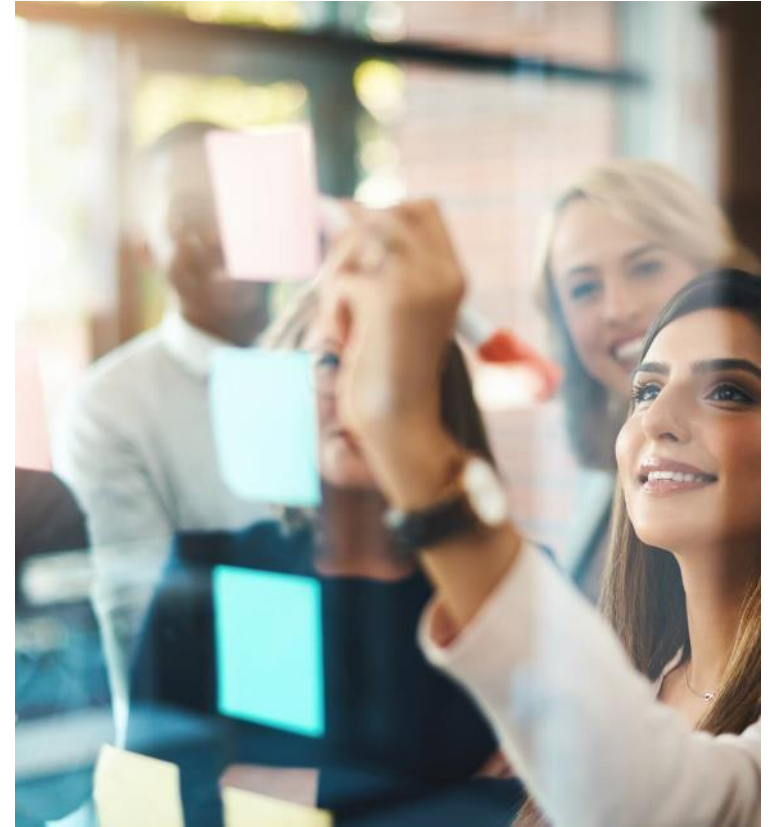


PDP Effectiveness Program Measures: Air Force/Space Force Integrated Prevention

Tim Betsch

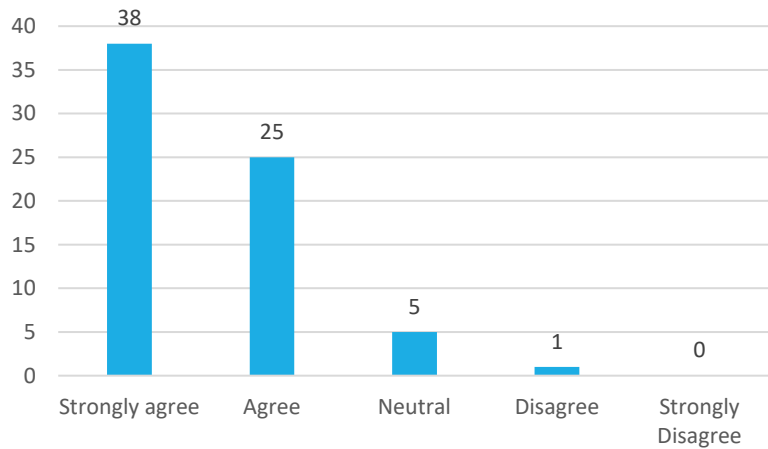




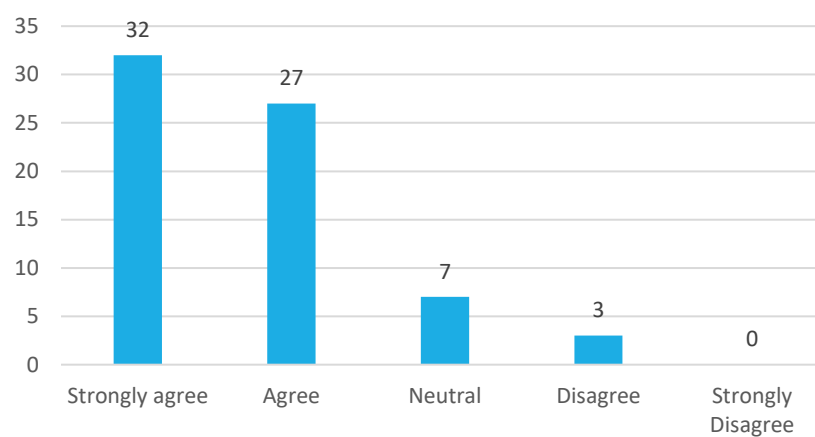
Current Measures – PDP Certifications

Charts: Instructor-Led Certifications

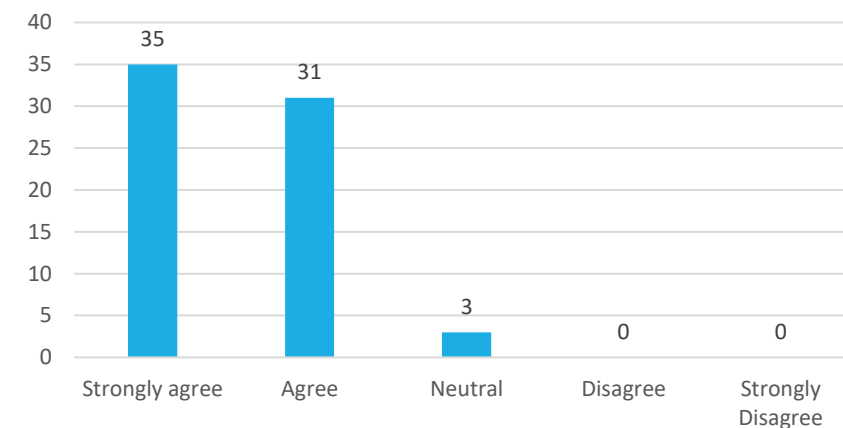
Will be a useful resource back on the job.



Helped me build my skills.

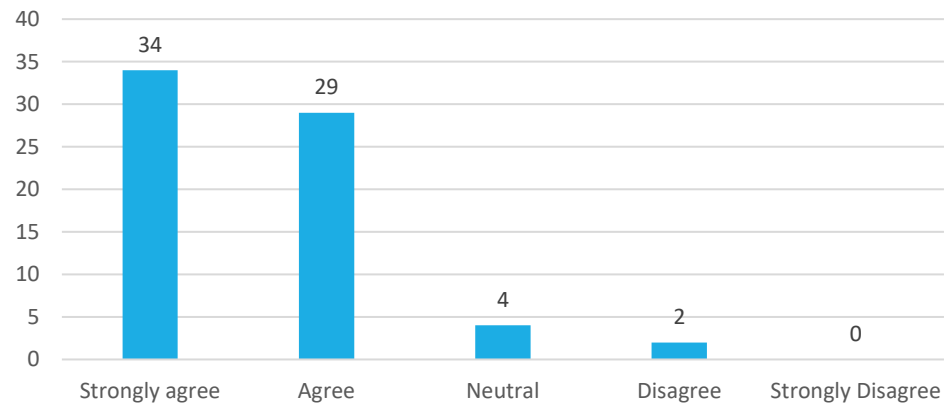


I will apply the knowledge/skills I learned.

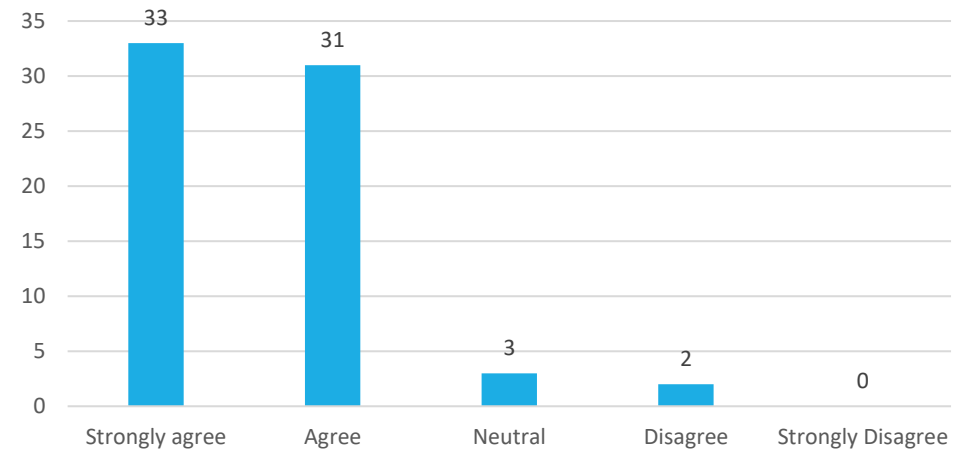


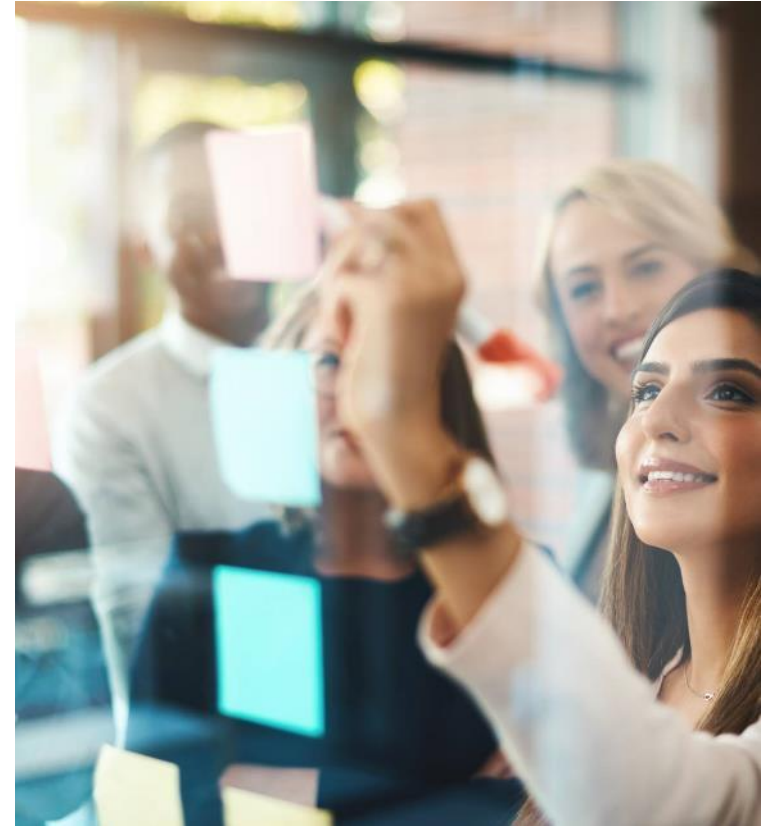
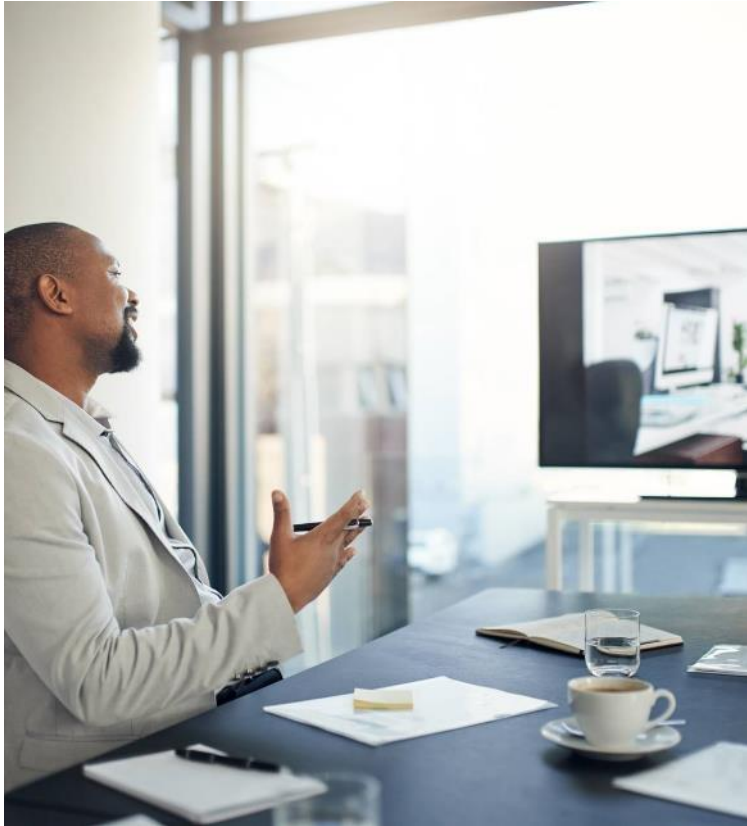
Charts: Instructor-Led Certifications

Offered new insights and skills to someone with my level of knowledge and experience.



Offered topics that were valuable to me.





DEOCS – Areas of Highest Impact

DEOCS Survey

LARGE EFFECT

- **Cohesion** – Developing an understanding of one another across a team and working together more effectively (PDP Workshops)
- **Leadership Support** – Building trust through understanding the leader, the leader understanding their team. (PDP Workshops)
- **Stress** – Understanding the drivers behind individual and team stressors. Mitigating stressors through developing action plans. (PDP Workshops and PDP Mentoring)
- **Engagement and Commitment** – Provide guidance to individuals/teams on their strengths and understanding/leveraging the strengths of others. Drives making individual's jobs more enjoyable, and to better achieve team missions (PDP Workshops and PDP Mentoring)

- **Connectedness** - Developing an understanding of one another across a team (leading to better support for one another) - (PDP Workshops)
- **Morale** – Improving perception of peers, improving communication, developing understanding of the strengths of others which leads to confidence (PDP Workshops)
- **Transformational Leadership** – Understanding leader strengths and team strengths to help leaders encourage, inspire and motivate their teams using the leader's behavioral style (PDP Workshops and PDP Mentoring)
- **Work-life Balance** – Understanding stressors and expectations based upon an individual's perceptions. Working through action plans to mitigate those areas (PDP Mentoring)

MEDIUM EFFECT

- **Fairness** – Helping clarify individual perceptions of leadership behavior and team behavior (PDP Workshops)
- **Inclusion** – Enabling individuals to express opinions more clearly based upon an understanding of their own behaviors (PDP Mentoring)
- **Passive Leadership** – Understanding leadership behavior (including low extroversion and collaborative leadership styles) to prevent perceptions of passivity when a leader is using these styles (PDP Workshops)



Grand Forks AFB

Headquarters Air Mobility Command



Relational Resiliency

3-Ss: Strengths, Stressors, & Satisfaction



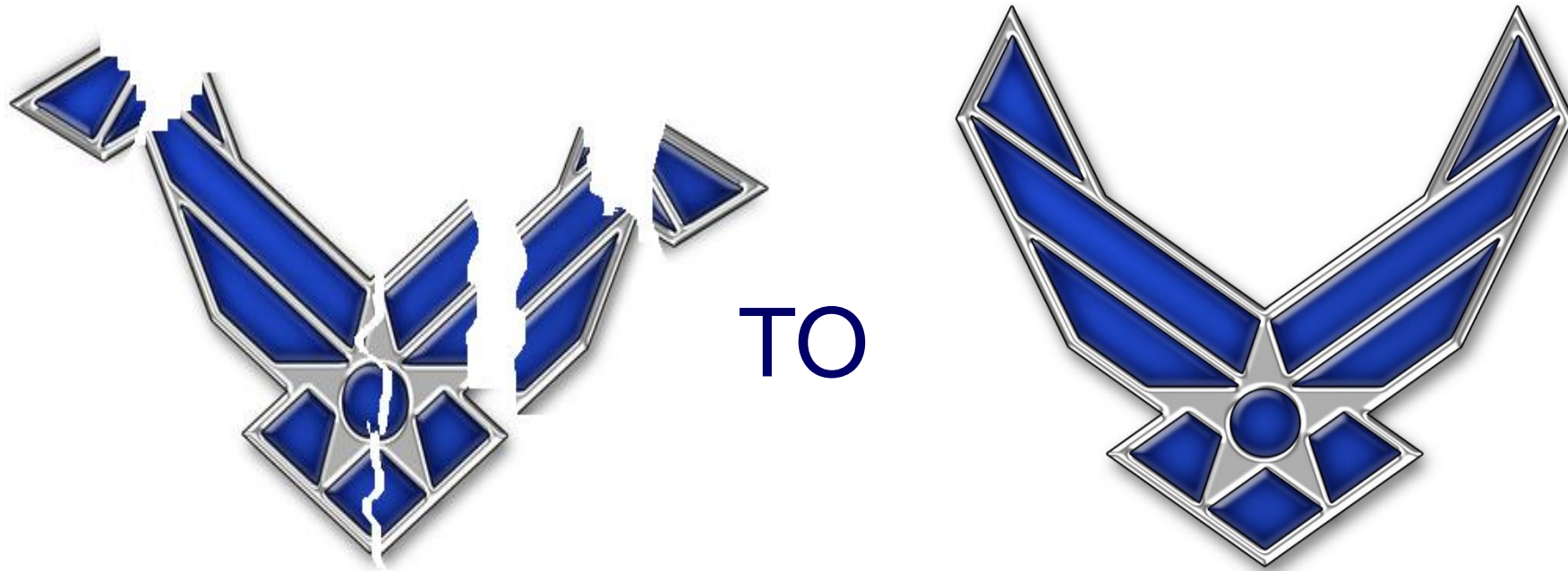
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“Moving from Brokenness”



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-
- Suicides nearly 4x AF and Midwest average
 - MH hospitalizations >2x similar bases
 - MH Discharges >3x AMC average
 - Nearly 1/4 of AD formally referred to or seeking mental health/alcohol care

**Relationship concerns (intimate/social)
key identifiers**



Follow On Analysis

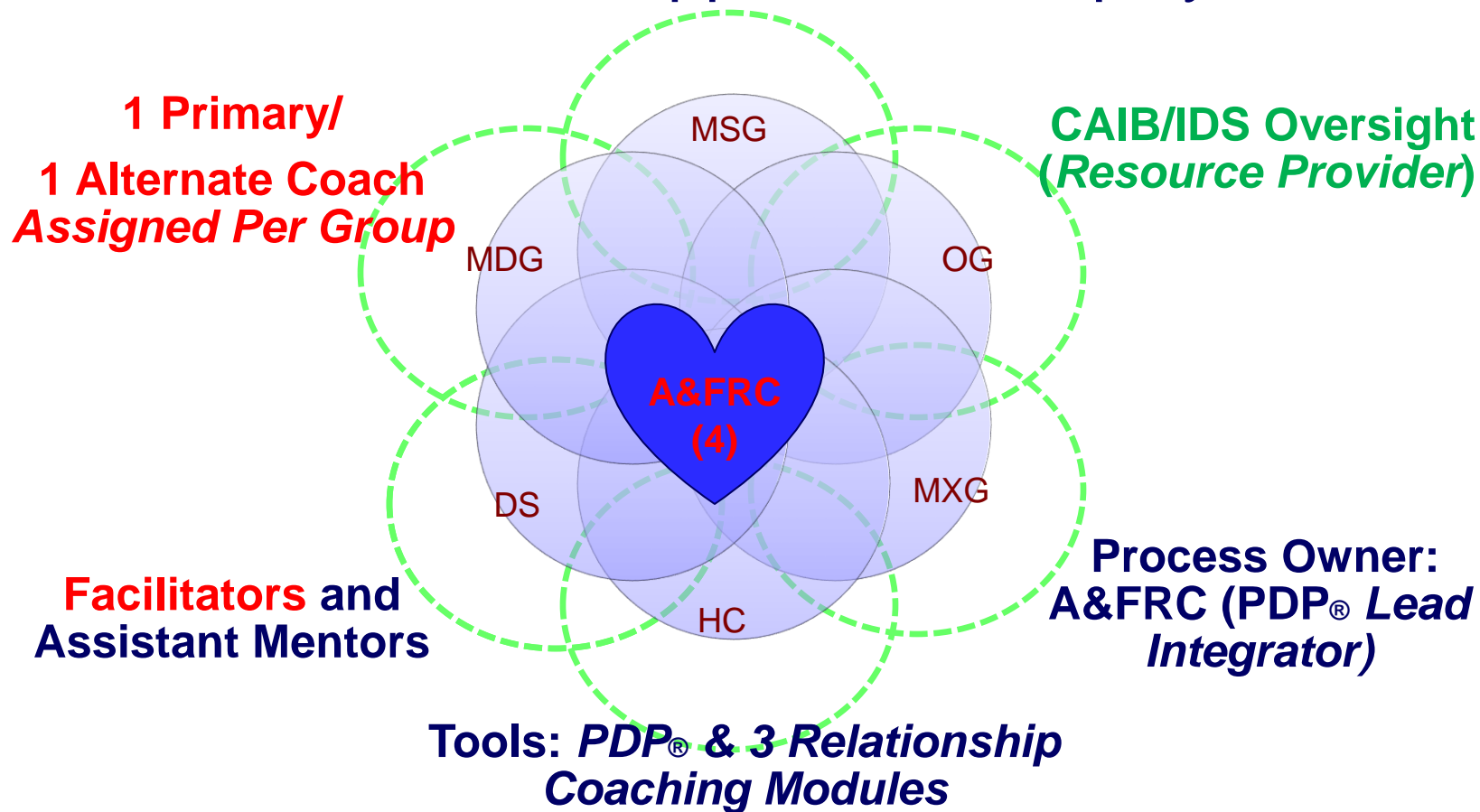
- **Analysis of Article 15 Data revealed:**
 - 65% of Article 15's -- personnel with less than 2 YTOS
 - 35% of Article 15 Recipients had Morality Waivers
 - Average age of Recipients = 24.2
 - 70.3% of Article 15's had a relational component
- **Climate Assessments—2 things that surfaced:**
 - Lack of direct supervision involved in life
 - Wanted tangible/meaningful feedback

Goal: create an environment for wide spread relational resiliency and success



“Relational Resiliency” Strategy

Framework: Appreciative Inquiry





PDP® Overview

- 3-5 Minute Web-Based Survey
 - Score 30 Words About Yourself
 - Score 30 Words About Your Environment

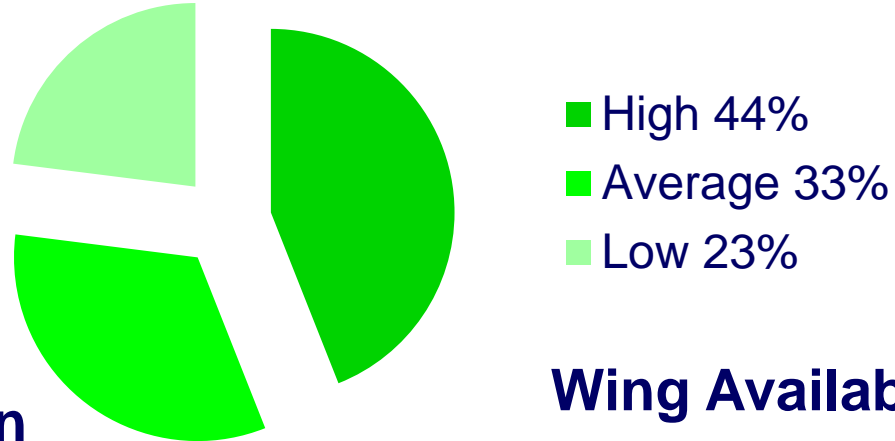
		Point & Click®				
		No			Yes	
1	Trustworthy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Generous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Spirited	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Understanding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Individualistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Reserved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- An Immediate Professionally Detailed
26-Page Report Of Strengths, Stressors &
Satisfaction Results

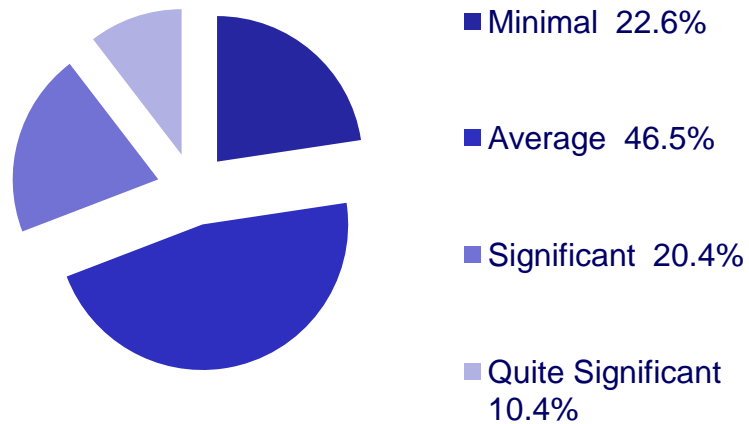


EXECUTIVE “DASHBOARD”

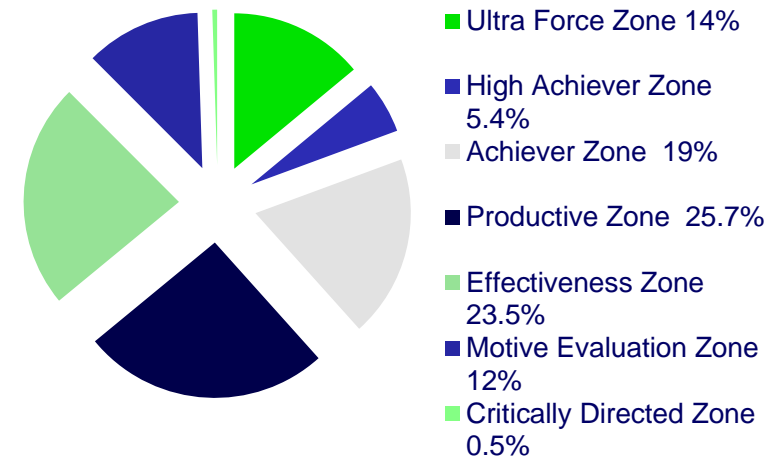
Wing Satisfaction



Wing Energy Drain



Wing Available Energy





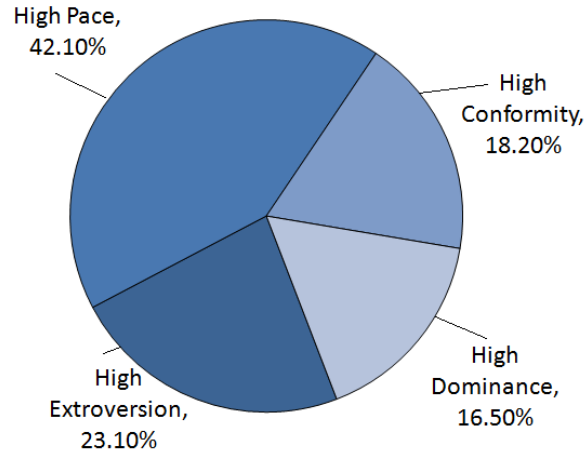
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Communication Squadron



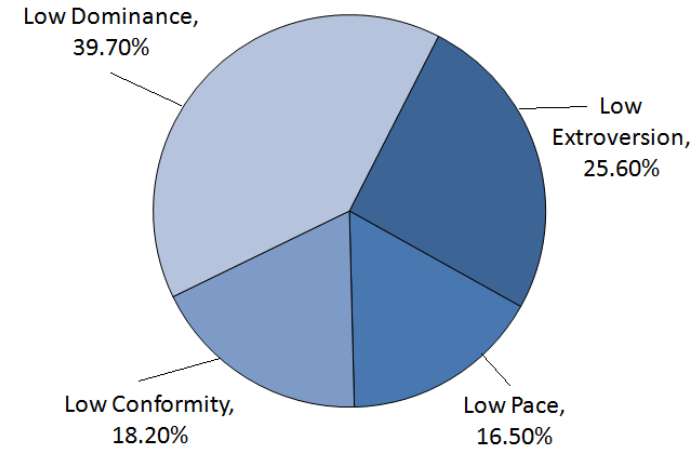
HIGHEST TRAIT DISTRIBUTION

-- natural behavioral strengths --



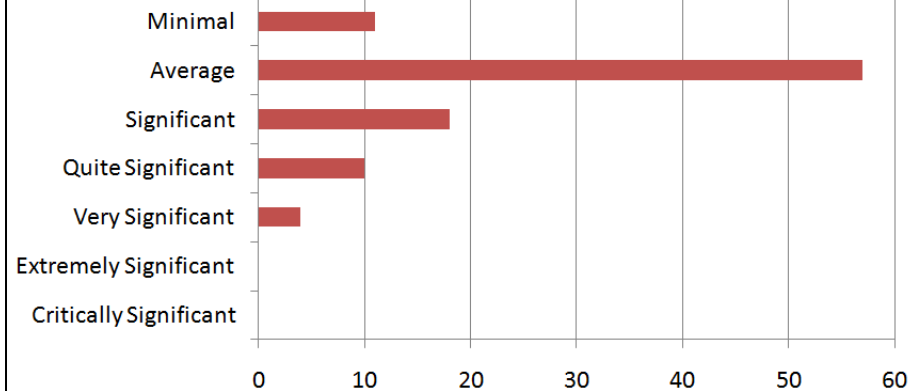
LOWEST TRAIT DISTRIBUTION

-- natural behavioral strengths --



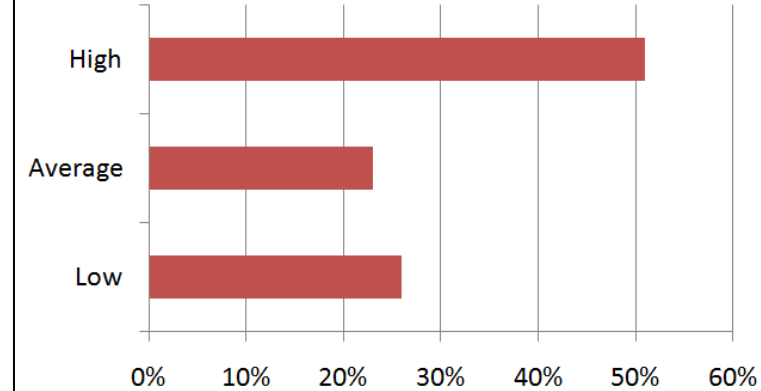
ENERGY DRAIN

-- effect if satisfaction and trait adjustments on energy level --



SATISFACTION

-- achieving personal GOALS and ASPIRATIONS --



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First Term Airmen—100%

1.

- **PDP® Survey** with Mentoring
- **3 Relationship Modules:** Dealing with Conflict; Building Connections; Dealing with Setbacks

2.

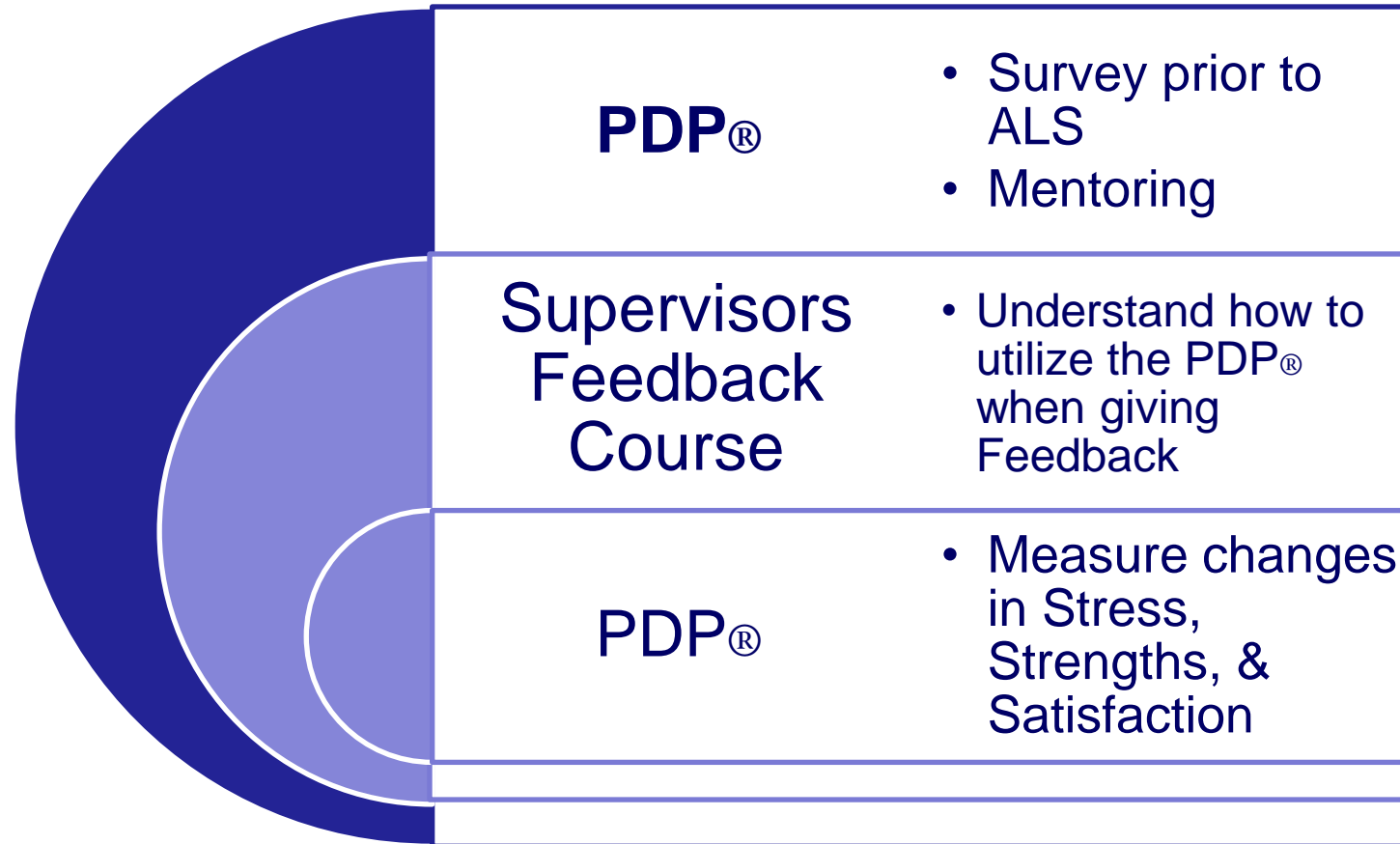
- Workplace for 90 Days

3.

- **PDP® Survey:** Measures changes in Strengths, Stressors, & Satisfaction level

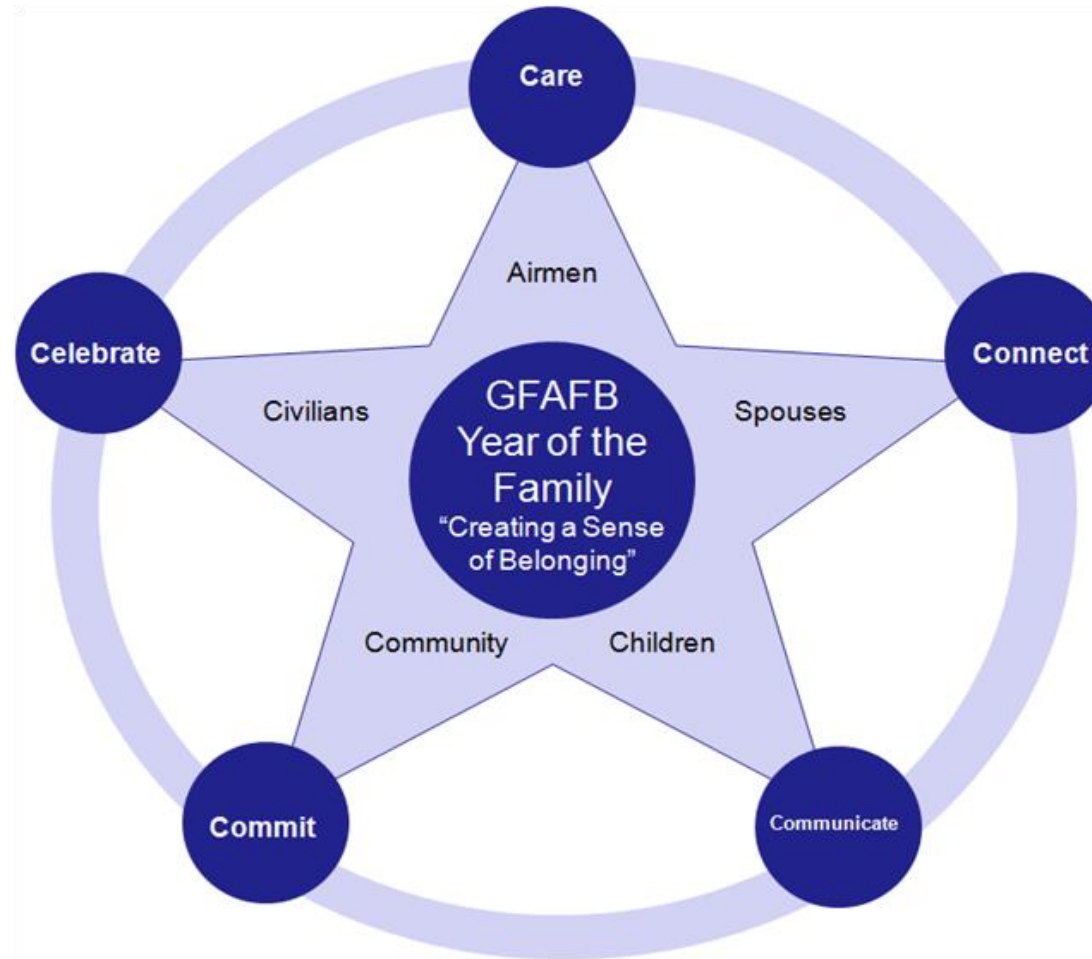


Airmen Leadership School





Instituted "5-C's" Covenant





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Outcomes

- DUI's Down 50%
 - Historic Average = 22; 2008 = 9; 2009 = 11
- Participation in Wing Sponsored Events up 300%
- Suicide Attempts in 2009 down 30% (7 vs 10 in 2008)

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Outcomes



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Why Belonging? Is Key Ingredient for Resiliency

“...To belong is to be related to and part of something. It is membership, the experience of being home in the broadest sense of the phrase. It is the opposite of thinking that wherever I am, I would be better off somewhere else.... The opposite of belonging is to feel isolated and always (all ways) on the margin, an outsider. To belong is to know, even in the middle of the night, that I am among friends.”

- *Peter Block*



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PDP® Overview



“Creating A Sense of Belonging for Resiliency”

1. Professional DynaMetric Programs (PDP):
Introduction, DVD, and Background
1. Strengths:
Natural Energy Style, Energy Level, Communication Style, Leadership Style, Backup Style and Logic
4. Stressors: Energy Use
- 5. BREAK**
5. Satisfaction: Motivation
6. Action Plan
7. Handouts, Questions and Answers

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PDP® Background

- In 1976, business executives gathered at a luncheon focused the lack of availability of good quality people skills tools.
- Dr. Dudley Solomon, President of the National Asthma Center (National Jewish Hospital)
- Dr. Solomon introduced **Bruce Hubby** to Dr. Samuel R. Houston, Kittering Research Foundation, University of Northern Colorado
- Bruce Hubby worked with Dr Houston to develop **Professional DynaMetric Programs (PDP®)**



PDP® Background

- Dr Houston developed PDP®, the **behavioral trait statistical survey**
- PDP® is **not a personality test**
- PDP® **measures energy use in four behavioral traits:**
 - **Dominance**, how one leads to get results
 - **Extroversion**, how one engages with people to get results
 - **Pace**, how one uses rate of motion to get results
 - **Conformity**, how one engages with systems or standards



PDP® Background

- **4 million PDP® surveys** in the data base
- More than 40 years of research and validation with a **96% accuracy** by users testimony
- Presently in more than **22 countries and in 12 languages**
- Accurately identifies **natural behavioral trait strengths, environmental pressures and energy used** to get desired results in a non-threatening neutral context
- Effectively used in **Marriage Counseling, Stress Counseling, Communication Skills Training, NCO Mentoring Skills Training, and Teambuilding**
- Effectively used in over 120 national **business settings** as well as the **military—8.5K**, CONUS and deployed settings, to **build more effective teams and reduce stress**



PDP® Introduction

- **PDP® word survey** takes 3-5 minutes & instantaneously produces a specific, unique 22 page report

BEHAVIORAL TRAITS AND ENERGY USE

- Takes **energy to accomplish a result** for each trait
- The **natural** traits each individual **easily uses** are identified in the **“basic/natural self” graph**
- The **trait adjustments felt** to get results from one’s **environment/relationships** are identified in the **“predictor/outward self” graph**
- **Energy used to get results** from the **“basic/natural self”** traits caused by one’s environment/relationships is identified in the **“priority environment” graph**



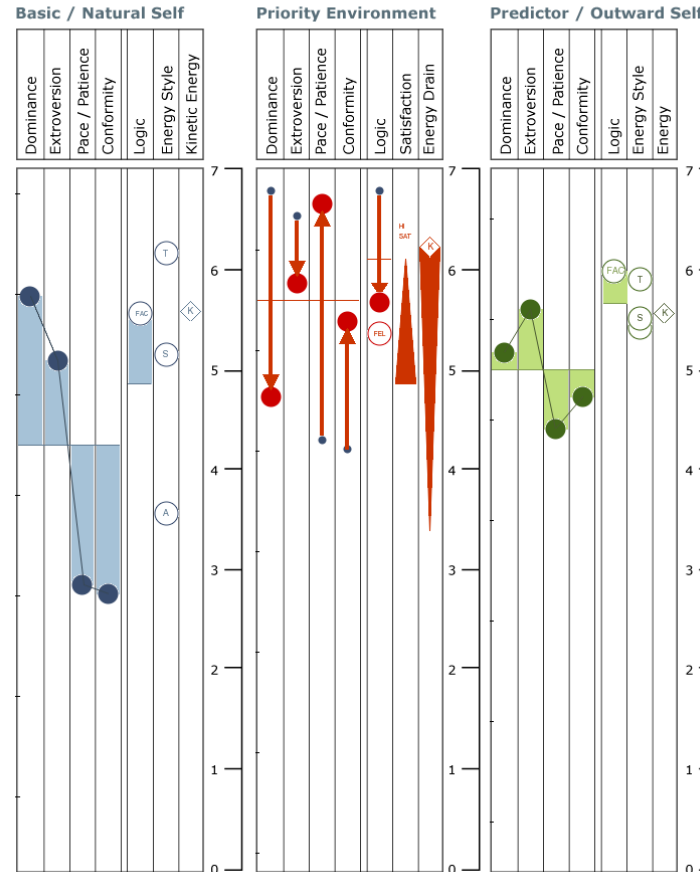
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PDP® Introduction

PDP® ProScan® Data Sheet (400 Series)

Ch, Lt Col John M Kinney
Survey: 09/25/08



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PDP® Introduction

Dominance Take Charge Trait	Extroversion People Trait	Pace Patience Trait	Conformity Systems Trait	Logic – Basis for Decision Making Fact – Analytical	Energy Style	Kinetic Energy Level	
Intimidating Bold Forceful Abrasive Commanding Fearless Daring Demanding	Overwhelming Flamboyant Verbose Promoter Convincing Gregarious Pleaser Effusive	Resist change Unhurried Determined Tenacious Deliberate Persistent Avoid conflict Resilient	Judgmental Perfectionistic Uncompromising Exacting Meticulous Vigilant Strict Orthodox	Rely on established theory	Primary Style Thrust - Rocket launch style with huge energy output; Inner-directed, self-starting drive Allegiance - Follow through, supportive style; Dedicated to completing predetermined project Steadfast - Locomotive like force that self-initiates, pursues and completes project; Steadfast, tenacious	Ultra Force Zone (7) An awesome energy force - can conquer almost any goal or task - have mental/physical power for sustained, complex endeavors	
Authoritative Courageous Direct Visionary Inventive Venturous Quick-witted Analytical	Eager Inspirational Expressive Empathetic Trusting Exciting Inclusive Motivating	Sympathetic Sensitive Warm Harmonious Enduring Steady Consistent Thorough	Systematic Precise Prudent Diligent Conscientious Dedicated Disciplined Conventional	Need factual proof		High Achiever Zone (6) Endless resource of energy - require extensive projects or diverse activities to channel this major force	
Firm Competitive Decisive Definite Assertive Self-assured Innovative Originator	Articulate Optimistic Social Responsive Fun-loving Enthusiastic Persuasive Verbal	Constant Dependable Rhythmic Methodical Informal Casual Good-natured Cooperative	Specialist Procedural Focused Dutiful Loyal Committed Detailed Accurate	Seek uniform fact-finding procedures		Achiever Zone (5) Significant capacity of energy for accomplishing tasks - achieve goals with high success - need extra activities to utilize energy	
Certain Confident Curious DynaMetric	Participative Poised Friendly	Easy-going Amiable Pleasant	Structured Careful Orderly	Examine FAC evidence		Productive Zone (4) Ample energy to complete more than required tasks and expected goals - complete tasks productively - accommodate additional activities	
Moderate Supportive Amenable	Sincere Congenial Genuine	Adjustability Like change Versatile	Open-minded Generalist Less-detailed	Validate inner sense		Effectiveness Zone (3) Sufficient energy to meet requirements of today's jobs (industry standards are geared to this level) - focus on tasks - avoid overload	
Agreeable Modest Accepting Accommodating Helpful Discreet Collaborative Tolerant	Composed Contemplative Considerate Observant Imaginative Private Selective communicator	Active Swift Riskless Impatient Mobile Dynamic Seek change Lively	Big-picture Independent Avoid detail Free-spirited Flexible Creative Unconventional Individualistic	Use innate intuition and recognition		Motive Evaluation Zone (2) Capacity to complete tasks that are motive-driven - evaluate goals and focus accordingly - make every move count	
Non-competitive Cautious Peaceable Respectful Gracious Attentive Gentle Humble Temperate	Self-protective Mild-mannered Respectful Thinker Reflective Composed Quiet Introspective	Swift Driving Pressing Hasty Spontaneous Instantaneous Fast-paced Impulsive	Adventurous Free-thinker Unconstrained Challenge rules Carefree Autonomous Uninhibited Self-governing	Respond instinctively		Critically Directed Zone (1) Limited capacity, allocate efforts in order to succeed - identify priority(s) in life - direct efforts toward specific task	
Undemanding Deferring Non-controlling Tentative Hesitant Placid Yielding Complacent	Reserved Shy Circumspect Skeptical Confidential Guarded Undemonstrative Solitary	Impetuous Impelling Abrupt Coiled-spring Sporadic Short-fused Volatile Explosive	Non-detailed Free-wheeling Resistant Controversial Contrary Anti-bureaucratic Adversarial Nonconforming	Rely on initial viewpoint			
Supportive	Reserved	Urgent	Independent	Feeling - Intuition		T	K

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PDP® Introduction

CS DVD

About experiences in the workplace as supervisors and mentors and in relationships at home:

- An increased ability to understand self and others better
- Understand energy use and drain
- Understand how to create resiliency in relationships



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PDP® Worksheet #2

“Creating a Sense of Belonging” “Mentoring Worksheet, p. 1
 PDP® Survey
 3 Ss-Strat-Map® Form

Name: _____
 Date: _____

1. STRENGTHS: HIGH TRAIT STRENGTH: (Place a check in your highest trait, page 3)

Dominance: ↑ High – wants to take charge, takes control and gets results through things
 ↓ Low – wants results through collaboration

Extroversion: ↑ High – tends to be verbal and people oriented, gets results through people
 ↓ Low – wants quiet and reflection alone for results before engaging with people

Patience: ↑ High – gets results through processing, fairness and waiting
 ↓ Low – urgent, wants results more quickly

Conformity: ↑ High – gets results through recognized rules and systems
 ↓ Low – seeks out big picture results; seems to wing it; may shift to a better paradigm

2. STRENGTHS: NATURAL STYLE:

I. **A. Energy Style, page 6:** Thrust Allegiance Ste-nacity

B. Energy Level (Kinetic): 1. Explain: Norm is 2 - 4 sigmas. Show on data sheet (Page 7).
 2. Ask: “Read energy section.” 3. Ask: “Do you agree?” 4. Shade in energy level on battery ↑.

C. Energy Zone: _____ (Page 7)

II. **Communication Style (Page 18):** _____
 How do you like to communicate to others (Choose only one): _____

How do you want others to communicate to you (Choose only one): _____

III. **Leadership Style, Ask: “Read Page 19. Do you agree?” :** _____

IV. **Back-up Style, Ask: “Continue to read Page 19. Do you agree?” (Page 20):** _____

V. **Logic:** Circle the logic indicator for this individual (Page 6) Fact Feeling Balance

3. STRESSORS: ENERGY USE: Explain: “This section describes pressures 4-8 weeks prior to the ProScan survey.”

A. **Identified Pressures (Pages 8 & 9)** Work/Family Related Sources of Energy Use
 (Circle movement for top two ↓, ↑, & +)

1. Dominance ↓ ↑ + % work:	
2. Extroversion ↓ ↑ + % work:	
3. Pace ↓ ↑ + % work:	
4. Conformity ↓ ↑ + % work:	
5. Logic ↓ ↑ + % work:	

B. **Energy Drain (Page 11):** _____ ↓ Sigmas. 1. Ask: “Read energy drain and available energy.” 2. This might relate to energy use and satisfaction level see graph on data sheet. Write the energy drain descriptor: _____

C. **Available Energy (Page 11):** _____ Zone

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PDP® Strengths, Part 1

1. HIGH TRAIT STRENGTH: (Place a check in your highest trait)

- **Dominance:** ↑ **High** – wants to take charge, takes control and gets results through things
↓ **Low** – wants results through collaboration
- **Extroversion:** ↑ **High** – tends to be verbal and people oriented, gets results through people
↓ **Low** – wants quiet and reflection alone for results before engaging with people
- **Patience:** ↑ **High** – gets results through processing, fairness, and waiting
↓ **Low** – is urgent, wants results more quickly
- **Conformity:** ↑ **High** – gets results through recognized rules and systems
↓ **Low** – seeks out big picture results; seems to wing it; and, may shift to a judged better paradigm



PDP® Strengths, Part 2

2. NATURAL STYLE:

I. A. Energy Style: Thrust, Allegiance, and Ste-nacity

B. Energy Level (Kinetic): Norm for energy level is 2 - 4 sigmas (Page 8).

C. Energy Zone: _____ (Page 8)

II. Communication Style (Page 19): _____

How do you like to communicate to others (**Choose only one**):

How do you want others to communicate to you (**Choose only one**):

III. Leadership Style: “Read Page 20.” : _____

IV. Back-up Style: “Read Page 20.” : _____

V. Logic: (Page 6) *Fact* *Feeling* *Balance*



PDP® Stressors: Energy Use

3. IDENTIFYING ENERGY USE: “Pressures 4-8 weeks prior to ProScan®.”

A. Identified Pressures (Pages 9 & 10) (Circle movement for top two ↓, ↑, & †)

Relational Sources of Energy Use

- | | | | | |
|-----------------|---|---|---|---------|
| 1. Dominance | ↓ | ↑ | † | % work: |
| 2. Extroversion | ↓ | ↑ | † | % work: |
| 3. Pace | ↓ | ↑ | † | % work: |
| 4. Conformity | ↓ | ↑ | † | % work: |
| 5. Logic | ↓ | ↑ | † | % work: |

B. Satisfaction Level, circle (Page 11): High Average Low;

C. Energy Drain (Page 12): _____ ↓ Sigmas. Write the energy drain descriptor: _____

D. Available Energy (Page 12): _____ Zone



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PDP® Worksheet #1

“Creating a Sense of Belonging” “Mentoring Worksheet, p. 1

PDP® Survey Name: _____

3 Ss--Strat-Maps® Form Date: _____

4. SATISFACTION: circle (Page 10): High Average Low; Write Adjustment: _____

MOTIVATION: Is this “motivator or need” generally provided for you in your present environment?

If motivator or need is not being provided ask: “When is the motivator or need not being provided and how can it be provided?”

Ask: “What are my two top two demotivators is more intense for you?” now?”

Demotivator (Page 20): _____

(Use Individual Action Plan)

Motivators (Page 21):	Define:	Yes	No	Sometimes
Ask: “What are your top 4 motivators?”	Ask: “BRIEFLY define each motivator.”			
1. _____	_____	___	___	___
2. _____	_____	___	___	___

Overriding Needs (Page 22):	Define:	Yes	No	Sometimes
Ask: “What are your top 4 needs?”	Ask: “BRIEFLY define each overriding need.”			
1. _____	_____	___	___	___
2. _____	_____	___	___	___

5. ACTION PLAN TO DIMINISH STRESS & INCREASE SATISFACTION: (Go Worksheet 1, #3 Identifying Energy Use. Select the top two to determine how to lesser the use of energy.)

What action can I take in the next six months to decrease energy use and enhance my primary relationship?	How can I make it happen?	With whom will I engage to accomplish this action?	Obstacles preventing this action from happening?	Date of Completion?
1.				
2.				

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PDP® Satisfaction

Satisfaction Level, circle (Page 11): High Average Low;

4. MOTIVATION:

Demotivator (Page 21): _____

Yes No Sometimes
(Place a √ by one)

Motivators (Page 22):

Define:

- | | | | | |
|----------|-------|-------|-------|-------|
| 1. _____ | _____ | _____ | _____ | _____ |
| 2. _____ | _____ | _____ | _____ | _____ |

Overriding Needs (Page 23):

Ask: "What are your top 4 needs?"

Define:

Ask: "**BRIEFLY** define each overriding need."

- | | | | | |
|----------|-------|-------|-------|-------|
| 1. _____ | _____ | _____ | _____ | _____ |
| 2. _____ | _____ | _____ | _____ | _____ |



PDP[®] Action Plan

5. ACTION PLAN TO DIMINISH STRESS & INCREASE SATISFACTION:

<u>What action can I take in the next six months to decrease energy use and enhance my primary relationship?</u>	<u>How can I make it happen?</u>	<u>With whom will I engage to accomplish this action?</u>	<u>Obstacles preventing this action from happening?</u>	<u>Date of Completion?</u>
1.				
2.				



PDP® Summary

“Creating A Sense of Belonging for Resiliency”

1. Professional DynaMetric Programs (PDP®):
Introduction, DVD, and Background
2. Strengths:
Natural Energy Style, Energy Level, Communication Style, Leadership Style, Backup Style and Logic
4. Stressors: Energy Use
5. **BREAK**
5. Satisfaction: Motivation
6. Action Plan
7. Handouts, Questions and Answers



“Creating A Sense of Belonging for Resiliency”

**PDP®’s 3-Ss: 1. Strengths,
2. Stressors,
3. Satisfaction**

Questions and Answers



Thank you
