

PRO Development™

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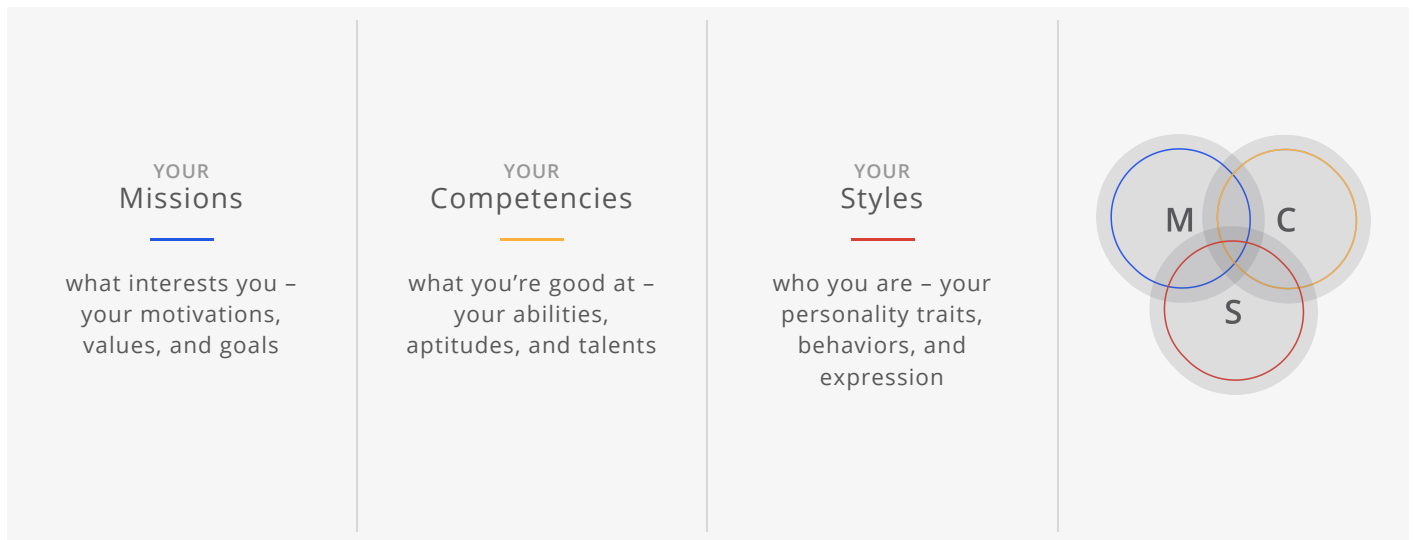


INTRODUCTION

You were created for purpose, a specific purpose. Discovering your purpose largely depends on your own self-awareness. Maximizing your individual potential must be rooted in who you are and what matters most to you. When you truly know yourself it is much easier to know what to do in any situation

such as what schools to attend, what courses to study and what careers to pursue. By making good choices in these areas you bring greater value to others and accomplish greater results in life.

PRO-D deepens self-awareness by assessing your personally unique combination of:



Leadership Development

It is essential to integrate the personal insights you gain from this report into an action strategy. The following recommendations will be helpful as you get started.

Learning activity:

1. Study this feedback report by reading it several times until you understand what it has to say
2. Give attention to the reflections posed throughout the report
3. Share the information with a trusted family member, teacher or mentor to gain additional insights

Increasing your effectiveness:

1. Use the Action Plan at the end of this document to drive your future decision making
2. Focus on three behavior changes you think are the most important
3. Revisit your report periodically and assess your progress on your commitments
4. Use the language in this report to powerfully describe yourself as you connect with your unique value and strength



YOUR PROFILE - A SNAPSHOT OF MCS

From the survey that you completed, insights were gained in three central areas: missions, competencies, and styles. The statements below provide insight and validation about who you are, which can be helpful when pursuing school and career opportunities. In life, you will find yourself in many different environments (i.e. school, work, social, etc.). You will best represent who you are when you understand the “whole” you.

Missions

You are motivated to study difficult puzzles, help people, and create something unique. Exciting missions at work will involve discovering unique answers, teaching and advising others, and designing new products. You might be conflicted at times between simultaneously wanting to spend the time necessary to analyze a problem, demonstrate that you care for people, and focus on making something truly extraordinary. Keeping motivated will involve finding resolution to these tensions so your energy is positively directed toward activities that matter to you. One key for you might be to think like a creative developmental consultant. You will need to connect with your clients in personal and friendly ways, but also search out subtle insights and creative solutions that really solve their problems.

Competencies

Your primary competencies are detailed analysis, practical thinking, and creative thinking. As such, you will be drawn to teams in your organization that concentrate on Intelligence, Logistics, and Development. You will likely pride yourself on your ability to solve complex problems, get things done, and create new products and services.

Styles

Your dominant traits will cause you to be a person who is caring, but at the same time, action-oriented and meticulous. You will really want to see tangible results from projects that you become involved with, not just kind words. Being analytical in nature will also cause you to be a perfectionist. You will be drawn to environments where you can be helpful, but you can occasionally be tough and insensitive to your co-workers. Moreover, you might be frustrated with yourself at times because you want time to think through the details, but also want to see continual accomplishment. Your care will have you hold back from criticizing, but internally you will also hold tensions. Find outlets and ways to balance your internal tensions or you'll end up hurting the very people you are trying to help. Overall, you will be a real good researcher and problem-solver, but communicate and be patient so people can realize your expertise.



Reflections...

Highlight the statements with which you strongly agree or that resonate the most. What is your overall reaction to the first glimpse at your results?

How close do these statements resemble your perceptions of yourself?

Consider reviewing these with someone who knows you well for their reaction.



CAREER VALUE AREAS OVERVIEW

These elements of Mission, Competency, and Style are measured across nine key Career Value Areas which are broad descriptions of people types. Each Career Value Area offers different types of challenges and opportunities, and reflects different kinds of personal and vocational values. The nine Career Value Areas are listed below. Beneath the name of each area is a brief phrase that identifies the key component, or “what matters,” in that area. Broader definitions of the Career Value Areas appear on the next page.

1

Societal Change
INFLUENCING OPINIONS

2

Theoretical Discovery
ANSWERING QUESTIONS

3

Strategic Decisions
MANAGING PLANS

4

Human Development
HELPING PEOPLE

5

Entrepreneurial Challenge
TAKING RISKS

6

Production Efficiency
MAINTAINING ORDER

7

Artistic Creativity
DESIGNING INNOVATIONS

8

Natural Appreciation
KEEPING BALANCE

9

Motivational Energy
ENERGIZING OTHERS



CAREER VALUE AREAS DEFINITIONS

1

Societal Change | INFLUENCING OPINIONS

You care about things that affect society. Because of your concerns, you want to involve yourself in issues, make statements, and communicate your ideas to effect changes and influence opinions toward the common good.

2

Theoretical Discovery | ANSWERING QUESTIONS

You want to seek out underlying reasons for why things happen. In order to answer tricky technical and perplexing questions, you need to investigate and find explanations for complex problems. You prove your theories and others benefit.

3

Strategic Decisions | MANAGING PLANS

You want to make important decisions. Your capacity to see the big picture and to develop logical and effective strategies positions you to manage and advise professional enterprises. Effective planning helps you solve problems.

4

Human Development | HELPING PEOPLE

You are a caring person who wants to help people to help themselves. Because of your compassion and service-orientation, you respond to the developmental needs of the people around you – be it to comfort, counsel, or teach.

5

Entrepreneurial Challenge | TAKING RISKS

You are motivated to go on adventures and explore new territories. Your desire for excitement and competition will involve you in entrepreneurial and challenging circumstances so you can overcome obstacles and enjoy the rewards of victory.

6

Production Efficiency | MAINTAINING ORDER

You are action-oriented and motivated to get things done. Your hands-on and practical approaches get you involved in productive activities where hard work and determination pay off. You are the classic "doer" and you can be counted on.

7

Artistic Creativity | DESIGNING INNOVATIONS

You have the desire to be creative. Your insight and artistic nature enable you to see new ways to do things and lead to innovative designs, products, and works of art.

8

Natural Appreciation | KEEPING BALANCE

You are a keen observer of life who wants to help ensure that the natural order is respected and maintained. This leads you to be involved in peace-keeping efforts, guarding our natural resources, and representing places that need to be protected.

9

Motivational Energy | ENERGIZING OTHERS

You have tremendous enthusiasm and a motivation to share your excitement with others. Whether it's on a stage, in a room, or in a conversation, you get people to enjoy the moment.



YOUR PROFILE - THE COMPLETE PICTURE

Remember that the assessment measures Mission/Competency/Style (MCS) across the nine Career Value Areas (CVAs). Your results are best viewed in the chart on the following page which is a graphic representation of your survey data.

Understanding your MCS Chart

The following information will help you to better understand how to read your chart.

- ➔ Inside each CVA box are three bars showing the strength of your MCS in that area – the higher the bar, the more it is like you (H=high, M=medium, L=low on the vertical axis).
- ➔ Observing your top three bars for Mission helps you to understand the things that inspire you; your top three Competencies shows you the things you are good at; and finally, your top three Styles provide insight into how people see you as a person.
- ➔ Take some time to study the chart in order to see a more in-depth portrait of who you are as a person. Keys concepts to keep in mind:
 - 🕒 High bars are not necessarily “good” and low bars are not necessarily “bad”, rather a high bar depicts strength in that CVA and a low bar shows less talent.
 - 🕒 There is no “perfect” chart, meaning there is nothing to “fix” about you.
 - 🕒 Everyone is gifted differently and your chart paints a portrait of your unique, overall talent set.
- ➔ Finally, notice the three sets of numbers below your chart. The top three numbers (high) represent the CVAs that, when the data is converged, are your top areas of overall strength and talent. These top three areas powerfully drive who you are as a person and what you are most naturally able to do in your life, both personally and professionally.

Spend time studying your chart shown on the next page.



Reflections...

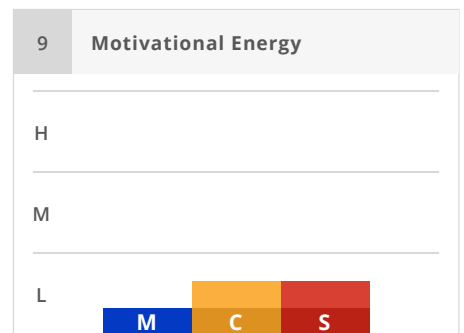
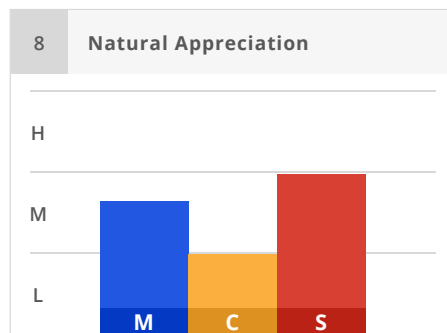
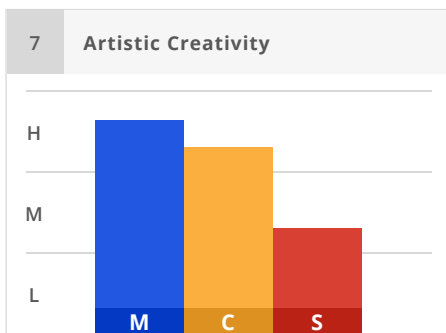
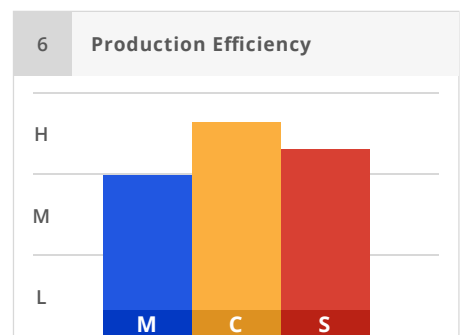
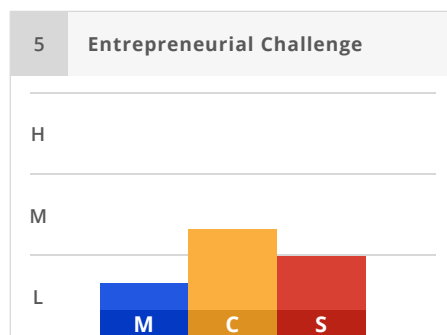
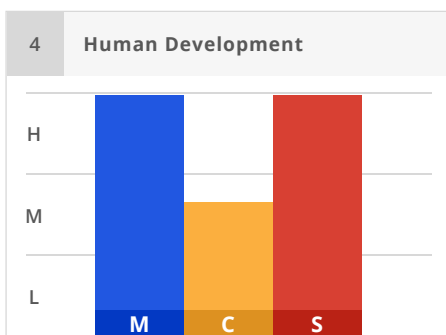
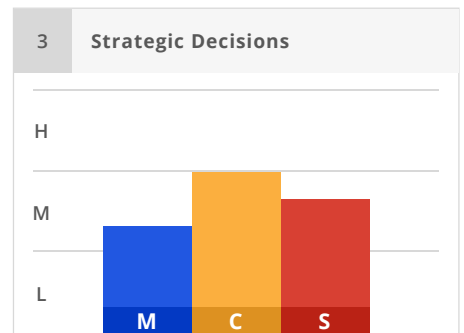
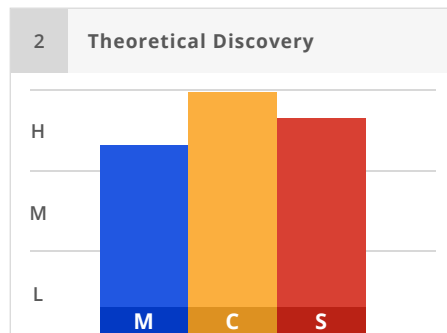
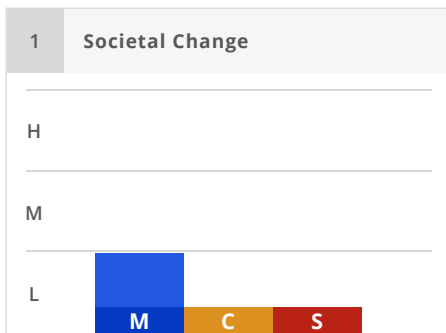
What is your overall reaction to seeing your unique charted information?

Are you surprised by any of the information?

Make a note of any special insights you see from your chart.



MCS Chart



High

2 4 6

Mid

7 3 8

Low

5 1 9



You, The Characteristics

KEY TRAITS: You have strong, positive qualities that are readily seen by others. These attributes create a unique style and pattern in your behavior. Consciously using and capitalizing on these Key Traits will lead to overall increased effectiveness in life.

CAUTION AREAS: Caution Areas are natural outgrowths of your strengths. When these outgrowths become too strong, they diminish leadership effectiveness and need to be 'reigned in'. Strive to keep Caution Areas in focus in order to control these behavioral tendencies.

KEY TRAIT 1

Kind-hearted
 You are compassionate and kind-natured. You will see the good in people and seek to help them when they are in trouble. Your empathy helps you see others' side of issues and their needs.



CAUTION AREA 1

Tend to take things personally
 Because you care about people and want to have them like you, you may be offended by criticism, especially when it relates to how you are treating others.

KEY TRAIT 2

Very inquisitive
 You are very curious and like to solve complex and intricate questions. Always wanting to know why something happens will have you explore facts and question reasons for things.



CAUTION AREA 2

Might over-analyze everything
 You want all the details before coming to conclusions. This may cause you to have difficulty with stopping your research and coming to a decision.

KEY TRAIT 3

Accomplishment-oriented
 You are a practical-minded person who wants to see tangible accomplishment from your efforts. Hands-on and no-nonsense in your approach will have you be responsible and effective.



CAUTION AREA 3

Likely frustrated when not seeing results
 You work diligently to get things done on your own, but could be frustrated when working with others if things take too long. Be careful of showing your frustrations inappropriately.

Notes



You, The Metaphors


The key information in this section enables you to make choices in your life which lead to personal fulfillment and professional success. It is all about knowing and embracing who you are and how you uniquely contribute to the world.

- **Model Roles** are not job descriptions, titles or functions. Rather they are kinds of roles that an individual is most likely to enjoy, perform well and find fulfillment within – roles that an individual is born or inherently wired to do.
- Think of **Core Theme** as a personal or vocational mission statement.
- Your **Model Roles Statement** is like a blend of your Core Theme and Model Roles. It describes you fulfilling your Core Theme through your Model Roles.

MODEL ROLES
<p>Researcher One who systematically investigates for “root” causes and explanations</p> <p>Counselor One who helps or guides another to be more effective</p> <p>Administrator One who runs and maintains an operation or function</p>

CORE THEME
<p>Taking Actions to Understand and Respond to People’s Issues You will enjoy work that allows you to concentrate your energies on finding tangible solutions to in-depth issues people are facing.</p>

MODEL ROLES STATEMENT
<p>Determined Research Psychologist You focus your energies on finding reasons for people’s tensions and then presenting them with tangible solutions.</p>



Reflections...
Model Roles provide powerful language for communicating who you are. Begin to use the descriptive words found in your Core Theme and Model Roles Statement when describing yourself in resumes and applications.

Notes



You, The Leader

Great leaders play to their strengths and seek roles that fully engage their talent. They also understand and appreciate the strengths of others who form their peer partnerships and teams. Effective leaders know the value of “we” in serving the needs of the organization, accomplishing goals, and producing results. Your Leadership Anchors serve as a guide in pursuing work that will provide you with satisfaction, joy and ongoing success.

TEAM LEADER INSIGHTS

As a team leader, you will be approachable, an expert, and results-oriented, but you might need to give the team member time to get oriented, explain where your knowledge came from, and remember back to when you were new.

Your desire to make people feel comfortable may interfere with giving constructive criticism or instruction. Your team member's long term success in the organization will benefit greatly from honest feedback and real advice on how to improve.

Your detailed understanding of your work may lose your team member. Keep in mind that your team member won't likely have your breadth, depth of knowledge or experience - teach to their level.

Your desire to accomplish your work may interfere with the needs of your team member. Keep in mind that the progress of your team member, while not as tangible, is also critical to the organization.

ROLES AND POSITIONS

- ➔ Clinical Researcher
- ➔ Scientific Helper
- ➔ Guidance Counselor
- ➔ Statistics Expert
- ➔ Intelligence Agent

LEADERSHIP ANCHORS

- ➔ Manages Complex Situations
- ➔ Develops and Supports Others
- ➔ Makes Hands-on Decisions



Reflections...

Reflect on the suggested roles and positions. In what ways do they capitalize on your strengths noted in Leadership Anchors? Evaluate the Team Leadership insights. Given your strengths and potential roles, how will you work with others to maximize your team leadership capabilities?

Notes



You, The Team Member

There are many different types of organizations. Certain organizations are better suited for you and offer work that is likely to be more appealing to you. Likewise, all organizations operate within a particular cultural framework. Given your behavior preferences, you will find certain organizational cultures to be environments where you are most able to flourish. Use this information to guide your organizational involvement and choices.

TEAM MEMBER INSIGHTS

As a team member, you will be very conversational, inquisitive, and direct, but you'll benefit from moving slowly at first, better understanding your team leader's background, and taking some time to build a friendship so that your team leader can take an ever-increasing interest in and commitment to your development over time.

Your desire to get along well with your team leader may interfere with asking for what you need. Keep in mind that your team leader ultimately wants the experience to be a success for you and can be more help if they know specifics.

Your desire to really understand the intricacies of the job could cause your team leader to have difficulty getting their own work done. Be open to your team leader's ability to know key insights, but allow them time and flexibility for when they have the moments to spend with you and don't try and learn it all at once.

The relationship with your team leader may not be focused and productive in each session. However, remember to build a relationship and then have them help you solve problems. Once they're more involved with you they'll take more time.

ORGANIZATION TYPES

- ➔ Educational Research Organizations
- ➔ Psychological Testing Companies
- ➔ Medical Research Facilities
- ➔ Pharmaceutical Companies
- ➔ Academic Institutions

ORGANIZATIONAL CULTURAL PREFERENCES

- ➔ Educational/Service-Oriented
- ➔ Creative/Experimental
- ➔ Technical/Scientific

Notes



You, The Learner

Seeking to grow in specific, targeted areas identified in your profile will enable you to accelerate your growth and more efficiently convert your goals into reality. Incorporating the following recommendations into your Action Plan will enable you to build a solid blueprint for long term success.

EDUCATION KEY 1

Leadership Development

You may not be using your personal style as your best asset to lead others. There is no universal definition of what a leader is. But, think of the leaders you have known. The good ones had qualities of integrity, respect for others, vision, and the ability to take charge. The other key quality was that they were comfortable with themselves. What do you need to do to develop your leadership skills? Being true to yourself is your best shot. Understand who you are and play to your strengths. And, develop the other characteristics above.

EDUCATION KEY 2

Stress Management

What is stress? For you it will be trying to do too many things at once, having conflicting motivations, and your style of holding onto things you should let go of. Why does it matter? Because, it lowers your performance, decreases your enjoyment, and negatively affects your relationships. Stress can be good; it helps you get things done and accomplish goals. So, don't work against it - work with it. Recognize that stress is part of life and is part of your style. Find other outlets to take your mind off the pressures. Prioritize your projects and focus on the key ones. Cultivate an attitude of taking charge of your stress - don't be a victim. Also, involve others in stressful projects by delegating or just "venting" to them.

EDUCATION KEY 3

Team Dynamics

We are often trained to be independent and self-reliant. Many new ventures are founded on the principle of rugged individualism. Recognize that being a good team member does not mean that you should stop being yourself. On the contrary. You have a unique style and people will all be different. Maximize your strengths for the benefit of the team and cultivate cooperation to cover your weaknesses. Good teamwork means you will spend less time doing the things you are not as good at.



Reflections...

Conduct research on ways to pursue development relative to your Educational Keys. Identify specific action steps and include in your Action Plan.



ACTION PLAN

Use the questions below to reflect on the respective parts of your PRO-D profile. Refer back to the pages listed for specific details on each. Honestly evaluating each of these areas will better enable you achieve your vision for your life.

Key Traits & Caution Areas

Take a look at your Key Traits and Caution Areas found on page 7.

Which of your Key Traits offers the best opportunity for leverage in your current relationships (ie. home, school, job, etc.). If you applied this trait more frequently or in a different manner, how could you deliver more value to those relationships?

As you reviewed your Caution Areas, what did you see any that might need to be “reigned in”? Describe below what you need to do to address to manage the Caution Area behavior in a more productive way.

You, The Metaphors

Spend time thinking about your Model Roles, Model Roles Statement and Core Theme on page 8. What are some ways you have already seen them evidenced in your life? How would you like to see them utilized more in your future career?



You, The Seeker

Spend time thinking about your Ideal Job Functions, Academic Interests and Industry Fields on page 9. What are some areas of study and/or jobs that you've already participated in that align with these. Based on these, what are some potential interests for you in the future?

Elevator Pitch

Effective people are able to easily articulate who they are. Reflect on what you've learned and written about yourself so far. In the space below create a 15-30 second "Elevator Pitch", in conversational style, that describes who you are, what your passions are, what you do well and what value you provide to others. Use this "pitch" to introduce yourself in a resume or to market yourself in your organization, to potential employers, or to people you are networking with. Remember to craft your statements with authenticity and humility.

Sample

I am a catalyst for change in the lives of others around me. I thrive on opportunities to bring order and purpose out of chaos. I am motivated to make a difference in the lives of many and use creativity and out-of-the box thinking to develop real-life solutions for real-life problems encountered by individuals, organizations, and teams.



SHARING YOUR PRO-D

Sharing what you learned and what you plan to do is how the benefit of increasing self-awareness is realized. What follows below are a series of steps designed to help you prepare for and conduct a conversation to share the things you learned.

Step 1: Pick a parent, teacher or mentor

Generally speaking it is a good thing to share this type of learning with a parent, teacher or mentor because they have experience and insights that can improve your personal effectiveness and success.

Step 2: Set the stage

Explain to the person that you recently completed a self-assessment process and would like to share with them what you learned about yourself and how you plan to apply this learning to your future. Ask for their reactions and input to these things.

Step 3: Plan for what you will share

Here are a few suggestions about what parts of your report you might share. We suggest you sequence these things in the order presented.

- Mission, Competency and Style paragraphs
- Key Traits and Caution Areas
- Model Roles, Model Roles Statement and Core Theme
- Ideal Job Functions, Academic Interests and Industry Fields
- Action Plan and Elevator Pitch

Step 4: Seek their input

Overall:

How have they observed these things in your life? What do they agree with in your assessment?

Regarding Model Roles:

What are some ways they have seen your model roles evidenced in your life? How might they see these roles utilized in your future?

Regarding Elevator Pitch:

Does the statement seem accurate based on what they know of you? What, if any, suggestions do they have for improving the clarity, accuracy, and/or the impact?

Action Plan:

Do they support your choice of behavioral changes in your action plan? What, if any, suggestions do they have in order to make the change successful and lasting?

Step 5: Plan for follow-up

At the end of your conversation discuss what next steps make sense. When should you meet next to assess your progress on meeting your commitments? What other resources or support might you need to achieve your goals?