

The ProScan Survey: Decoding Your Behavioral Patterns

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The ProScan Survey is an instrument designed by Professional DynaMetric Programs, Inc. (PDP) to measure the major aspects of self-perception, including an individual's basic behavior, reaction to environment, and predictable behavior. It was originally developed beginning in 1976 by Dr. Samuel R. Houston, Dr. Dudley Solomon, and Bruce M. Hubby, President of PDP, Inc.

The ProScan Survey contains 60 adjectives drawn from the works of Thurstone, Cattell, Guilford, Fiske, Horst, Daniels, and others. Respondents are requested to react to each adjective on five-point Likert Scale under two separate perceptions, Basic Self and Priority Environment(s). The ProScan Survey typically takes 15 minutes to administer, but has no time constraint. Validity of the instrument has been researched using four well-known approaches-construct, concurrent, predictive, and content validity, and was normed using a cross section of working adults. The survey is intended for the normal segment of society and is no way designed to serve as a pathological finding device nor is it to be used in isolation without considering other factors such as experience, education, references, observations, or other relevant, observable factors.

Traits

Dominance Extroversion

Pace Conformity

Logic

It classifies the following factors of human behavior:

Dominance: Individuals with high scores on this factor are described as concerned about getting thing done, very competitive, decisive, calculating, and risk takers. Those with low scores are described as non-confrontive, supportive, cautious, and risk avoiders.

Extroversion: Individuals with high scores on this factor are described as outgoing, friendly, optimistic, and persuasive. Those with low scores are described as reserved, quiet, and introspective in social situations.

Pace/Patience: Individuals with high pace/patience scores are described as relaxed, dependable, likable, and at ease or cooperative with their environment. Those with low pace/patience scores are described as intense, action-oriented, pressing, spontaneous, and receptive to change.

Conformity/Structure: Individual with high scores on this factor are described as very precise, dedicated, careful, and concerned about what is "right." Those with low scores on this factor are described as independent, free thinkers, and non-traditional.

Logic/Rationale: Individuals with high scores on logic/rational are described as fact-oriented and analytical. Those with low scores are described as feeling-oriented and intuitive.

Interpretive reports of the results also provide information describing:

Energy level
Environmental stress
Direction of stress in behavioral changes
Energy lost due to stress
Satisfaction/Morale
Primary and back-up leadership styles
Primary and back up communication styles
Primary and back up approaches to task or goals
Environmental preferences
Motivators and demotivators

ProScan has been used in a wide variety of professional settings for assistance in hiring, motivating, coaching, and managing employees. Some of the fields in which ProScan has been used include education, financial services, hotel management, software companies, and the trucking industry.