DiSC PPSS

Personalized Description and Success Strategies

- **Comparison of Multiple PPS/RBA**

TRANSPECTIVE

Sample Report
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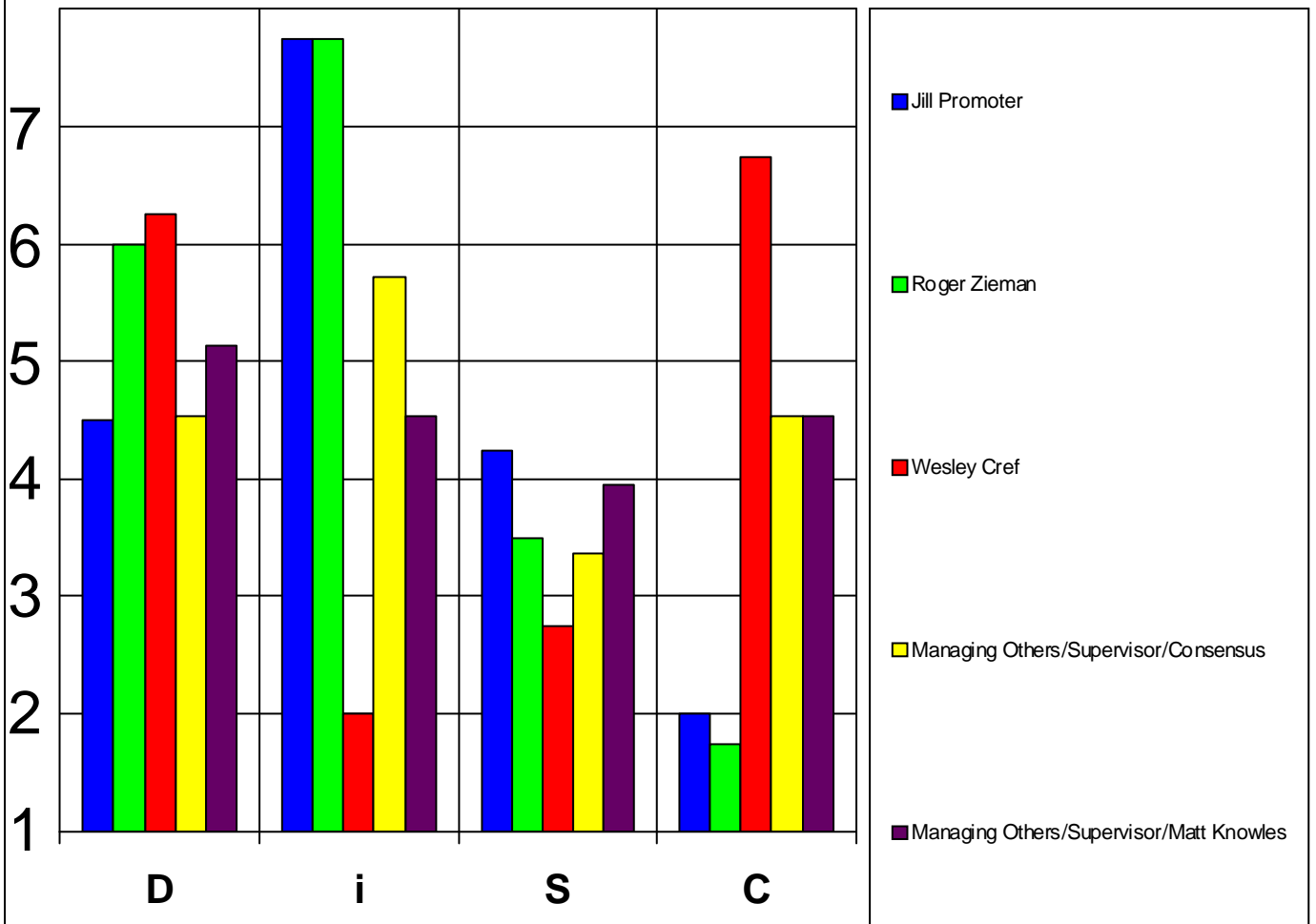603-772-6310
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Personal Profile System® Graph
Multiple PPS/RBA Comparison

Legend:
- ■ Jill Promoter (blue)
- ■ Roger Zieman (green)
- ■ Wesley Cref (red)
- □ Managing Others/Supervisor/Consensus (yellow)
- ■ Managing Others/Supervisor/Matt Knowles (purple)

The Multiple PPS/RBA Comparison Graph displays individual differences in both role behaviors expectations and natural behavioral style. The RBA and PPS both use the DiSC® Dimensions of Behavior, so the behavioral intensities can be displayed together. This graph shows potential fit based on the responses to the PPS and RBA rather than actual, observed behavior. This information is most helpful when discussed and evaluated based on actual experience with the people and roles displayed.

Role Behavior™ Comparison Grid
Multiple PPS/RBA Comparison

◆ Jill Promoter   ○ Roger Zieman   ✕ Wesley Cref   ⊠ Managing Others/Supervisor/Consensus   ▲ Managing Others/Supervisor/Matt Knowles

Behavior		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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Behavior		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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