



7 April 2014

Phil,

I wanted to write and thank you for introducing me and my students to ProScan. It has been a tremendous tool in helping me with my own career as well as enlightening instrument over a hundred students to whom I've given the survey. As you know, I first took the ProScan survey for an employer who had contracted with you to screen potential candidates for a senior opening they had at their firm. I knew the firm very well and expected that if I wanted the job, I would get an offer. After taking the ProScan survey and spending an hour with you, it became clear to me that while I was very aligned with the organization, the role they were seeking to fill was not a good fit for me. I called the firm the next day and withdrew my name from the pool of candidates. Thank you for helping me see with clarity the gap between the role requirements and my own. My career has taken a different and very positive direction!

Subsequently, in my role as a professor of leadership, teams, and ethics, I have given the ProScan survey to over a hundred students. Not only do they learn an immense amount about themselves during the feedback sessions, they are stunned at its accuracy. MBAs are not the easiest group of students to shock and ProScan delivers for me every time. In fact, at the end of each leadership class I teach, I ask students to list their "Top 10" learnings from the course and ProScan always comes in first or second in terms of total times mentioned in the class reflections. Of all the things that I cover during an entire semester on leadership, ProScan stands out as one of the most valuable and memorable things for future business leaders. I cannot recommend the tool more highly and urge anyone considering using the tool to take a very serious look. It is well constructed, validated, and reliable. It also produces valuable insights for anyone who takes it. It also helps talented people channel their abilities into roles that suit them.

Warm Regards,

Paul H. Ryder
Profession of Leadership, Teams, and Ethics
University of San Francisco