

Extended DISC® Behavioral Analysis - Leadership Report



This analysis is based on the responses given in the Extended DISC® Behavioral Analysis Questionnaire. This analysis should not be the sole criterion for making decisions about this individual. The purpose of this analysis is to provide supporting information to the respondee and his/her supervisor.



Karolina Różowa

Organization:

XYZ

Date:

03.03.2022

Text Page

This page is a description of how this style of person is typically seen by others. Read the text as such and use it to develop an overall picture. In evaluating specific sentences, it is important to consider person's conscious ability to adapt behavior. In other words, while the text describes the typical behavior for individuals with this style, a person certainly can modify behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

Attributes

Extroverted, sociable, social, active, alert, idea generator, purposeful, ambitious, seeks new contacts, exact, follows instructions, inspiring.

Motivators

Karolina is motivated by opportunities to work with people in a variety of situations. She likes to inspire people and enjoys being popular. She wants to proceed independently in her work but does not mind if she is instructed.

Tries to Avoid

Although Karolina would like to work in an established organization, she is not always a teamworker. Karolina is much better in tasks for which she is responsible and where success demands influencing people. She tries to avoid routine, repetitive tasks.

Ideal Supervisor

The supervisor should always provide her with something new. The supervisor has to demand directness from her and should also prevent her from launching into new ideas when the work is already in process.

Communication Style

She has no problem approaching people and discussing any subject. As she is a strongly emotional person, she may have difficulty hiding her bad mood even when she wants to. She is able to sell if reminded of the importance of the final results.

Decision-making

Basically she is good at making decisions. She is not very traditional, so can create new ideas. Sometimes she may hesitate and change her decision as she faces a conflict between wanting to make quick and at the same time the best (most correct) decisions. Complicated or unpleasant decisions that concern people demand more time to ponder.

Motivators and Demotivators

Motivators - Comfort Areas

These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.

- A possibility to get enthusiastic easily
- People who are in a good mood
- Assignments that need quick reaction
- Positive work environment
- Changing situations
- Inspirational encouragement
- Generating new ideas and starting new things
- Varying assignments
- Lots of time with people
- The organization's support in tough situations
- Lots of different communications
- More talk than listening

Situations that Reduce Motivation

These are items that this style of person typically doesn't like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.

- Argumentative solutions and situations
 - Losing openness
 - Boredom
 - Too tough people
 - Routines
 - Complete unawareness of the situation
 - People depressing others by pessimism
 - Bureaucrats slowing things down
 - Having to repeat the same message
 - People who don't get excited over her thing
 - Unreasonable risk-taking
 - Making decisions that complicate things for others
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Strengths - Reactions to Pressure

Strengths

The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.

- Looks for and finds new ideas alone
- Has multi-faceted thoughts
- Can sell her ideas
- Is not the first one to say "No!"
- Doesn't remain in one place
- Gets excited over challenging things
- Can portray her idea in an inspiring way
- Takes care of many things
- Is not afraid of meeting people
- Talks a lot to people
- Knows how to influence people's feelings
- Knows the rules and instructions

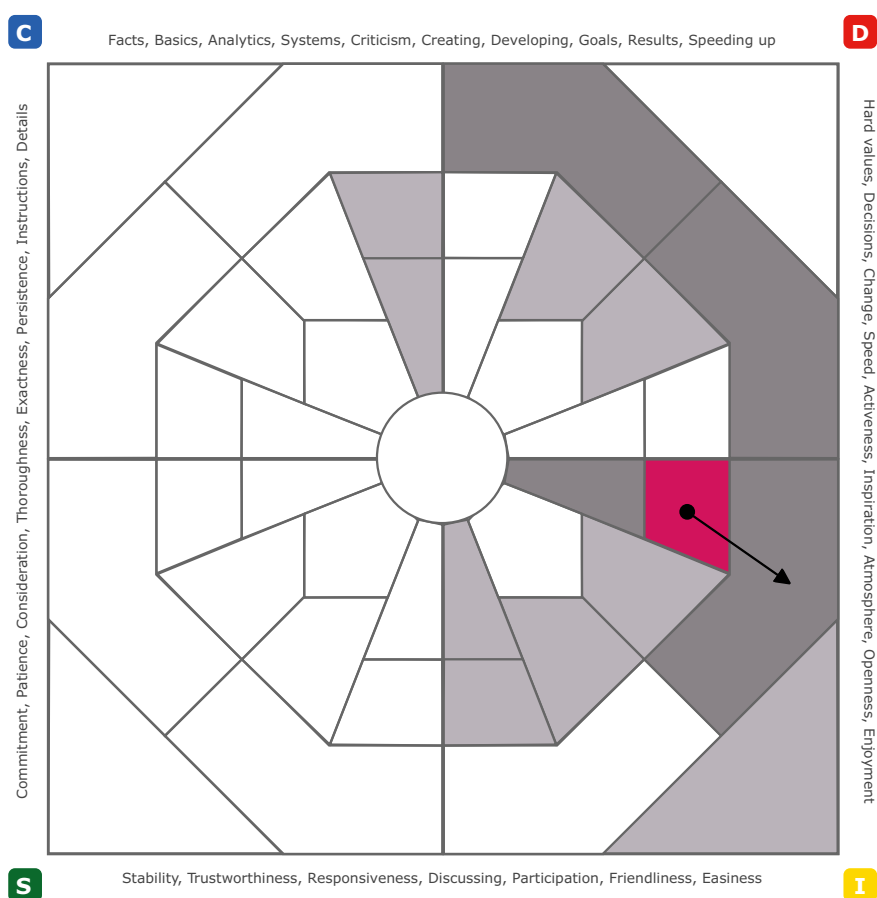
Reactions to Pressure Situations

These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.

- Lives in an unreal world
 - Operates here and there
 - Thinks about change all the time
 - Concentrates on herself
 - Can be wavering
 - Talks too long
 - Considers difficult decisions too long
 - Cannot concentrate
 - Is not strong enough in her opinions
 - Does not actually want to listen
 - Talks about exactness but forgets it herself
 - Concentrates on nice things
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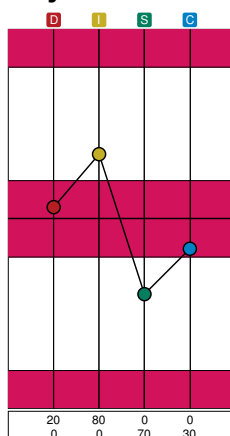
Flexibility Zones

Natural Flexibility Zone = The area where the profile will most probably shift

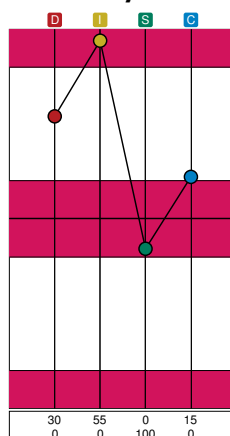


Extended DISC® Profiles

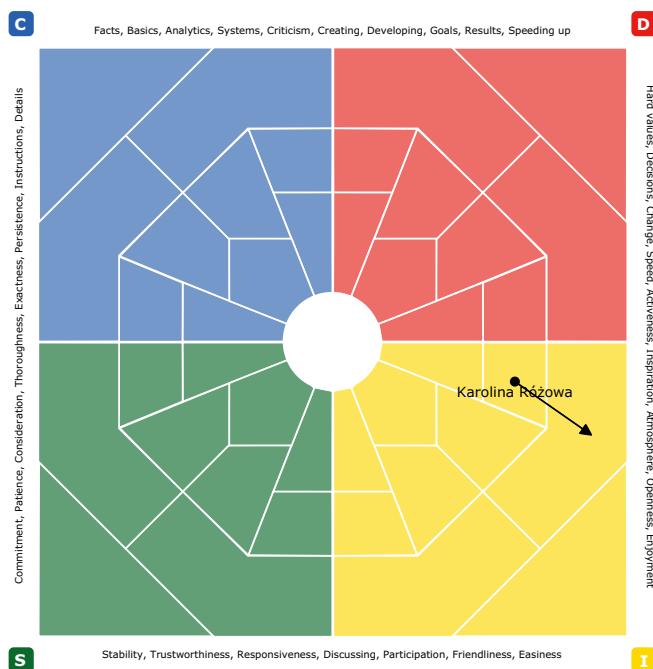
Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC® Diamond



Leadership Style Competencies

Creating a friendly atmosphere:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Management that emphasizes people's well-being:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing people as goal-achievers:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having a listening, participative management style:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bringing up new ideas to inspire people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-oriented management style:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a leader who both plans and participates:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Constant, positive encouragement of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive encouragement of specialists:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Achieving results through and with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding, people-oriented leadership style:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Finding a favorable solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Searching continuously for change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing freedom to express oneself:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating and explaining new approaches:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a participative and supportive member of the team:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reassuring people in a positive manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5