

# Role Behavior Analysis™

## Personalized Description and Success Strategies from the Personal Profile System®

**Role:** Team Member  
**Position:** Management Team  
**Department:** All  
**Organization:** United Widget, Inc.  
**Source:** Consensus  
**Date:** 09-03-2004



**Dimensions of Behavior**

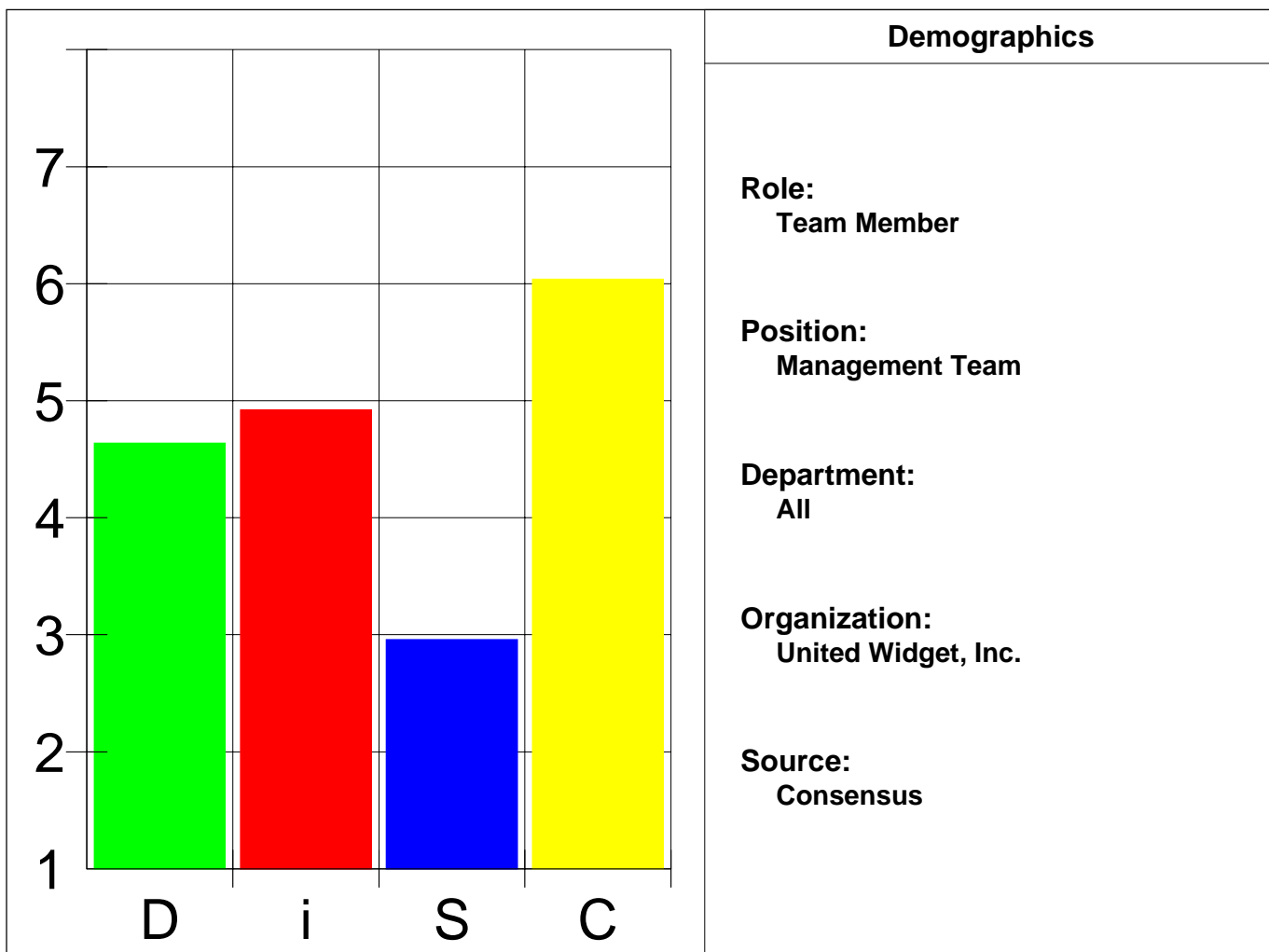
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**09-03-2004**



# 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 Management Team. 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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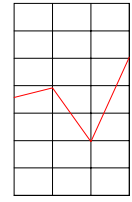
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## Role Behavior Description



D i S C

*The role of Team Member for the position Management Team in All in United Widget, Inc. seems to require the following behaviors:*

### Requires MODERATELY HIGH levels of:

- Demonstrating self-discipline by working alone
- Carefully following key procedures and processes
- Checking accuracy of work, especially their own
- Analyzing many factors when making decisions
- Carefully weighing alternative methods, actions
- Remaining neutral when conflict first arises
- Containing oneself when impatient or anxious
- Listening with reservation to the opinions of others

### Requires MODERATE levels of:

- Using personal charm and enthusiasm
- Resolving conflict by initiating and facilitating discussion
- Influencing or inspiring others verbally
- Releasing tension in the group by interacting verbally
- Verbalizing the thoughts and feelings of others
- Verbally encouraging others in their personal efforts
- Facilitating interaction between people
- Influencing people through optimistic communication
- Taking higher risks based on potential results
- Delegating responsibility to others for follow-up actions
- Taking risks on untested ideas
- Directing the efforts of others
- Responding quickly to problems
- Demanding immediate results
- Moving forcefully, even if some people are offended
- Using power and authority to accomplish results

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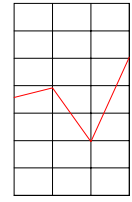
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## Role Behavior Description

--Continued--



D i S C

### Requires MODERATELY LOW levels of:

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

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# Role Behavior Analysis™ Comparison Grid

## Role: Team Member

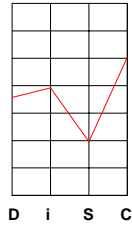
Position: Management Team

Department: All

Organization: United Widget, Inc.

Source: Consensus

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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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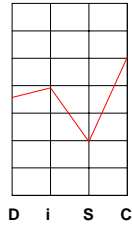
Position: Management Team

Department: All

Organization: United Widget, Inc.

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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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