



Personalized Description and Success Strategies

- Comparison of Multiple RBAs



Group Sample Report

Monday, March 21, 2005

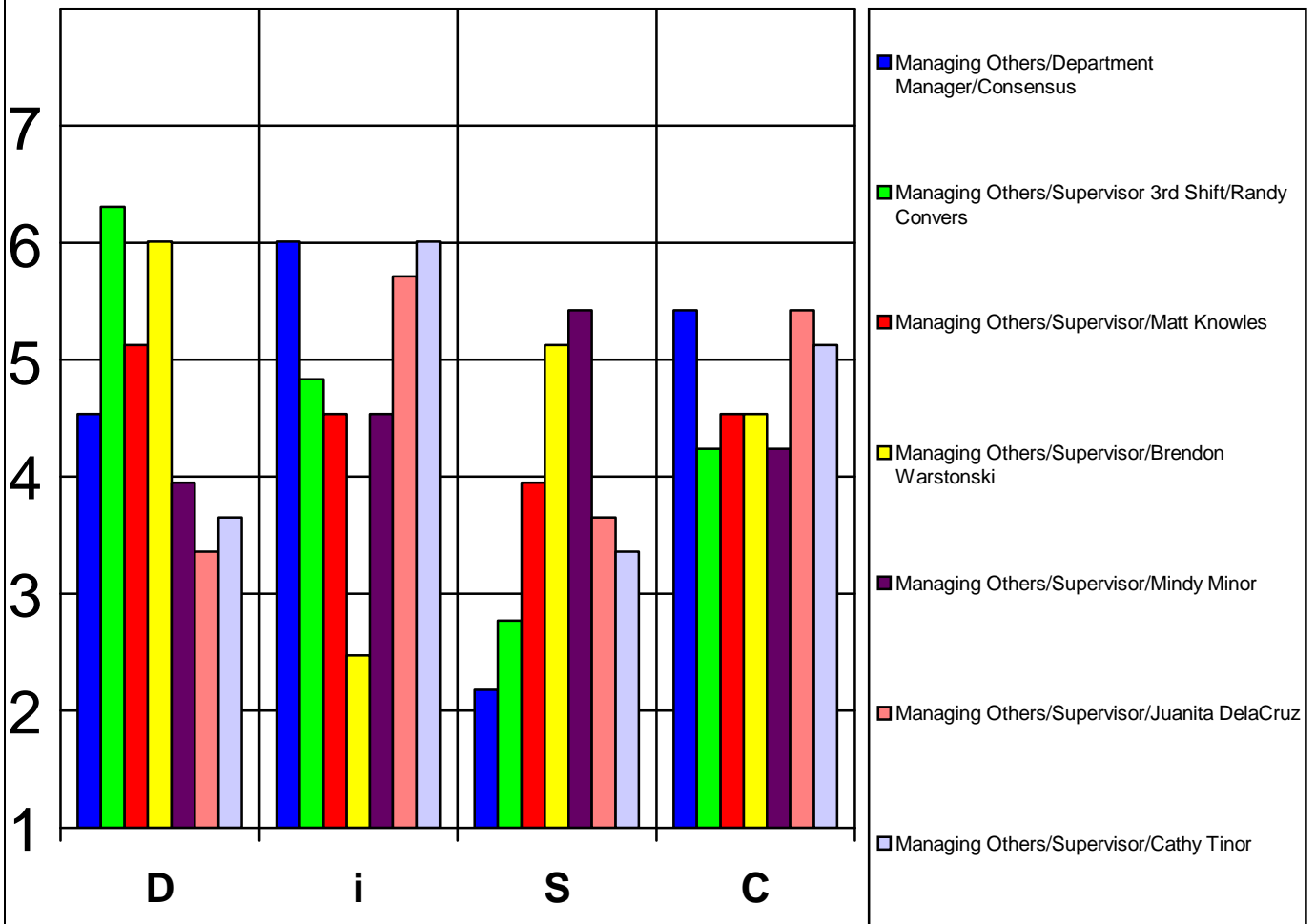
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Personal Profile System[®] Graph

Multiple RBA Comparison



This graph displays several sets of responses to the Role Behavior Analysis[™], focusing on the roles defined above. The Role Behavior Analysis Grid on the following pages provides specific behavioral statements that can be used for discussing similarities and differences in the behaviors required for the successful fulfillment of a particular role. 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.



Role Behavior™ Comparison Grid

Multiple RBA

◆ Managing Others/Department Manager/Consensus

○ Managing Others/Supervisor 3rd Shift/Randy Convers

✕ Managing Others/Supervisor/Matt Knowles

⊠ Managing Others/Supervisor/Brendon Warstonski

▲ Managing Others/Supervisor/Mindy Minor

+ Managing Others/Supervisor/Juanita Delacruz

● Managing Others/Supervisor/Cathy Tinor

		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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		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			▲	⊠	● + ◆



Worksheet for Comparison of RBA

After reviewing the RBA graphs and Comparison Grid, use this worksheet to develop strategies for applying the information in the way that will be most useful in this situation.

1. List those behaviors that indicate the greatest difference between roles.

2. List those behaviors that indicate the least difference between roles.

3. What actions need to be taken based on this information?