

Role Behavior Analysis™

Personalized Description and Success Strategies from the Personal Profile System®

Role: Team Member
Position: Dept. Manager
Department: Accounting
Organization: United Widget
Source: consensus
Date: 04-17-2002



Dimensions of Behavior

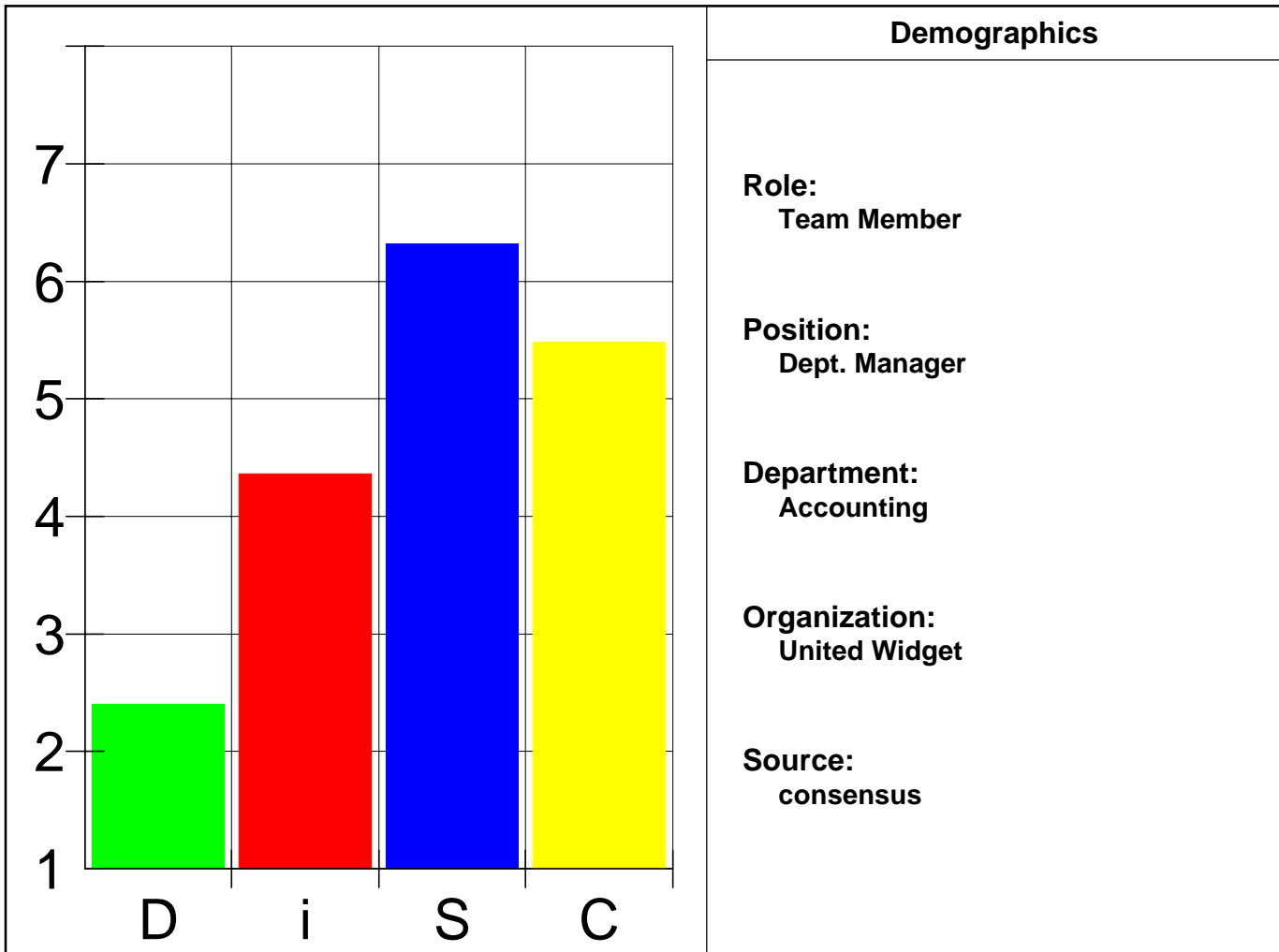
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04-17-2002



Personal Profile System®

Role Behavior Analysis™ Graph



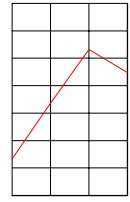
This graph displays the level of role behavior intensity required by the role of Team Member for the position of Dept. Manager. The Role Behavior Requirements on the following page list specific role behaviors by four levels of intensity: High, Moderately High, Moderate, Moderately Low. The Role Behavior Analysis™ Grid on the following pages also provides specific behavioral statements that can be used for discussing role behaviors. The descriptive statements refer to how a role needs to be performed regardless of who is in the role. The levels of intensity refer to the importance or frequency of use of a specific role behavior. This information can be used to achieve greater clarity on role performance expectations by separating role behaviors from issues of personal preference or an individual's behavioral style.

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Role Behavior Description



D i S C

The role of Team Member for the position Dept. Manager in Accounting in United Widget seems to require the following behaviors:

Requires MODERATELY HIGH levels of:

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

Requires MODERATE levels of:

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

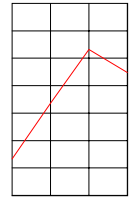
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Role Behavior Description

--Continued--



D i S C

Requires MODERATELY LOW levels of:

- Responding quickly to problems
- Moving forcefully, even if some people are offended
- Demanding immediate results
- Delegating responsibility to others for follow-up actions
- Directing the efforts of others
- Using power and authority to accomplish results
- Taking higher risks based on potential results
- Taking risks on untested ideas

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Role Behavior Analysis™ Comparison Grid

Role: Team Member

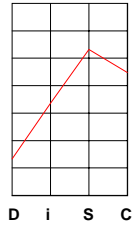
Position: Dept. Manager

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		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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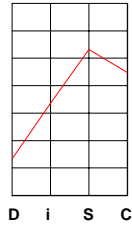
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		L	ML	M	MH	H
take higher risks based on potential results	D		★			
influence people through optimistic communication	i			★		
maintain methods proven effective in the past	S				★	
listen with reservation to the opinions of others	C				★	
respond quickly 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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