

Maximizing Performance Through the Power of Thinking

The ProAdvisor Coach MindScan™ Assessment and Report

 **ProAdvisor Coach**



What motivates you?

What drives your decision-making?

What guides your actions?

What determines your behavior?

*The answer is both simple and complex ...
it's the way they think.*



Why is the answer simple?

Because the connection between thinking and behavior are well established. Change a person's thinking, and you will change their actions.

Why is the answer complex?

Because each and every one of us has a unique set of value judgments, guiding our individual ability to determine the rightness or wrongness of a situation. There is no "one size fits all" solution for changing behavior.

What's the solution?

If you can understand an individual's thought processes, then you can create a tailor-made program for changing the way they think, and in turn, the way they act. Clearly, that's some powerful stuff. And it's where ProAdvisor Coach's proprietary MindScan™ assessment comes in.

UNIQUE, SMART, INDISPENSABLE: *THE POWER OF THE MINDSCAN™ ASSESSMENT*

As a tool for coaching success, the strength of ProAdvisor Coach's proprietary MindScan™ assessment is undeniable.

INSIGHTFUL

Unlike most other behavioral assessments, MindScan™ doesn't measure what individuals think of themselves. These types of assessments tend to subjectively categorize people by type into a category or bucket of "HOW" they behave, rather than seeking the underlying truth of "WHY" they behave in certain ways. After all, certain people might behave the exact same way ("HOW"), for completely different reasons ("WHY"), which means changing their behavior would call for two completely different approaches.

Instead, the MindScan™ assessment is designed to objectively measure each person's thought processes as they relate to how they value themselves (intrinsic), their economic and social understanding (extrinsic), and their ability to perceive structures, systems of order, rules of engagement, etc. (systemic). The resulting report literally "shows" the way a person thinks as a detailed "map of motivations."

ACTIONABLE

More powerful than the MindScan™ assessment is the resulting MindScan™ report. Because it literally "shows" the way a person thinks, it provides a clear understanding why an individual is not performing up to par and provides a foundation for developing a detailed plan for getting underperforming employees on track to being their best in the workplace .

Executives, managers and employers responsible for others will find MindScan™ and TeamScan™ useful for:

- *discovering the strengths and weaknesses of their associates and potential employees*
- *identifying areas where additional training may be needed*
- *building work teams and groups*
- *measuring group morale and spirit*
- *determining suitability for promotions and job reallocations*
- *retaining existing employees and hiring people who are likely to stay in their jobs, thus cutting down significantly on replacement and training costs*
- *preventing accidents*



SIMPLE

It may be hard to believe, but even though the MindScan™ profile is incredibly insightful and amazingly accurate, it is actually quite simple to take and to administer. Based on the Nobel-nominated Hartman Value Profile, ProAdvisor Coach's MindScan™ assessment is conducted using an easy-to-understand online form. The test subject simply signs in, ranks two sets of 18 items ... and they're done! From there, the resulting report is generated automatically and forwarded for review to one of our certified MindScan™ Advisors.

In addition to the individual MindScan™ application, ProAdvisor Coach has developed a complementary TeamScan™ component for MindScan™, to assess a team's thinking patterns.

OBJECTIVE

Results of the MindScan™ assessment have no bias with respect to sex, age, race, creed, or any other socio-cultural classification. The results are derived from logical mathematical norms, and they are not based on the values of any specific population or group. Quite simply, MindScan™ is the one assessment designed to work for every person your organization.

RELIABLE

Finally, because the MindScan™ report provides a clear picture of how a person thinks, over time, it can also show you how a person's thinking has changed. That means the MindScan™ assessment provides an unparalleled ability to measure Return on Investment (ROI), Return on Objectives (ROO) and Value of Investment (VOI). After all, isn't that the real bottom line?