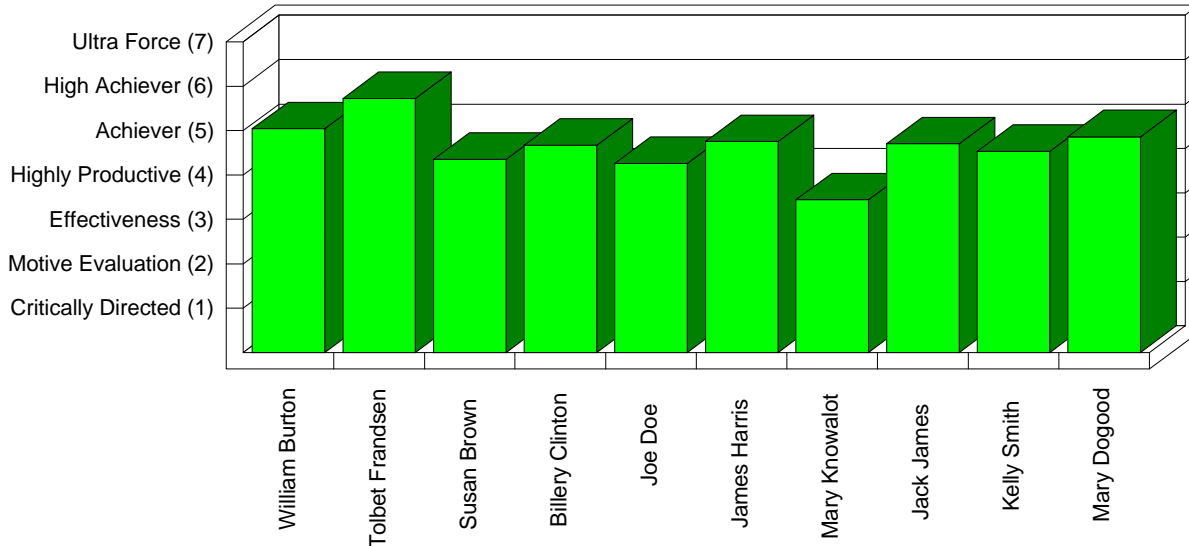


FEELING: Can make decisions quickly based on an inner sense, base decisions on experiences, observations, knowledge of proven facts, etc., resulting in instant and valid decisions which can be trusted.



ENERGY LEVEL

— the amount of energy to do a task —



| Predictor | Energy Level Descriptions |
|-----------|--|
| 0% | Ultra Force Zone (7) An awesome energy force, almost any task can be accomplished, have to have outlets to expend energy. |
| 20% | High Achiever Zone (6) Endless energy, need diverse ways to channel energy. |
| 70% | Achiever Zone (5) Accomplishes tasks very successfully, may need additional activities to utilize the energies one has to offer. |
| 10% | Highly Productive Zone (4) Productive and successful with task accomplishments, additional activities can be accommodated. |
| 0% | Effectiveness Zone (3) Sufficient energy to be effective in today's complex society, industry standards are geared to this level. |
| 0% | Motive Evaluation Zone (2) Evaluate goals and focus energies accordingly, make every move count to get the task done. |
| 0% | Critically Directed Zone (1) Use energies with singleness of purpose, identify the priority(s) of life, specifically direct efforts for accomplishing tasks. |