Group Trends
Report

Natural Behavior

This Report is a product of PDA International. PDA International is the leading provider of applied behavioral assessments for the selection, management and development of talent.

PDA International ®
Phone +1 (888) 485-4385
sales@pdainternational.net
www.pdainternational.net

LIST OF INDIVIDUALS INCLUDED IN THE ANALYSIS

Number	Initials	First and Last Name	PS
1	DS	Diane Stamp	30 22 100 48 70
2	ES	Elmar Silva (*)	
3	JD	João Da Silva	61 17 22 100 83
4	KS	Kerry Stewart	48 0 57 95 0
5	LB	Lindsey Barrows	62 73 0 65 19
6	1M	Mauricio Garay	53 41 100 6 100
7	MG	Michael Gilbreath	40 67 0 93 93

(*) Individuals who have not been considered in the report because they did not have a valid PDA

GROUP AVERAGE RADAR GRAPH
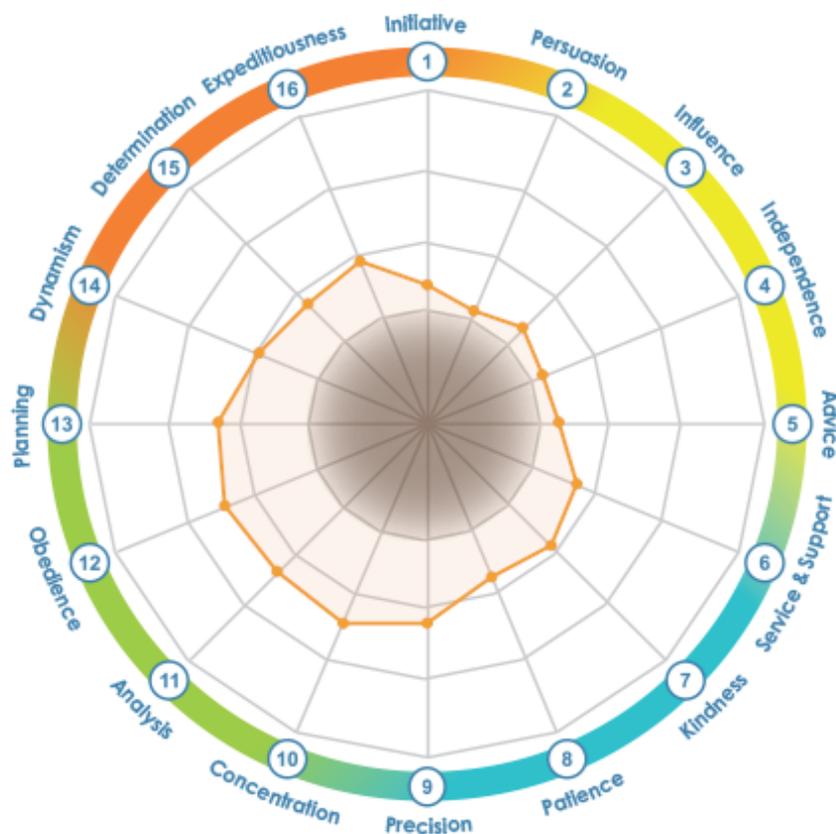
This radar graph shows the compatibility level of the average profile of the individuals included in the analysis with the different competencies. If, at the time of generating this report, you selected Natural Profile, the Group Average Radar Graph will allow observation of the compatibility level with the competencies in relation to the average profile of the Natural Profile. If, at the time of generating this report, you selected Role Profile, the Group Average Radar Graph will allow observation of the compatibility level with the competencies in relation to the average profile of the Role Profile.

(1) **Initiative:** These individuals have a conciliatory, extroverted nature, taking a genuine interest in others. They are capable of earning the respect and trust of all different types of people. They work toward results in a proactive, creative and dynamic way.

(2) **Persuasion:** These individuals are sociable and make a good impression on most people due to their warmth, understanding and compassion. They work with and through others to get the job done. They work toward results in a creative way. They are persuasive and strive to please and convince others.

(3) **Influence:** These individuals are by nature very sociable and friendly in their approach toward people. They prefer to work with and through others to complete tasks and assignments. They have an optimistic outlook and work toward results in a spirit of teamwork, leveraging their influence and interpersonal skills.

(4) **Independence:** These individuals are self-assured, confident and independent. They prefer to think for themselves, form their own opinions, and ideally, do things "their way." They work toward results in an independent way, making decisions based on their own criteria without waiting for others' opinions.

(5) **Advice:** These individuals are good communicators who are willing to listen to others and accept their opinions. They adopt a friendly, persuasive and courteous style, relating to others in a helpful, accommodating manner. They work toward results in an amicable way, promoting teamwork and a harmonious environment. They are patient and creative. They make good workmates, teammates and coaches.

(6) **Service and Support:** These individuals tend to be patient, calm and balanced in most situations, even under pressure. They may be somewhat reluctant to voice their concerns or frustrations. They work toward results in an obliging way, by listening and then analyzing the information.

(7) **Kindness:** These individuals are very well-suited for administrative and specialized positions. They are diplomatic and tactful in their approach toward others. They work toward results in a patient, kind and amicable way, avoiding confrontation.

(8) **Patience:** These individuals devote time to others and are good listeners with a high degree of empathy. They are patient, considerate and kind. They are also generous, pleasant and compassionate. They work toward results in a patient, consistent manner, taking as much time as they need.

(9) **Precision:** These individuals are more comfortable and efficient when working in structured, well-defined environments and situations. They are cautious in their approach to problems and decision-making. They work toward results in a careful, methodical manner.

(10) **Concentration:** These individuals are precise thinkers and assiduous workers who prefer following procedures both at work and in their private lives. Being perfectionists, in their efforts to avoid making any mistakes in their work, they are analytical, precise and orderly. They work toward results by focusing on and following established procedures.

(11) **Analysis:** These individuals have a marked tendency to gravitate toward management and specialized positions. They are highly reliable, very disciplined and precise. They work toward results by evaluating the available facts and information and then progressing in a logical, systematic and orderly fashion.

(12) **Obedience:** These individuals detest making mistakes. They are very detail-oriented in their work and assignments. They make every effort to do their jobs perfectly. They work toward results in a consistent, safe manner by analyzing the available information and following the established procedures.

(13) **Planning:** These individuals are meticulous and precise with an innate ability to solve problems. They are very eager to get to the root of the problem. They may have a wide range of interests. They work toward results by studying and solving complex problems, making decisions based on logic.

(14) **Dynamism:** These individuals are cordial, intense and impatient. They are very eager to please. They strive to get things going, keep them moving and achieve results as quickly as possible. They work toward results in a dynamic way by fostering change and quickly adapting to new situations.

(15) **Determination:** These individuals look to the future and compete to achieve their goals. They would rather go out and make things happen than sit around waiting for them to happen. They are willing to take risks in order to achieve their goals. They work toward results in a steady, determined way, using confrontation when necessary, taking responsibility for things and accepting challenges.

(16) **Expeditiousness:** These individuals are highly efficient with an urgent, impatient desire to produce rapid results. They enjoy variety in their work. They work toward results in a dynamic, competitive way, making quick decisions.

GROUP AVERAGE PROFILE GRAPH

This PDA Graph shows the group average profile of the group of individuals included in the analysis. If, at the time of generating this report, you selected Natural Profile, the Group Average Profile Graph will allow observation of the average behavioural trends of the group in the Natural Profile. If, at the time of generating this report, you selected Role Profile, the Group Average Profile Graph will allow observation of the average behavioural trends of the group in the Role Profile.

	R	E	P	N	S
Profile	49	36	46	67	60

REPNS TRENDS

Included in this chapter, axis by axis, are the behavioral trends of the individuals included in the analysis. It is separated into five sections and allow us to observe and analyze the group trends in each of the five axis. If, at the time of generating this report, you selected Natural Profile, the current REPNS Trends will allow us to identify the natural and spontaneous way in which this group will respond to work demands and, therefore, determine the descriptive words and key motivators. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to identify the way in which the group currently perceives and understands they should respond to work demands.

Risk Axis

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

Low   High

DS   MG   KS   JD
            1M   LB
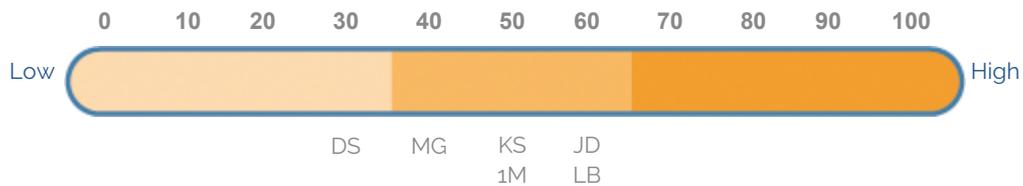
Trends

• Careful
• Cautious
• Modest
• Reserved
• Low risk-taker
• Kind
• Peaceful

Trends

• Straightforward
• Competitive
• Demanding
• Risk-taker
• Production/result-oriented
• Decisive

Motivators

• Balanced situations, without pressure and confrontation.
• Feeling comfortable and at ease.
• Managing within a structure that offers direction and security.
• Avoiding risky situations as far as possible.
• Consistency and a firm tread.

Motivators

• Challenging situations and commitments.
• Competing and winning, situations that offer the possibility of power and status.
• Acquiring material possessions, objects of monetary value.
• Having a degree of risk.
• Taking charge in important situations, with a high degree of responsibility.

Extroversion Axis

0	10	20	30	40	50	60	70	80	90	100

Low   High

KS   DS   1M   LB

JD   MG

Trends

· Formal
· Serious
· Introspective
· Distant
· Analytical
· Skeptical

Trends

· Perceptive
· Persuasive
· Extroverted
· Sociable
· Friendly
· Trusting

Motivators

· Working in small groups, with well-known people.
· Prefers to interact and relate with people he knows and trusts.
· Applying analysis to work on problem-solving.
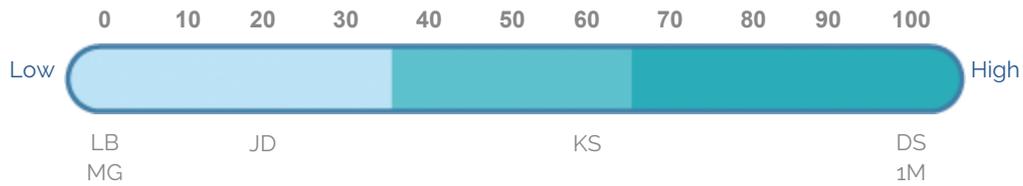· Work in privacy, without being forced or pressured.

Motivators

· Demonstrating skills and talents.
· Interacting and relating with new and different people.
· Being up-to-date in terms of fashion, new trends, the latest.
· Social recognition, congratulations.
· Being liked, project an image of appeal and charm.

Patience Axis

0 10 20 30 40 50 60 70 80 90 100

Low   High

LB   JD   KS   DS
MG   1M

Trends

· Dynamic
· Fidgety
· Spontaneous
· Sensitive
· Restless
· Impatient

Motivators

· Diversity, change and variety of situations and people.
· Constant travel.
· Time management, freedom from ties and commitments.
· Covering several subjects at the same time. Opening simultaneous fronts.
· Fast pace and ambiguity.

Trends

· Methodical
· Consistent
· Patient
· Calm
· Quiet
· Tolerant

Motivators

· Enjoyable and close relationships. Pleasant situations.
· Deep conversations and giving useful advice.
· Knowledge. Projecting consistency and security.
· Have enough time to do things well.
· Being with family and loved ones. Sharing situations and having time for them.

Conformity to Norms Axis

	0	10	20	30	40	50	60	70	80	90	100	
Low												High

1M   DS   LB   MG   JD
KS
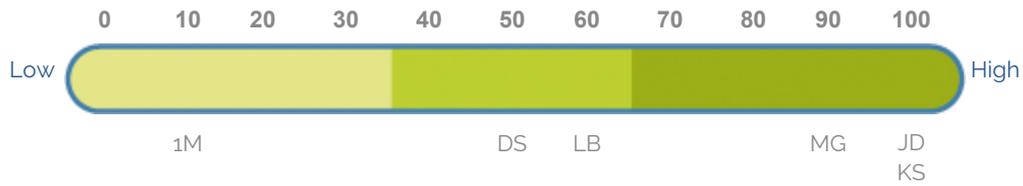
Trends

· Independent
· Secure
· Sees the full picture
· Own goals/objectives

Trends

· Disciplined
· Helpful
· Detail-oriented
· Cooperative
· Dependent
· Obedient

Motivators

· Freedom to act on his own ideas and proposals.
· Having his own objectives and goals.
· Offering his opinions and acting without inhibitions, barriers or structures.
· Being free and independent.

Motivators

· Clear and consistent communication.
· Receiving an instruction with clear and consistent parameters and outlines.
· Doing things perfectly, in detail, avoiding mistakes.
· Managing within a structure, an organization that provides security.
· Relying on detailed and accurate information to decide and proceed.
· Constant positive reinforcement and reassurances that things are well done.

Self-Control Axis
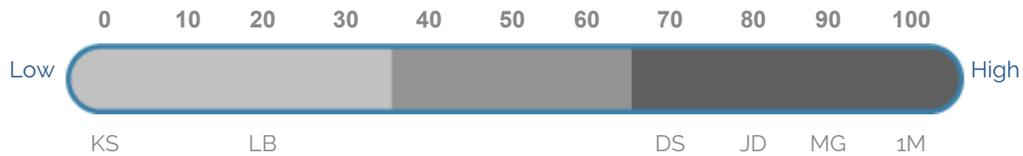
The concept of Self-control, as in Axis N° 5, is interpreted as the individual's ability to control himself: self-discipline, anticipating, ability to plan and the social meaning of responsibility. We can therefore conclude that:
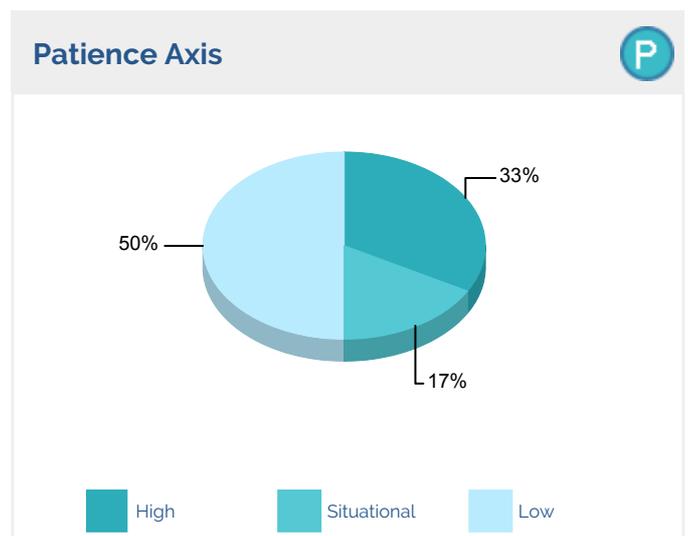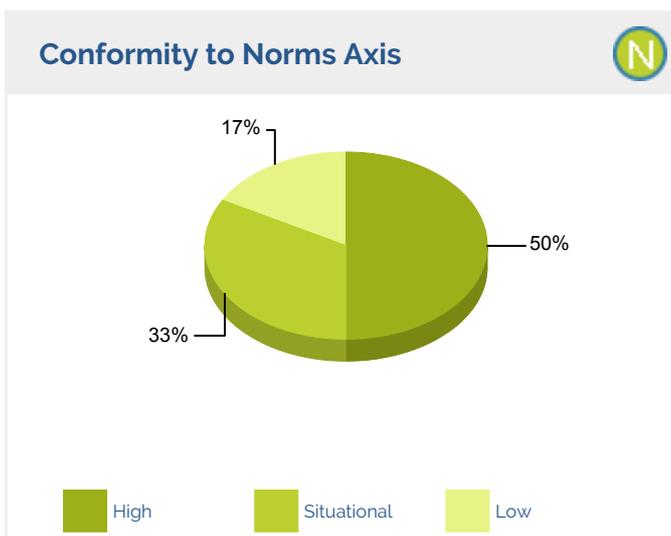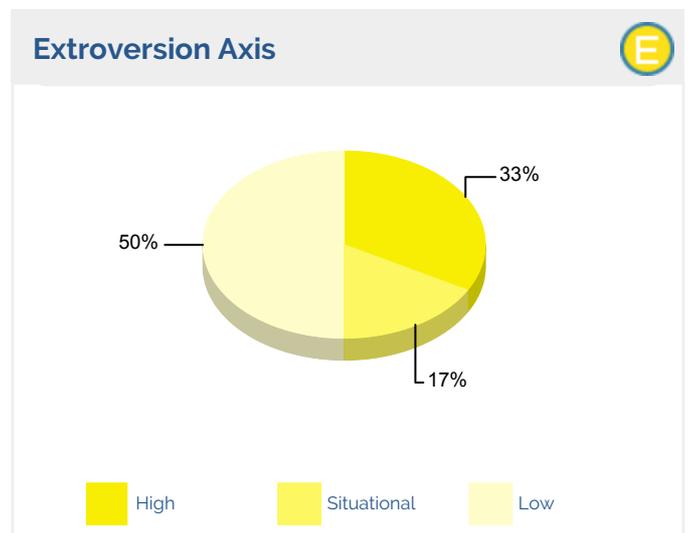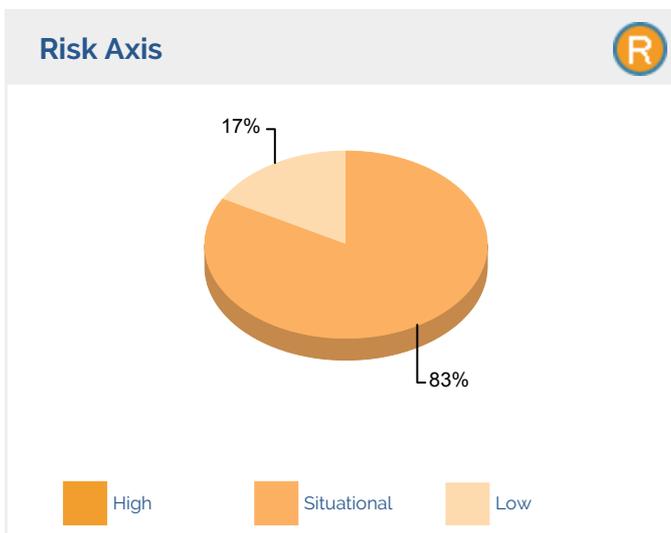
Trends

• …the lesser the self-control, the less the Group will tend to think before acting, will remain less in control and achieve less planning in the responses to situations that might come up. The Group will tend to be more spontaneous, natural and won't plan its responses and actions very much.

Trends

• …the greater the self-control, the more the Group will tend to think before acting, will remain more in control and achieve greater planning in the responses to situations that might come up. The Group will tend to be more thoughtful, controlled, and rational.

SCATTERING PERCENTAGES

Included in this chapter, in pie charts and percentages, are the distribution of behavioral trends of the individuals included in the analysis. This report will allow us to observe the 4 axes simultaneously and determine the scattering percentage for each trend in the group. If, at the time of generating this report, you selected Natural Profile, the current Scattering Percentages analysis will allow us to identify the natural and spontaneous way in which this group will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to observe, in terms of percentages, the group's adaptation and the corresponding scattering in regards to how the group understands they should currently respond to work demands.

Risk Axis (R)

17%
83%

High   Situational   Low

Extroversion Axis (E)

33%
50%
17%

High   Situational   Low

Conformity to Norms Axis (N)

17%
50%
33%

High   Situational   Low

Patience Axis (P)

33%
50%
17%

High   Situational   Low

GROUP SCATTERING

This chapter includes, on the Marston Matrix, the distribution of the behavioral trends of the individuals included in the analysis. If, at the time of generating this report, you selected Natural Profile, the current Group Distribution analysis will allow us to identify the scattering of the natural and spontaneous style with which this group will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will allow us to observe the group's adaptation and the corresponding distribution with regards to how this group understands they should currently respond to work demands.
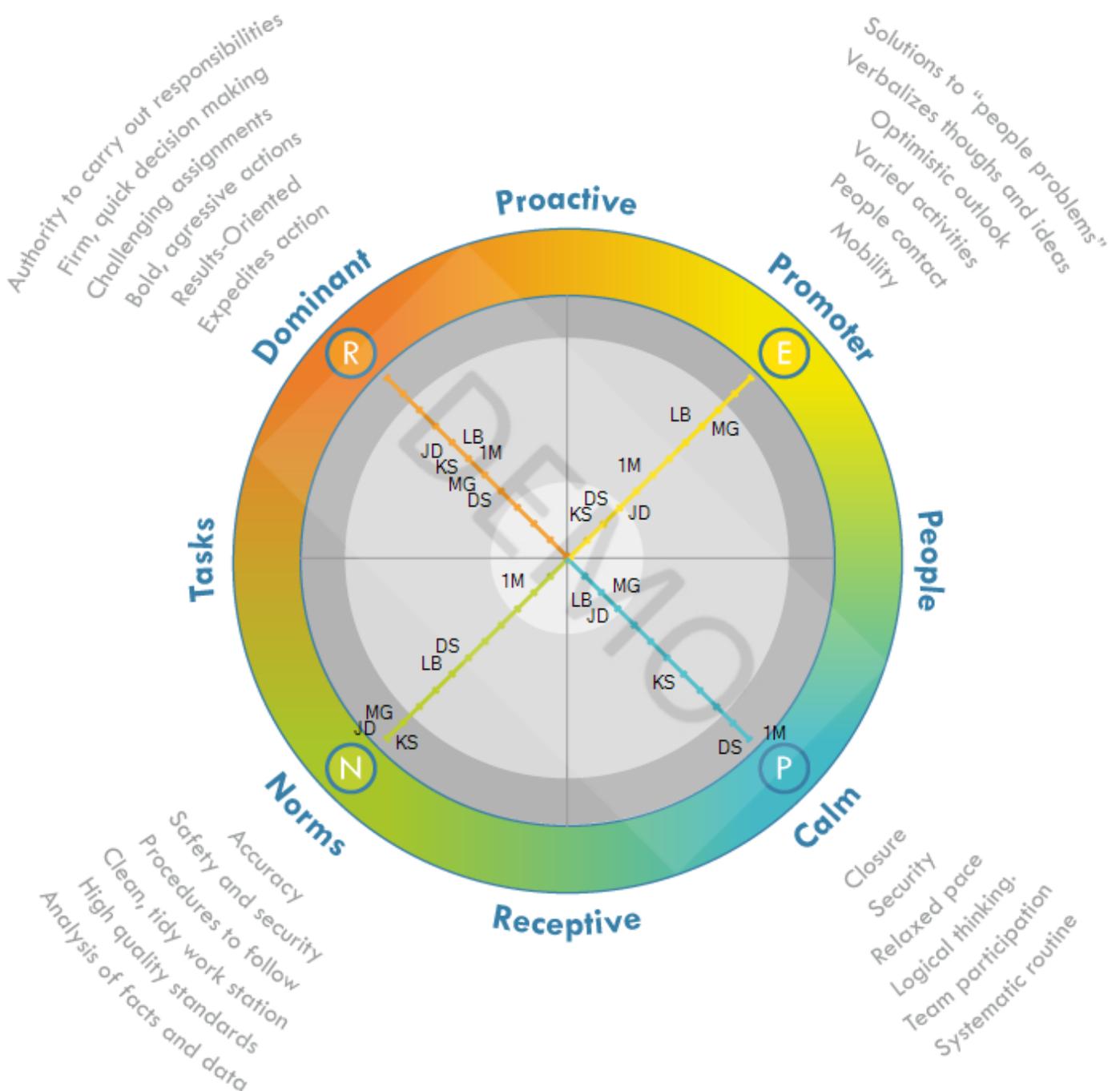
GROUP'S ENERGY BALANCE

This indicator measures the Group's Energy Balance. It expresses the perception of the reference group in the deployment of its own energy and the one it feels that the current situation requires. It will allow us to see if the group feels exploited, under-exploited or over-demanded.

Under-exploited   Over-demanded

44 %

Group average
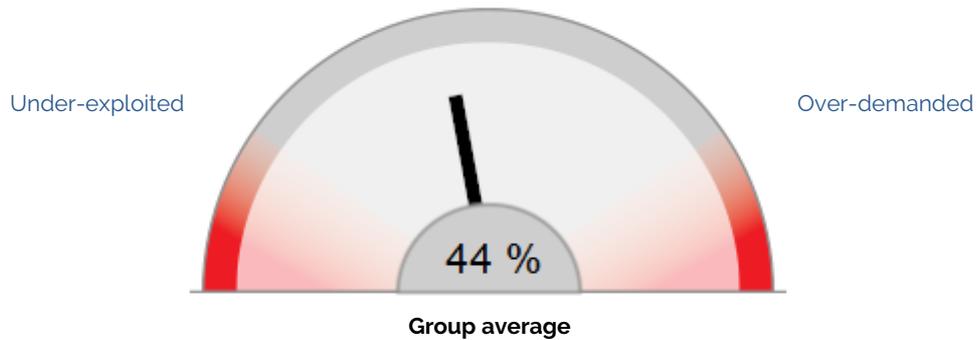
The group trend reflects that the group understands that its Energy Level is close to that required by the current situation. This could indicate that the group feels it can respond properly to the current energy requirements.

GROUP'S PROFILE MODIFICATION

This indicator reflects the ability of the group to modify its own behavioral trends and adapt/adjust to the behavioral trends which are required to be successful in the current situation as it is understood.

More changes to   Fewer changes to
the natural style   the natural style

74 %

Group average
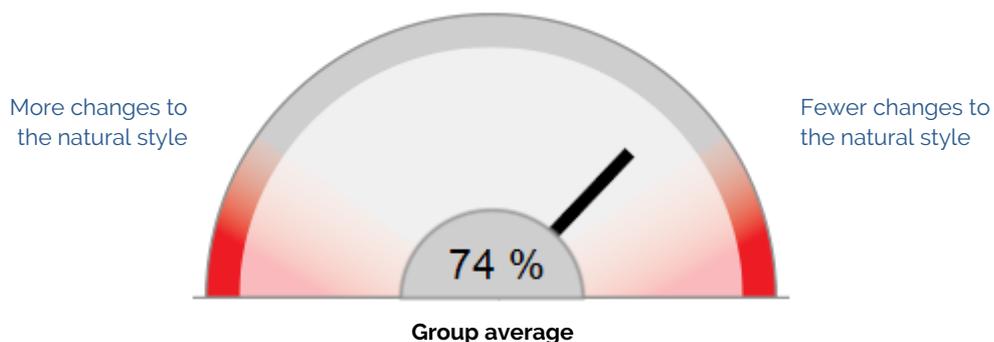
When the indicator is in this range it means that the group can adapt, is somewhat flexible. It will not have major problems in adapting although at times can show some resistance to change its style and adapt to what the situation demands.

PREDOMINANT AXES

This chapter includes a list of individuals ordered according to the predominant axes in their behavioral profile. By predominant axes, we understand the extreme axes in an individual's profile, that is, the high axis and the low axis in an individual's behavioral profile. If, at the time of generating this report, you selected Natural Profile, the current predominant axes analysis will list candidates according to their predominant axes in the Natural Profile chart and will allow us to identify the natural and spontaneous way in which each individual will respond to work demands. If, at the time of generating this report, you selected Role Profile, the current analysis will list the candidates by their predominant axes in the Role Profile chart and will then allow us to observe the adaptation with regards to how each individual understands they should currently respond to work demands.

High R / Low E

High R / Low P

High R / Low N

High E / Low R

High E / Low P   LB

High E / Low N

High P / Low R

High P / Low E   DS

High P / Low N   1M

High N / Low R

High N / Low E   JD KS

High N / Low P   MG