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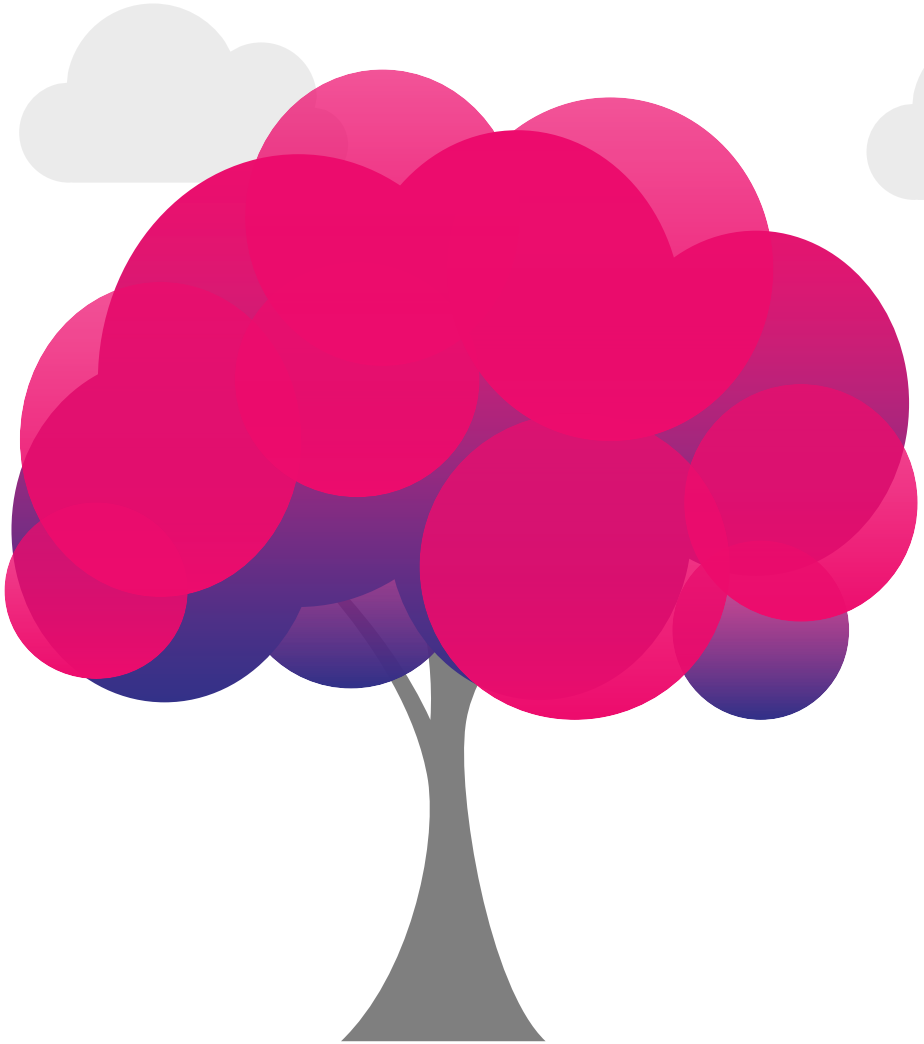
Introduction to **Extended DISC**

Extended DISC
is used in more than 40 countries around the world.

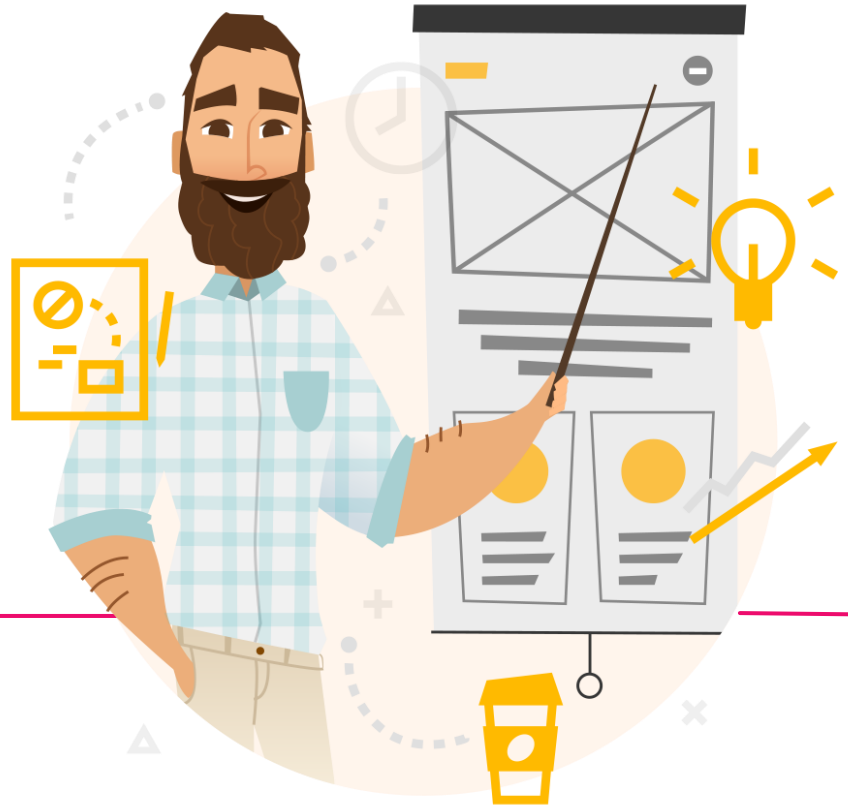


We help

In making the right decisions in different areas of human resources management, e.g. **selection of employees, career planning**, identification of training needs and **improving teamwork.**

We deliver

Tools for **analysis of behavioural styles**, competence assessment, **employee engagement surveys**, organizational climate.



Talent diagnosis
and competence assessment

Engagement
and employee satisfaction

Team work

Recruitment decisions

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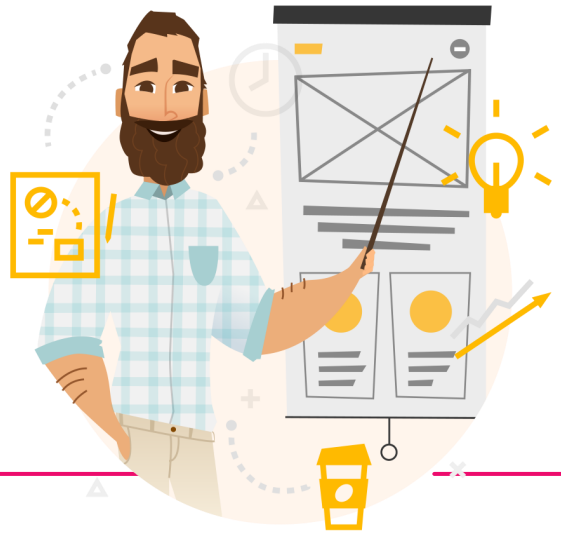
Application of

Extended DISC in the life of organisation

Many tools in one place

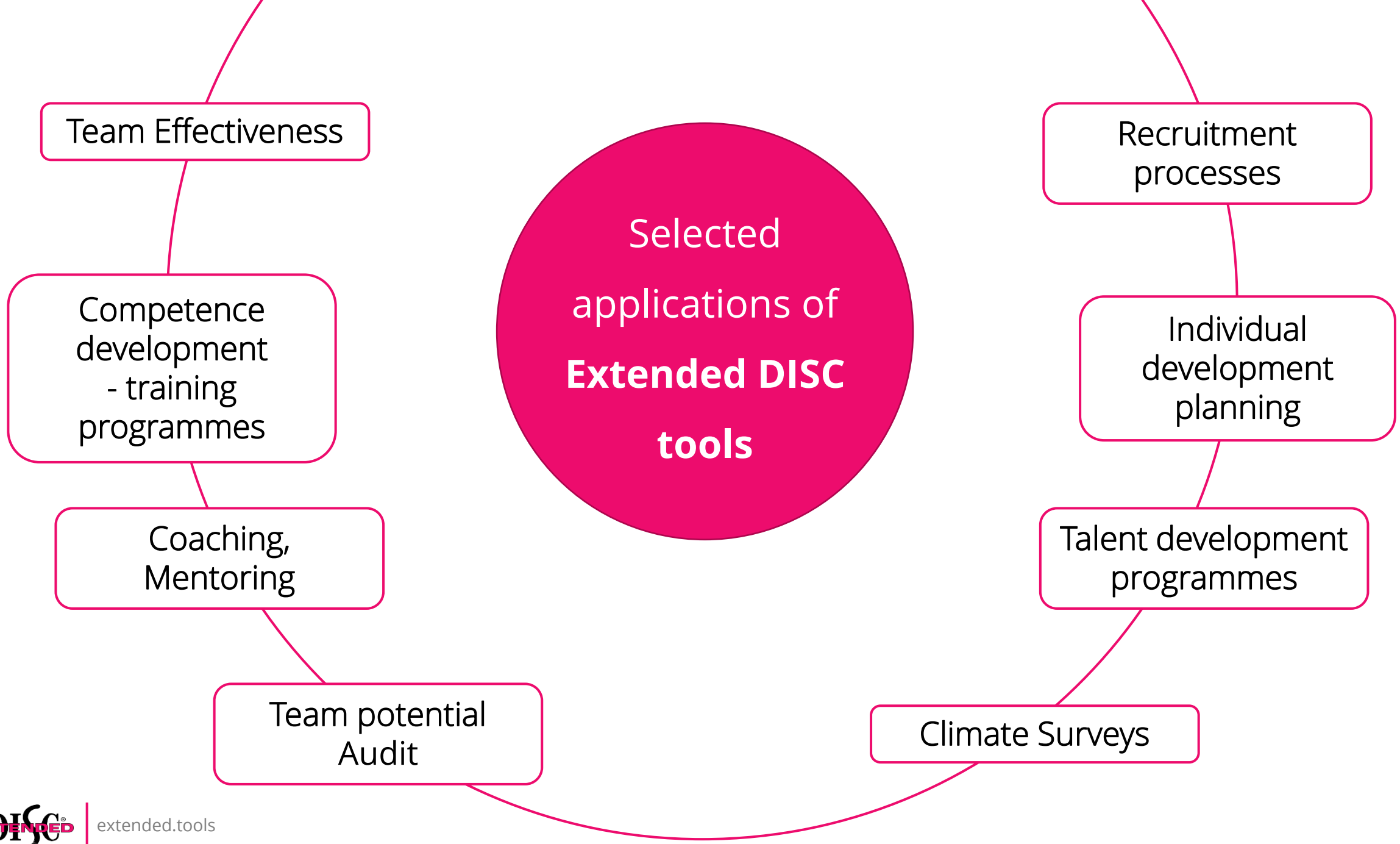


Behavioral
analysis

Surveys
Open

360° Feedback

FinxS Sales
Assessment


Selected applications of **Extended DISC tools**
Team Effectiveness
Competence development - training programmes
Coaching, Mentoring
Team potential Audit
Recruitment processes
Individual development planning
Talent development programmes
Climate Surveys

Recruitment

Personal Analysis Extended DISC

Job Profile Extended DISC

Team analysis Extended DISC

Simpler HR communication with managers – who are we looking for?, "common language", use of the team map, **more complete information about the candidate** or new employee

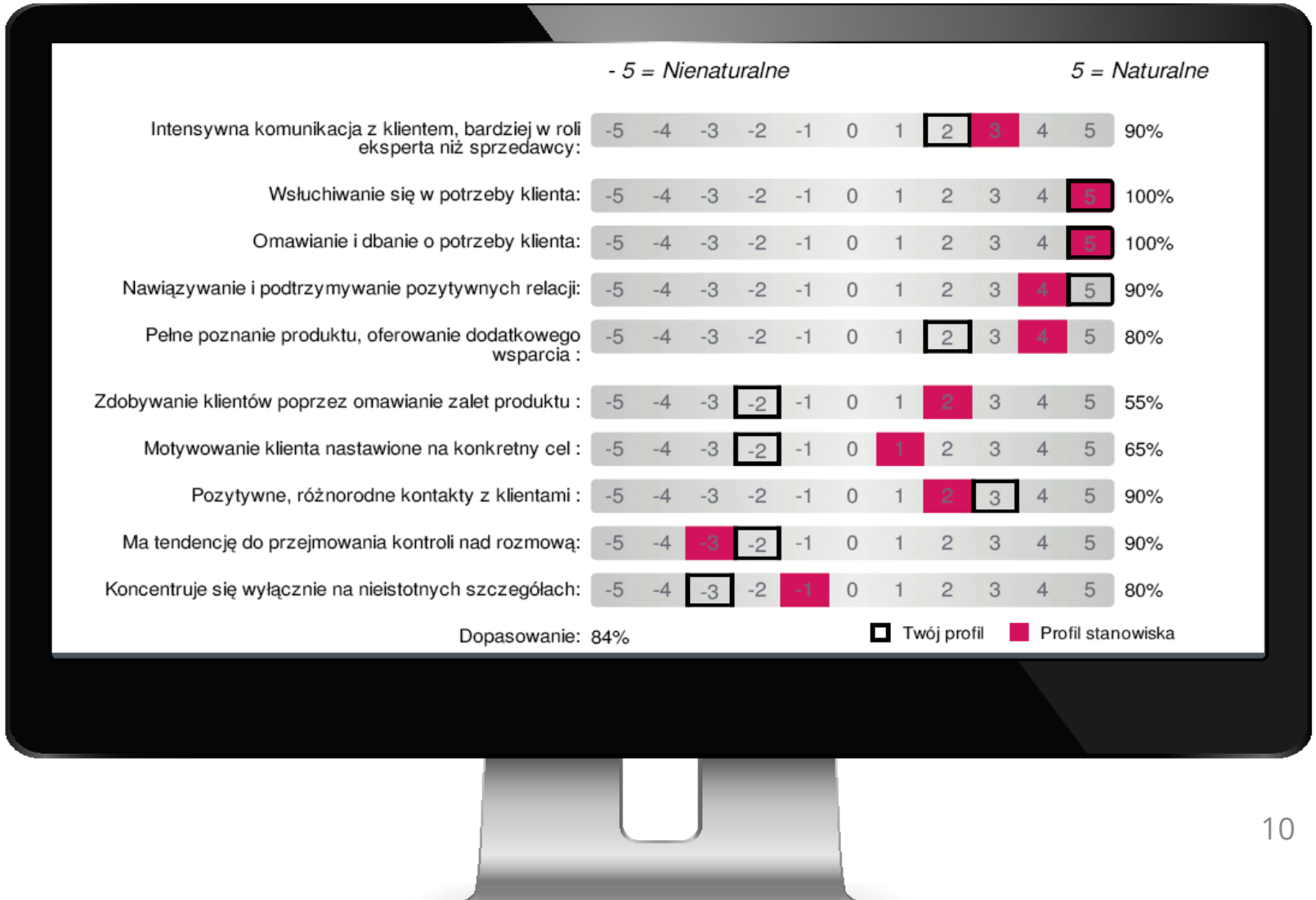
Possibility **of comparing candidates**

Dedicated reports for different types of recipients: **recruiter, manager, candidate**

Definition of standard profiles for selected positions (job profiles, benchmarking)

Possibility **of connecting FinxS platform with e-Recruiter platform / ATS (via API)**

Job profile


- 5 = Nienaturalne
5 = Naturalne
Intensywna komunikacja z klientem, bardziej w roli eksperta niż sprzedawcy: 90%
Wsłuchiwanie się w potrzeby klienta: 100%
Omawianie i dbanie o potrzeby klienta: 100%
Nawiązywanie i podtrzymywanie pozytywnych relacji: 90%
Pełne poznanie produktu, oferowanie dodatkowego wsparcia : 80%
Zdobywanie klientów poprzez omawianie zalet produktu : 55%
Motywowanie klienta nastawione na konkretny cel : 65%
Pozytywne, różnorodne kontakty z klientami : 90%
Ma tendencję do przejmowania kontroli nad rozmową: 90%
Koncentruje się wyłącznie na nieistotnych szczegółach: 80%
Dopasowanie: 84%
Twój profil
Profil stanowiska

Individual development – feedback sesion, coaching, mentoring

Extended DISC Personal Analysis

FinxS 360° Feedback

What **natural predispositions and talents** does the Client/Manager/employee have?

In which areas does the Client/Manager/employee have the **greatest chances of success?**

What kind of job/career gives him the **greatest satisfaction?**

What goals can be **ineffective** or **non-ecological**?

What exactly should he **pay attention to when working on himself**?

Competence development - training programmes (for managers, salespeople, employees)

Extended DISC Personal Analysis

Extended DISC Team Analysis

Be conscious of the preferred styles of your co-workers / customers, treat them in an individualised way, consider possible adjustments to your behaviour.

Get to know the Extended DISC model

Get to know your strengths and areas for development, in relation to your tasks

Learn to recognize the styles of others, employees/customers

Teach to adapt communication and motivations styles to be more effective.

Audit of the team's potential (exemplary scope of the project)

Extended DISC Personal Analysis

Extended DISC Team Analysis

Behavioral analyses
for team members

Short presentation and summary reports for participants

Individual and group reports
for the Manager

Expert recommendation
eg. HR BP for the Manager

Option (in large teams):
Benchmarking Top 10 / Low 10

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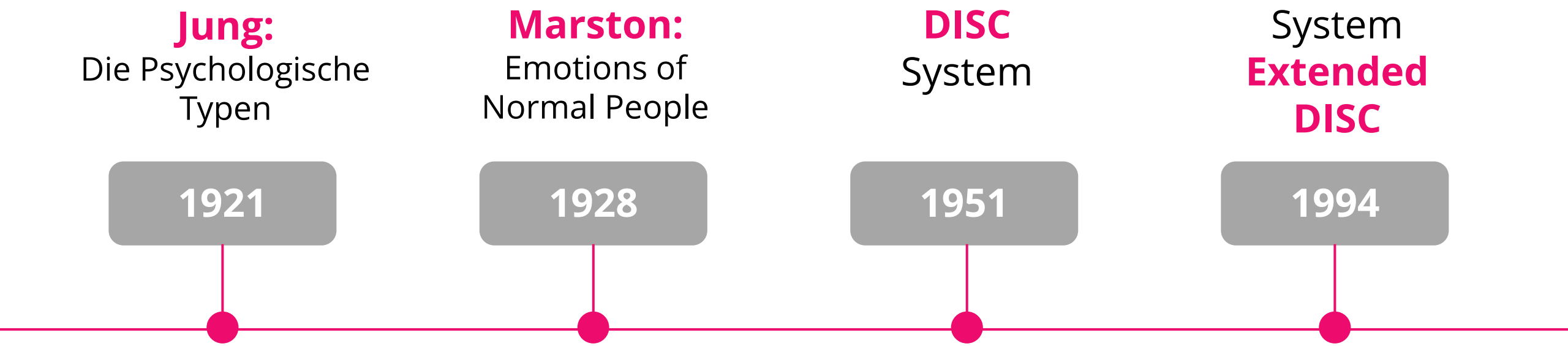
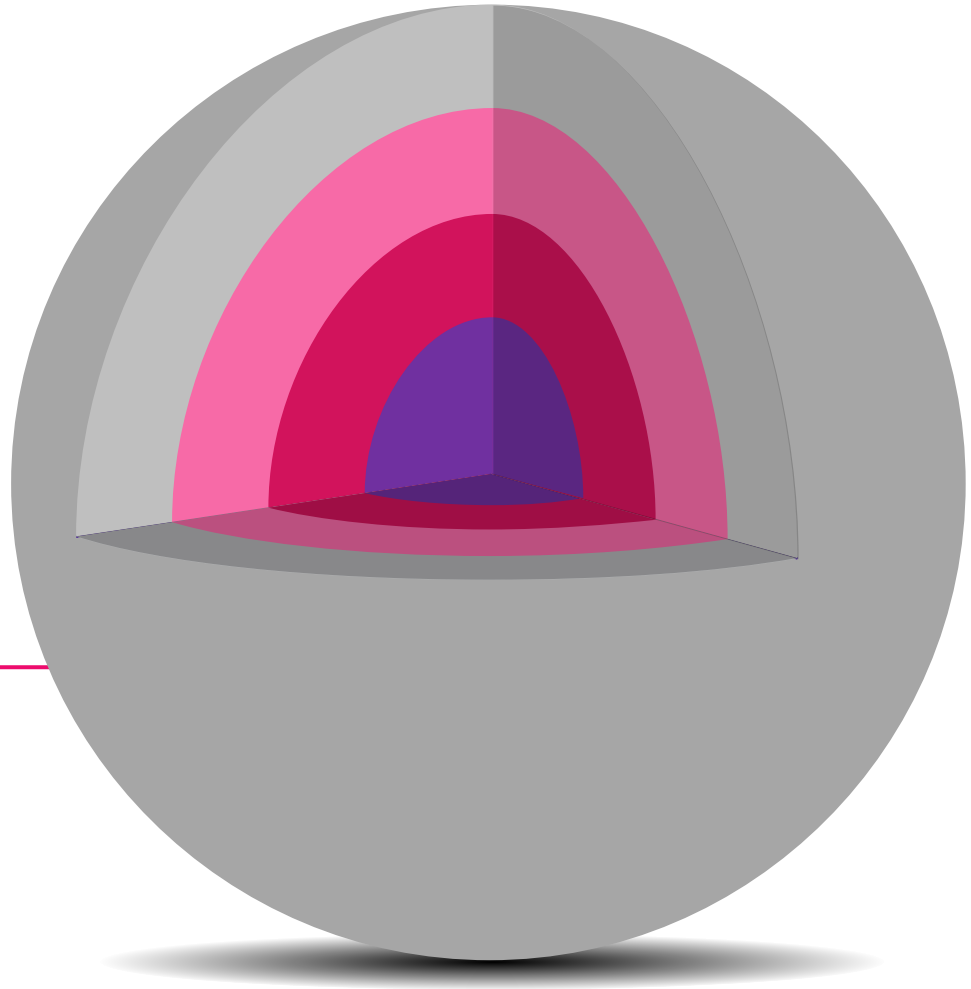
Extended DISC
Theory

History of Extended DISC



DISC model is based on the work of **Carl G. Jung**

Human capacity



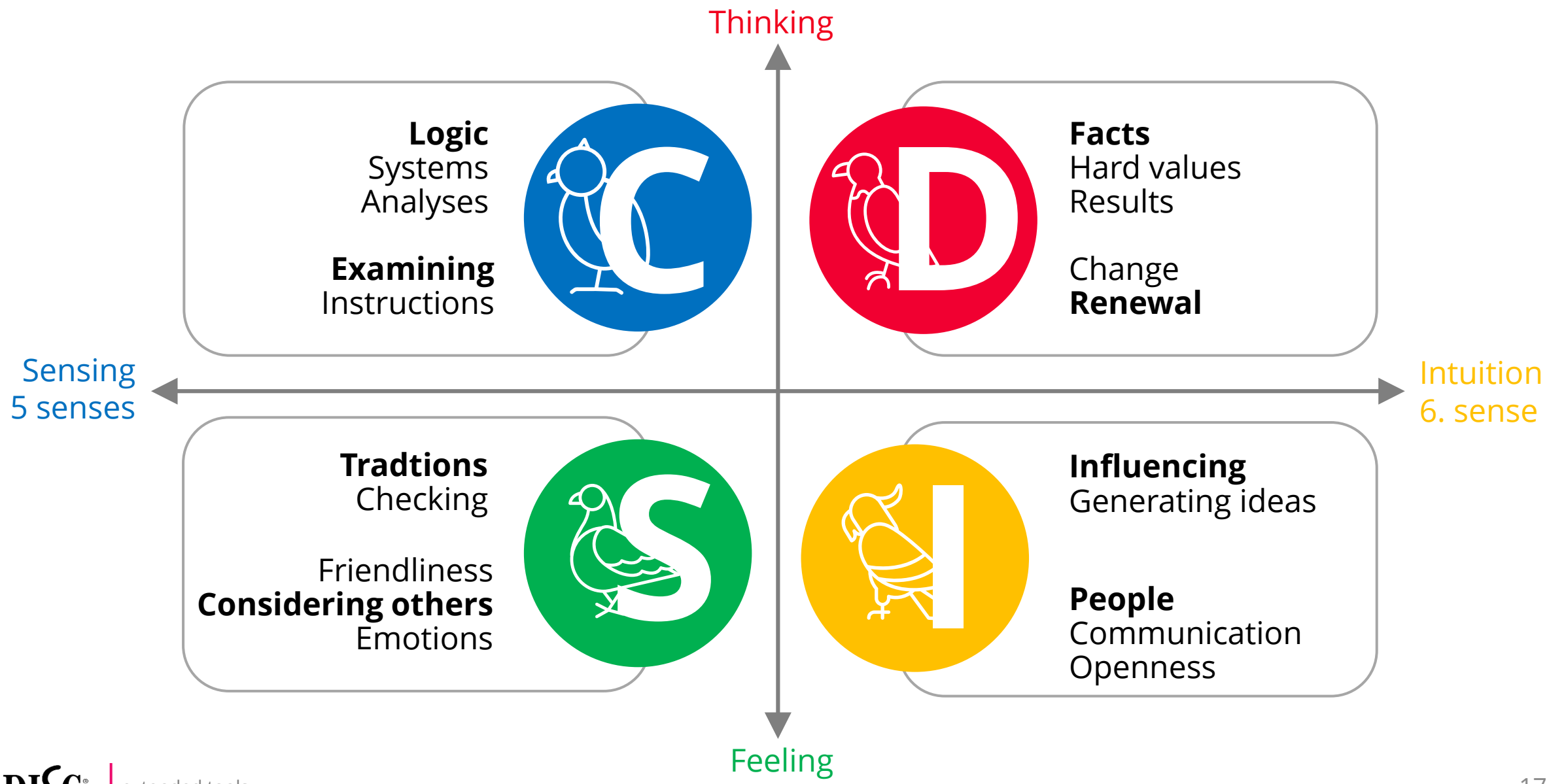
Conscious behavior

- Attitudes
- Values
- Skills
- Knowledge
- Experience
- Expectations
- Physical Condition
- Mental Condition

Unconscious behavior

Cultural heritage

The Four Quadrant Model



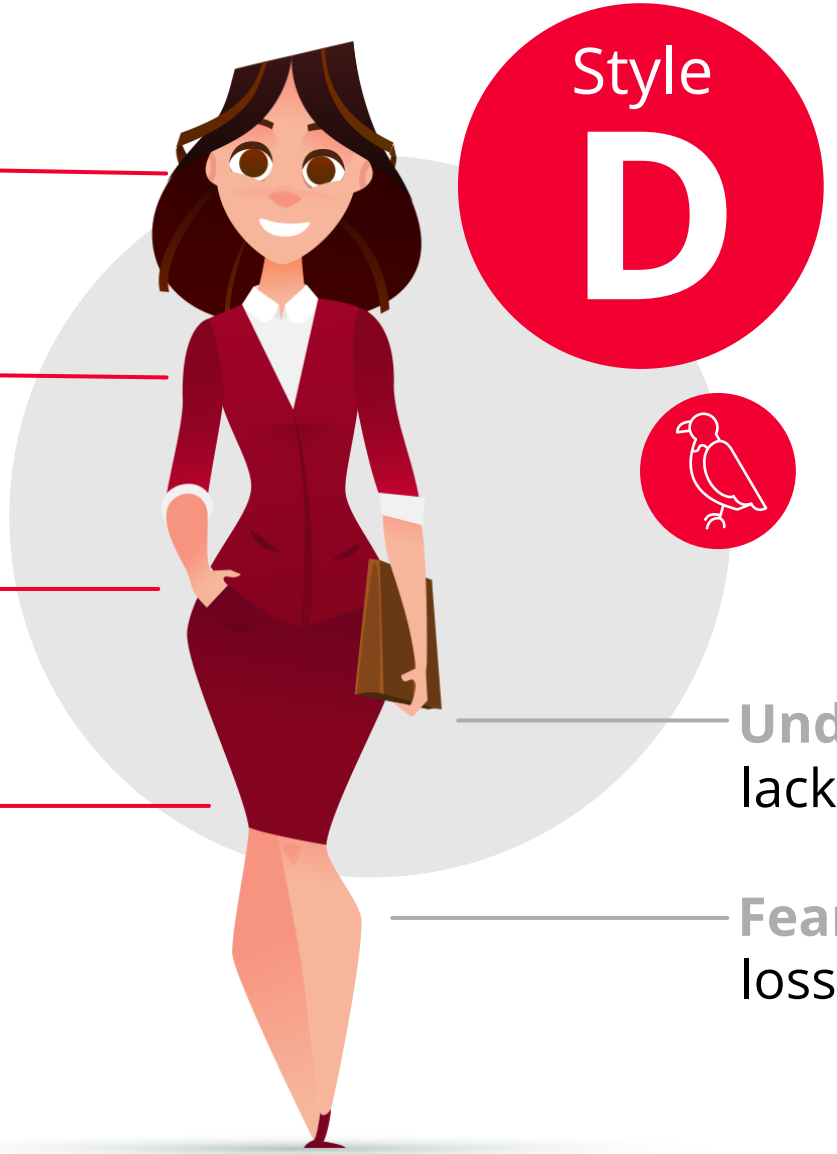
Extended DISC Model – 4 styles behavior

Decisive, tough

Strong-willed

Competitive, demanding

Independent, self-centered



Under pressure
lack of concern

Fear
loss of control

Style D – Results-oriented

Describing terms

reorganizer, project leader, idea creator, pioneer

How to identify

often interrupts you, speaks on the telephone at the same time, is often in a hurry and has many projects, does not always appear polite

Communication

often one-way from him/her to listeners

presents its opinions as facts which are not subject to discussion

can be unceremonious, says what he thinks

feels comfortable in situations requiring discipline rather than compromise, e.g. in crisis situations

Extended DISC Model – 4 styles of behavior

Sociable, talkative, optymistic

Likes to talk, **open**

Enthusiastic and energetic

Persuasive, **inspiring**

Under pressure
Disorganized

Fear
Social rejection

Style I – people oriented

Describing terms

performer, merrymaker, idea generator, quick-witted

How to identify

- excited, open and friendly
- expresses when agrees with you
- emphasizes the positive side of issues and things

Communications

- inspires
- loves to talk a lot, but avoids details
- avoids raising difficult topics
- feels very comfortable giving positive feedback

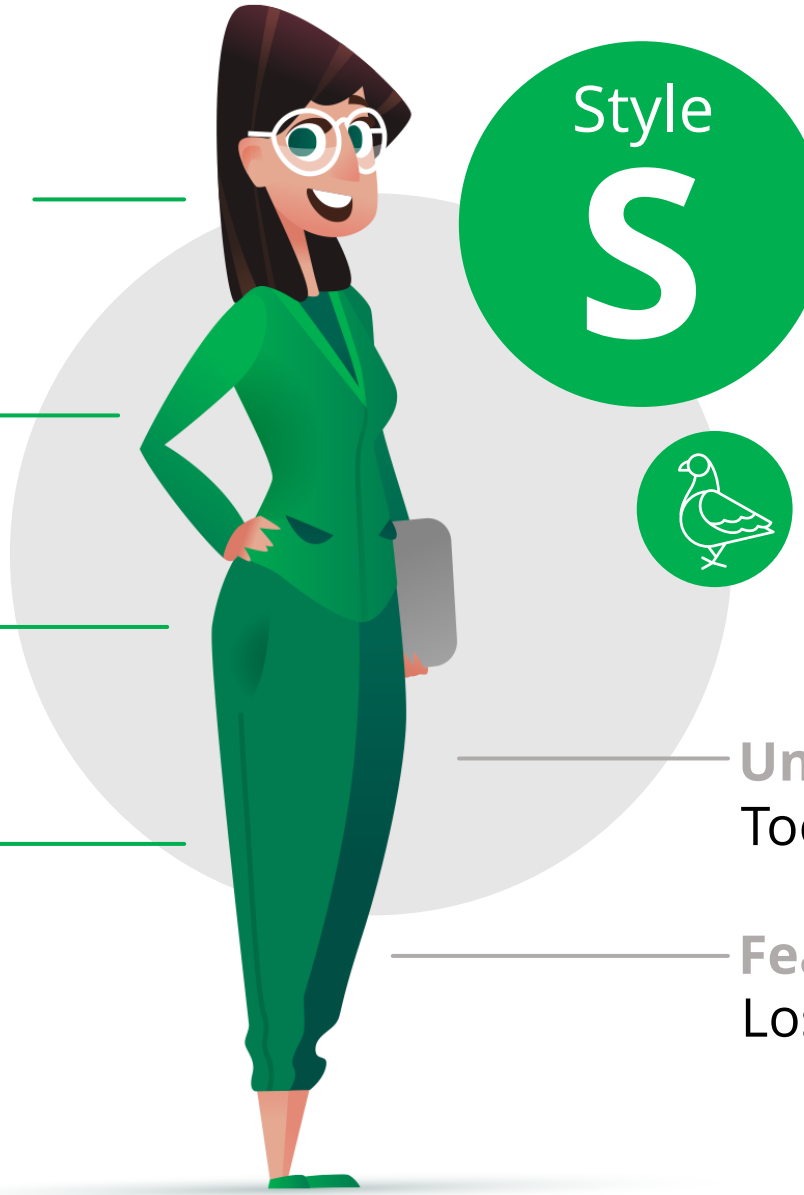
Extended DISC Model – 4 styles behavior

Calm, **steady**, unhurried

Careful, **patient**

Good listener, modest

Trustworthy



Under pressure
Too willing

Fear
Loss of stability

Style S - steady

Describing terms

worker with a steady trend, does not get in your face, does not envy others, feet on the ground, balancing force

How to identify

secure and stable, proceeds carefully, listens and nods

Communications

- S listens
- is more likely to speak when it is inquired
- speaks in a calm tone
- prefers to talk about topics on which he or she is familiar
- prefers to talk 1:1
- instructs well

Extended DISC Model – 4 styles behavior

Precise, pedantic

Follows rules

Logical, careful

Formal, **disciplined**

Under pressure
overly critical

Fear
criticism of work

Style C - Precise

Describing terms

fears to be wrong, follows the rules, performance criticizer

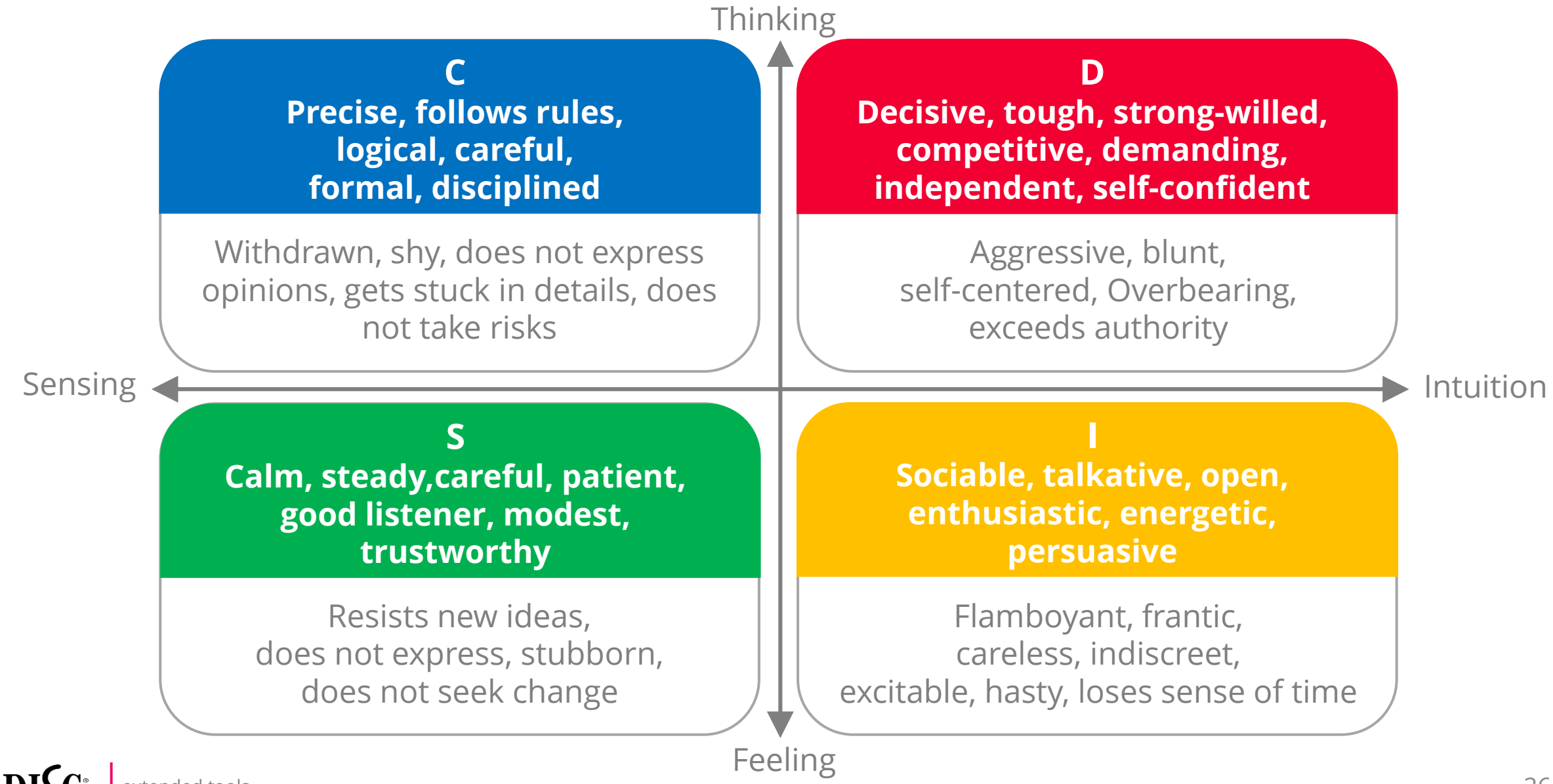
How to identify

things in order,
focuses on details,
polite in a diplomatic way

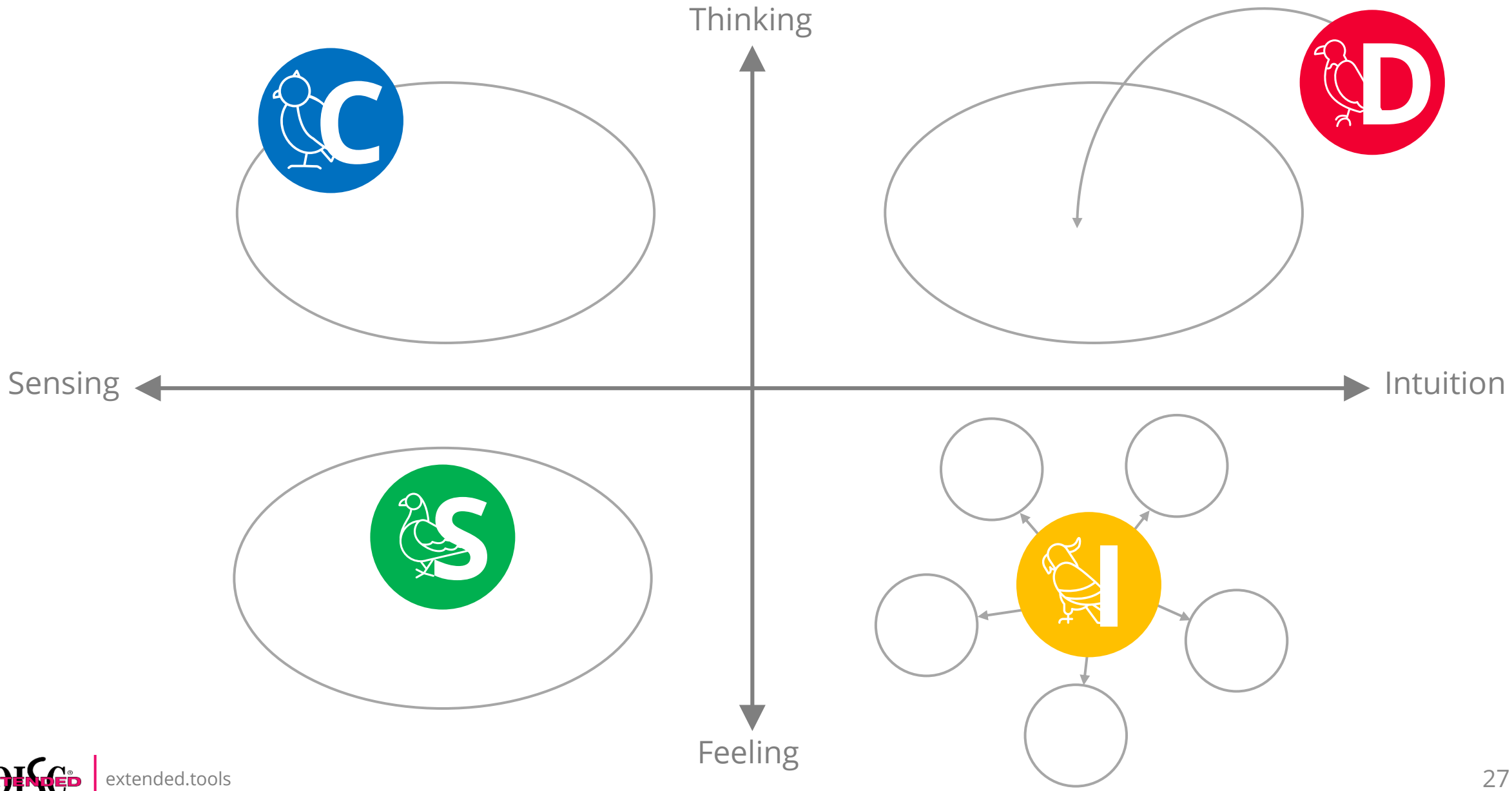
Communication

- prefers written communication
- may have difficulty in expressing opposing opinions
- fine-tune details
- may lose the main thread
- does not like to discuss opinions and abstract issues

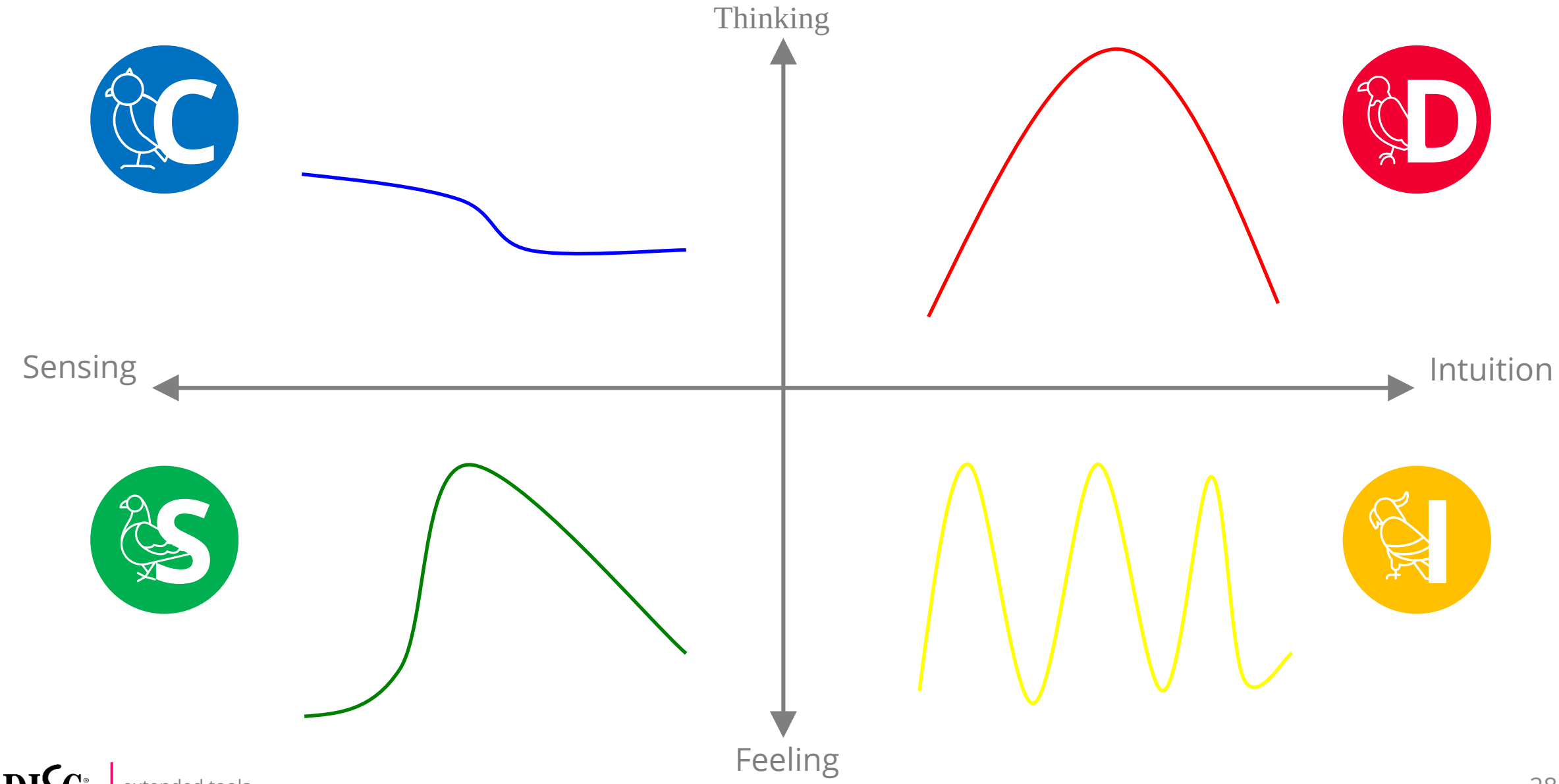
The Four Quadrant Model



The Four Quadrant Model – Teamwork



The stress response



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Individual reports

Extended DISC

Individual Analysis Extended DISC

What is it?

Simple model to identify basic styles of behavior **that helps to improve interactions between people** Inventory of natural reactions of the respondent

What does it measure?

It measures natural (spontaneous) reactions of respondent to the external stimulators.

Extended DISC Personal Analysis

What it doesn't measure?

Extended DISC® Behavioral Analysis is a self-assessment tool for measuring the person's natural behavioral style – **not for professional full personality analysis**

What isn't doing?

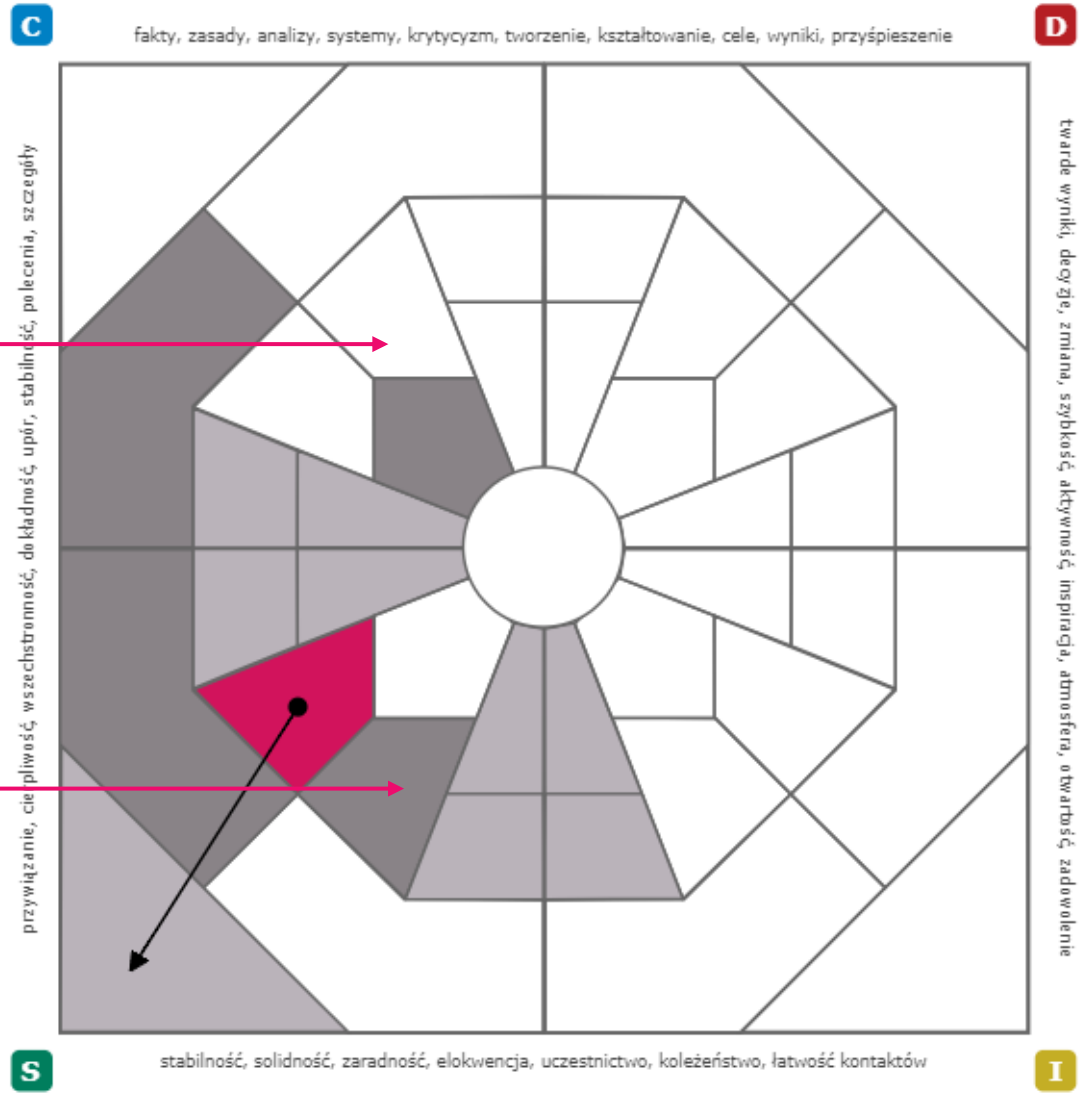
It does **not classify** people into **good or bad categories or more or less intelligent.**
It does not measure intelligence, professional skills. It does not in any other way classify people **into better or worse.**

Extended DISC Diamond

Flexibility zones

Energy intensive areas

Areas with **low energy** requirements



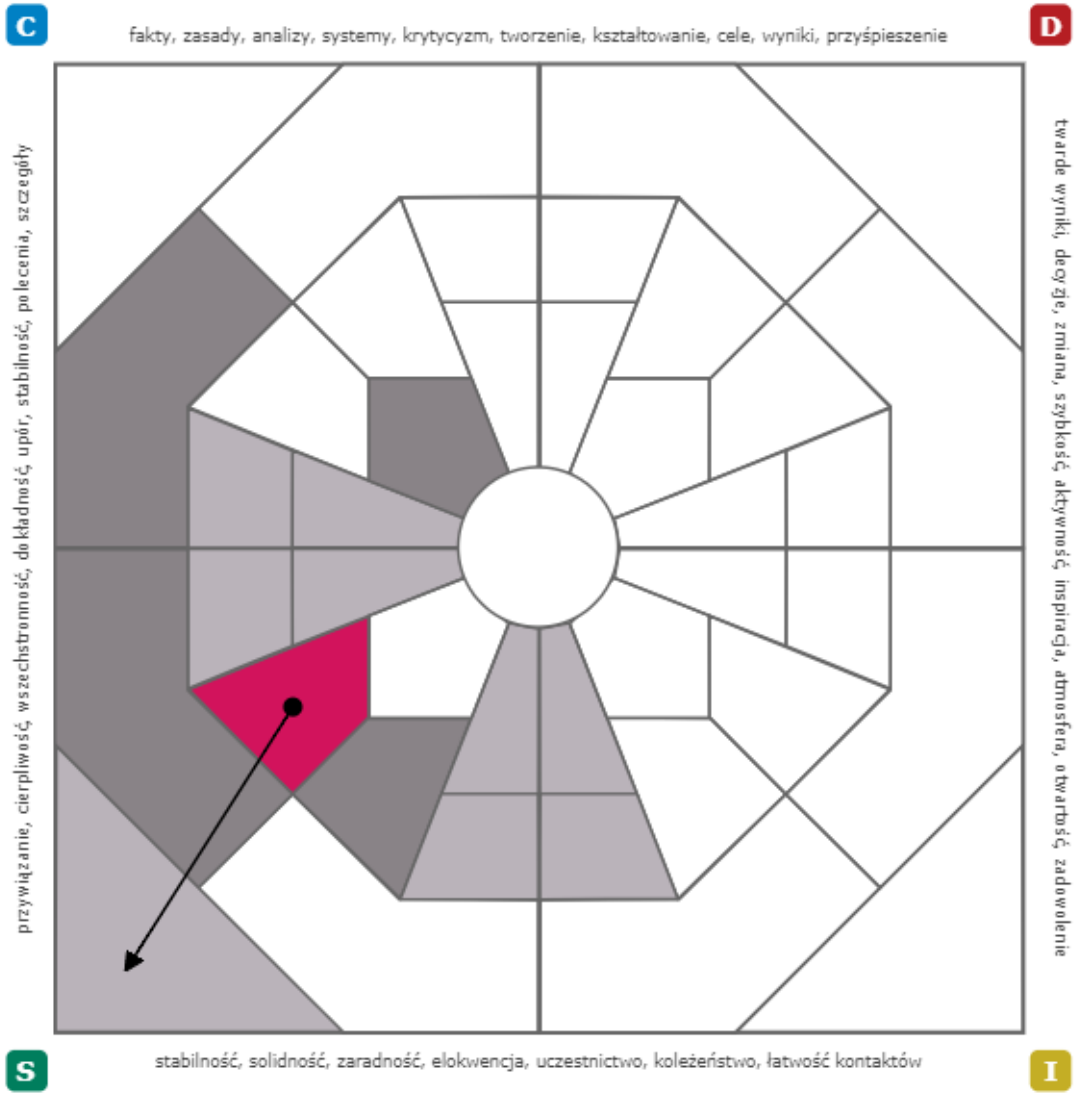
Extended DISC Diamond

Flexibility zones – areas of comfortable behaviour
– painted sectors

The most intense style
– dot

Adaptation needed
– arrow

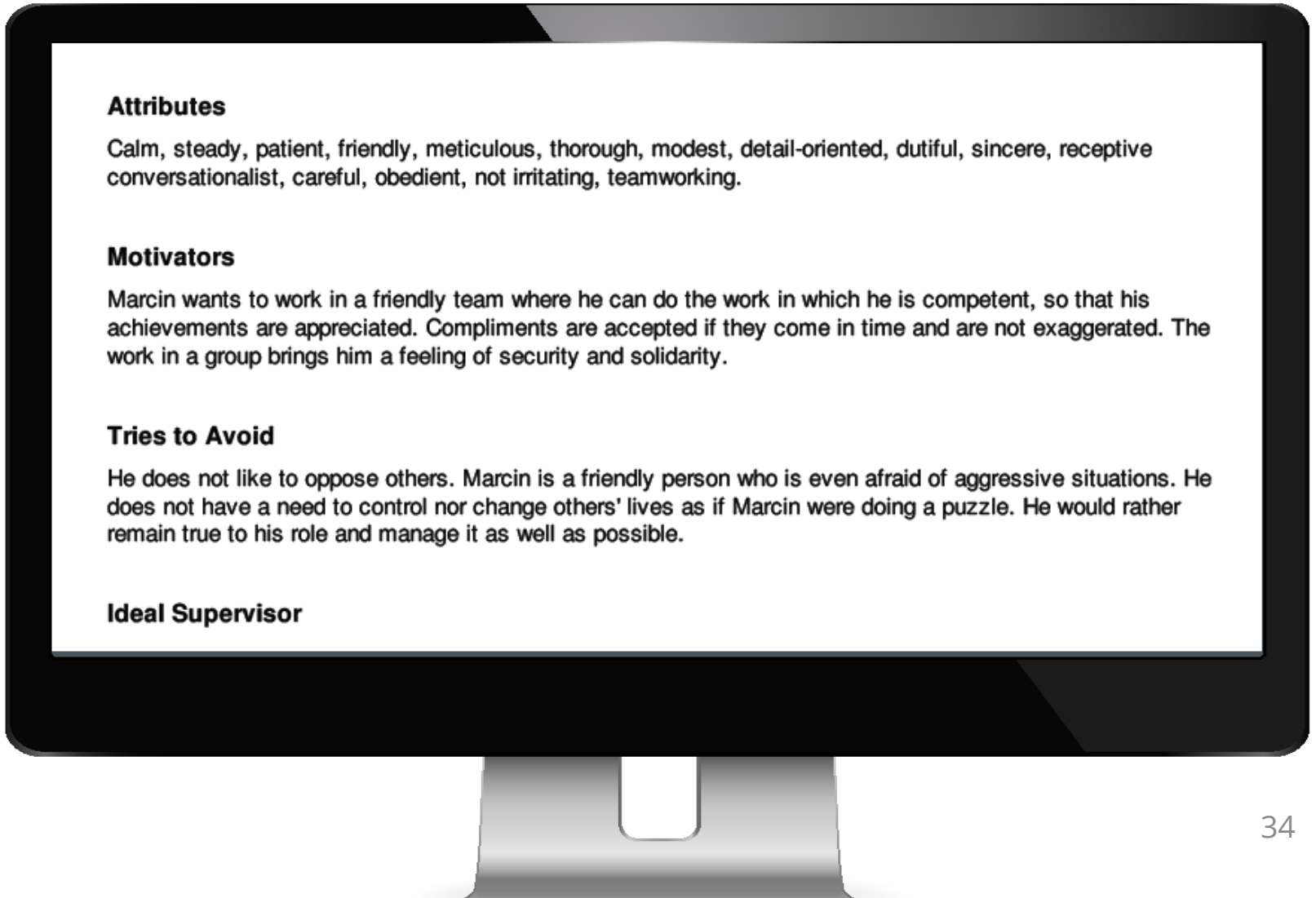
Areas requiring the most energy
– white sectors



Text Page

Description of typical behaviours of people with a similar style

–Ask others for feedback and comments!



Attributes

Calm, steady, patient, friendly, meticulous, thorough, modest, detail-oriented, dutiful, sincere, receptive conversationalist, careful, obedient, not irritating, teamworking.

Motivators

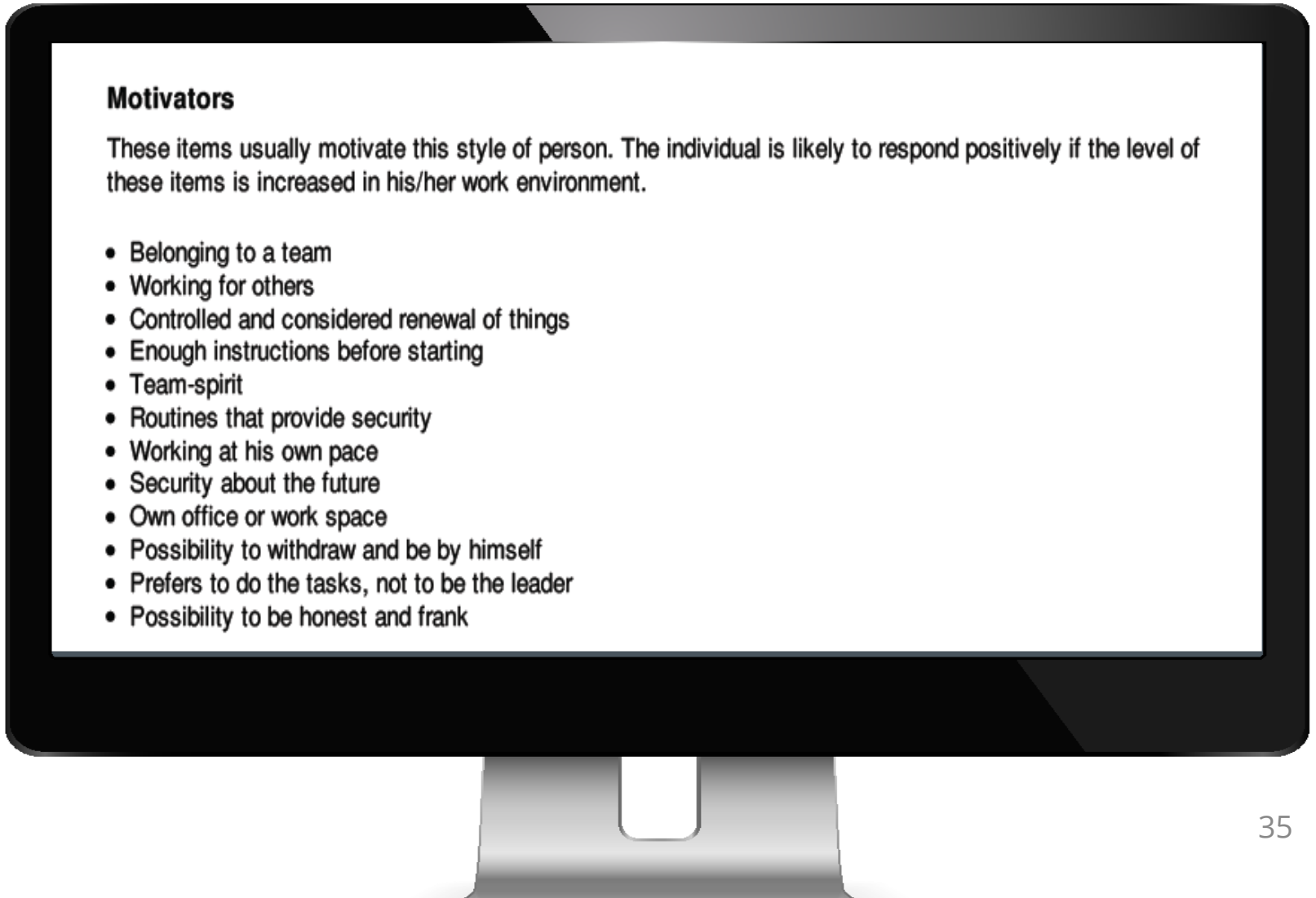
Marcin wants to work in a friendly team where he can do the work in which he is competent, so that his achievements are appreciated. Compliments are accepted if they come in time and are not exaggerated. The work in a group brings him a feeling of security and solidarity.

Tries to Avoid

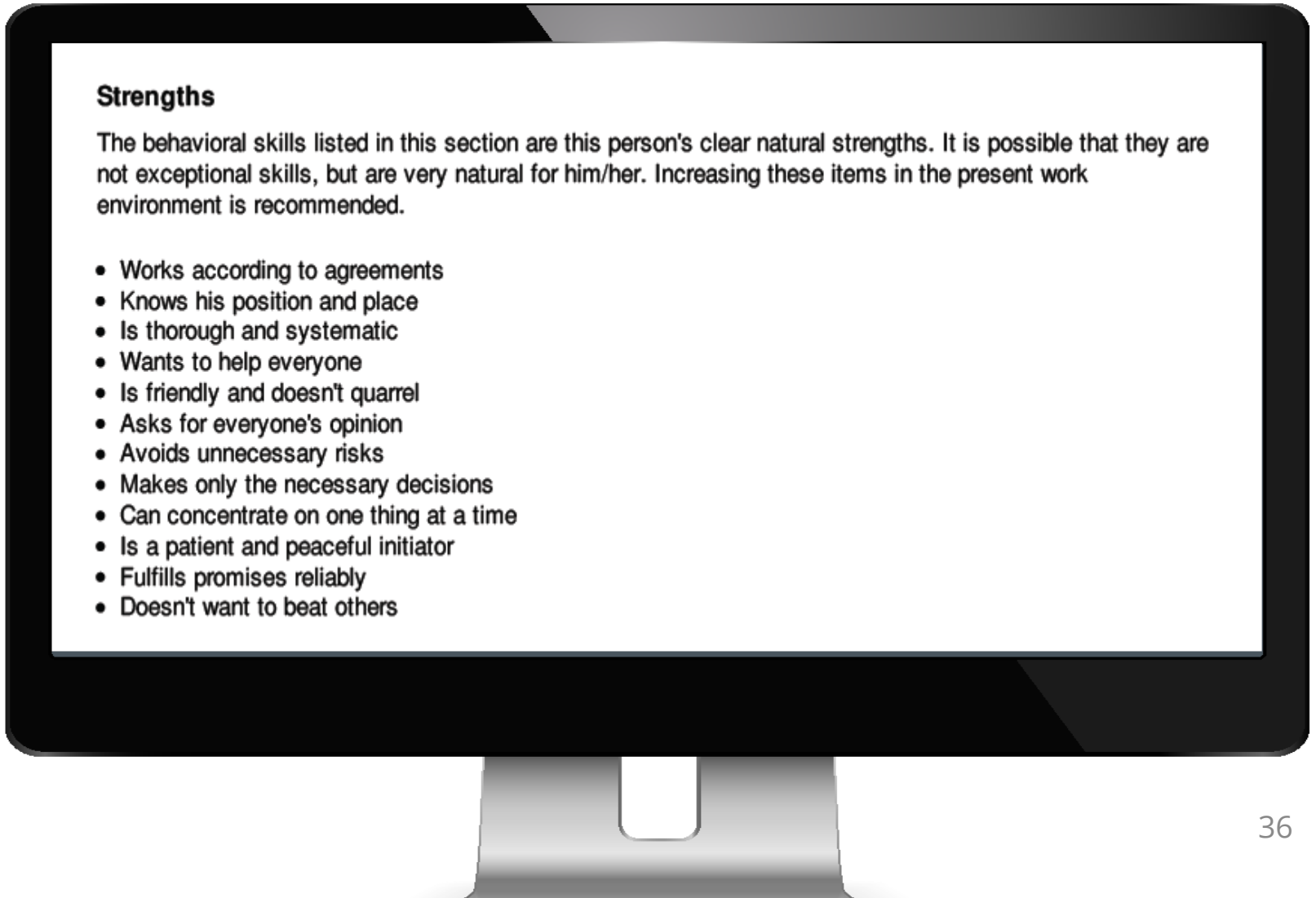
He does not like to oppose others. Marcin is a friendly person who is even afraid of aggressive situations. He does not have a need to control nor change others' lives as if Marcin were doing a puzzle. He would rather remain true to his role and manage it as well as possible.

Ideal Supervisor

Motivators


Motivators
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.
• Belonging to a team
• Working for others
• Controlled and considered renewal of things
• Enough instructions before starting
• Team-spirit
• Routines that provide security
• Working at his own pace
• Security about the future
• Own office or work space
• Possibility to withdraw and be by himself
• Prefers to do the tasks, not to be the leader
• Possibility to be honest and frank

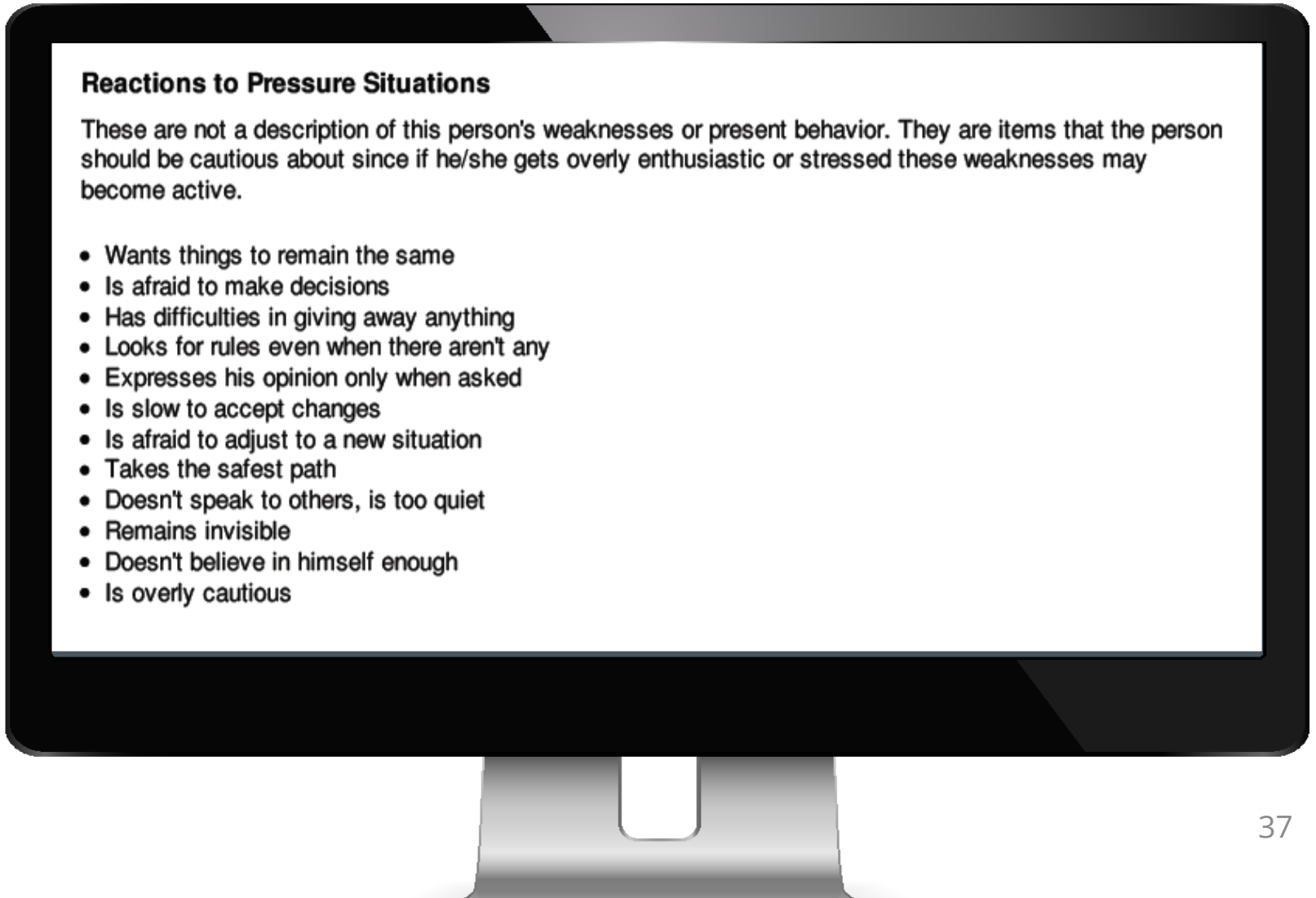
Strengths


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.
Works according to agreements
Knows his position and place
Is thorough and systematic
Wants to help everyone
Is friendly and doesn't quarrel
Asks for everyone's opinion
Avoids unnecessary risks
Makes only the necessary decisions
Can concentrate on one thing at a time
Is a patient and peaceful initiator
Fulfills promises reliably
Doesn't want to beat others

Reactions to Pressure Situations

This is a description of the potential risks,

And not the current style of behavior!



Behavioral Criteria

It is not a scale of „what can and cannot”.

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Extended DISC

Team Analysis

Extended DISC Team analysis

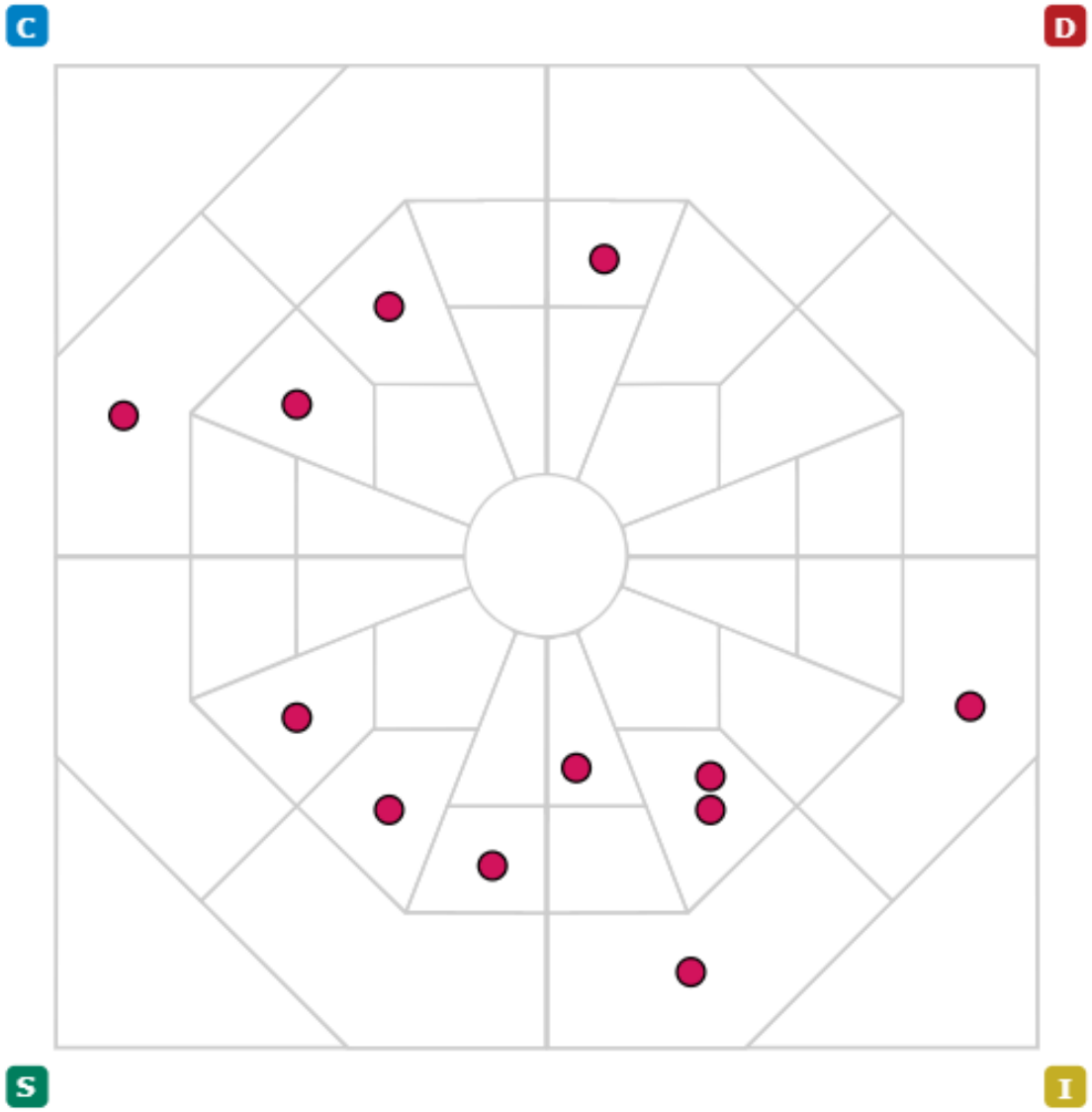
What is it?

- **Team Analysis** is based solely on Individual Analysis results of team members
- Describes **the natural style of behavior** of the team
- Identifies **the strengths** of each team member

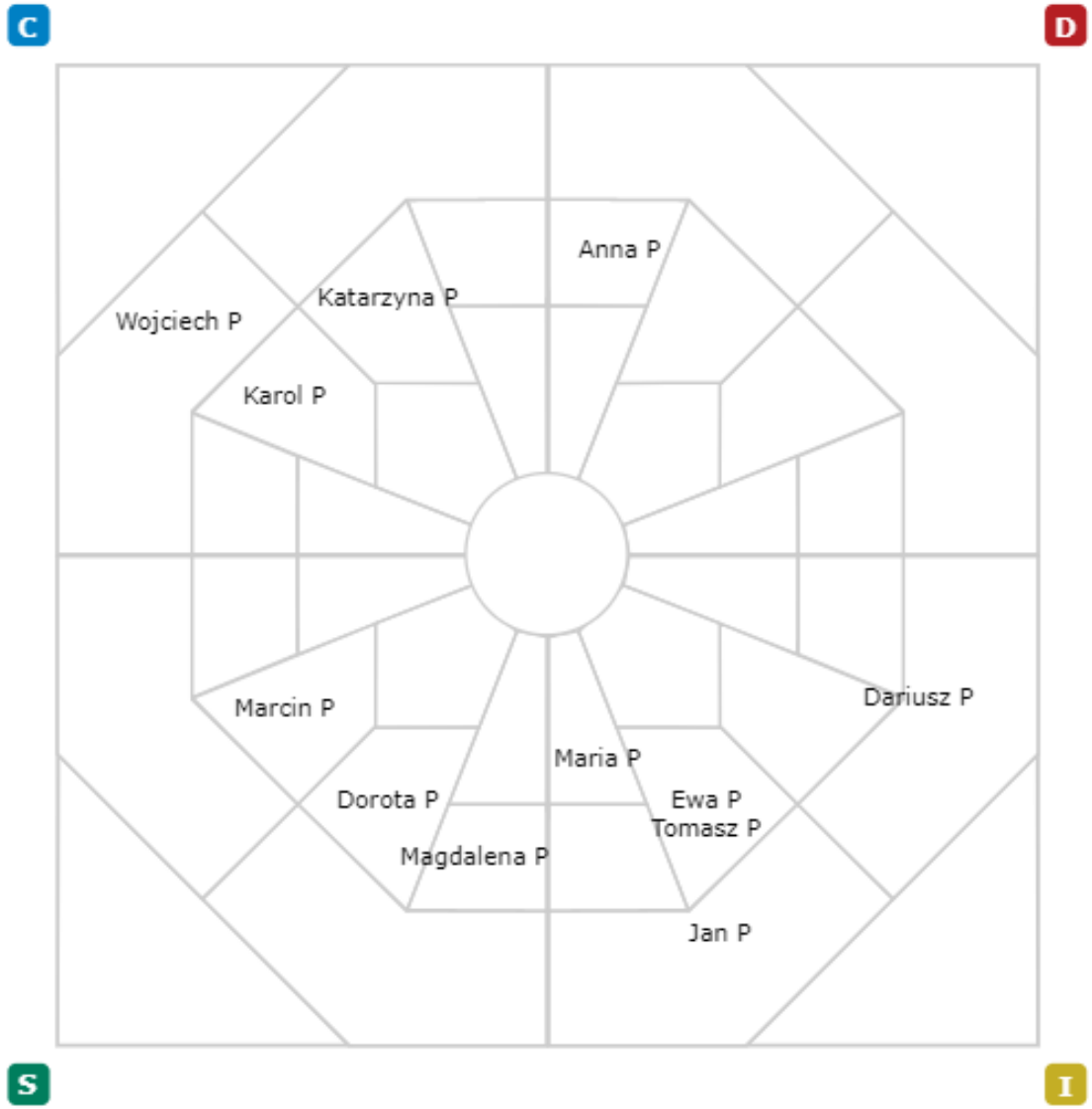
A tool for:

- **Team development**
- **Improving communication** within the team
- **increasing** effectiveness
- **troubleshooting**

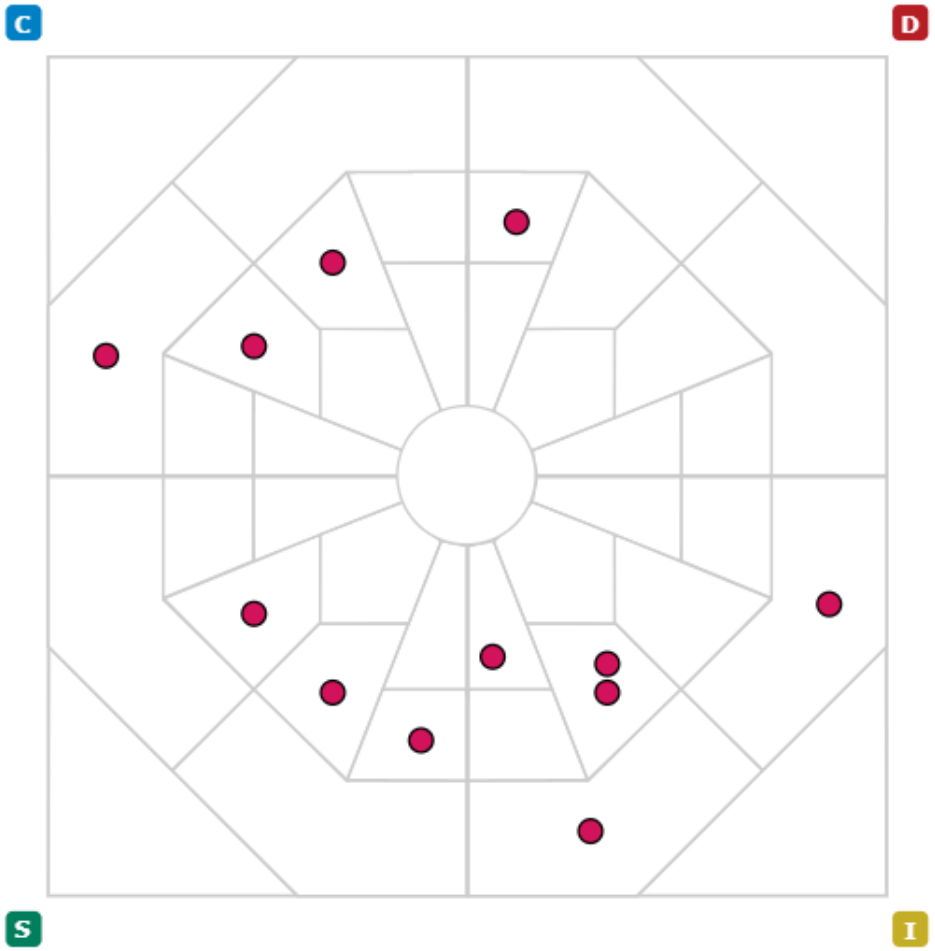
shotgun **map**

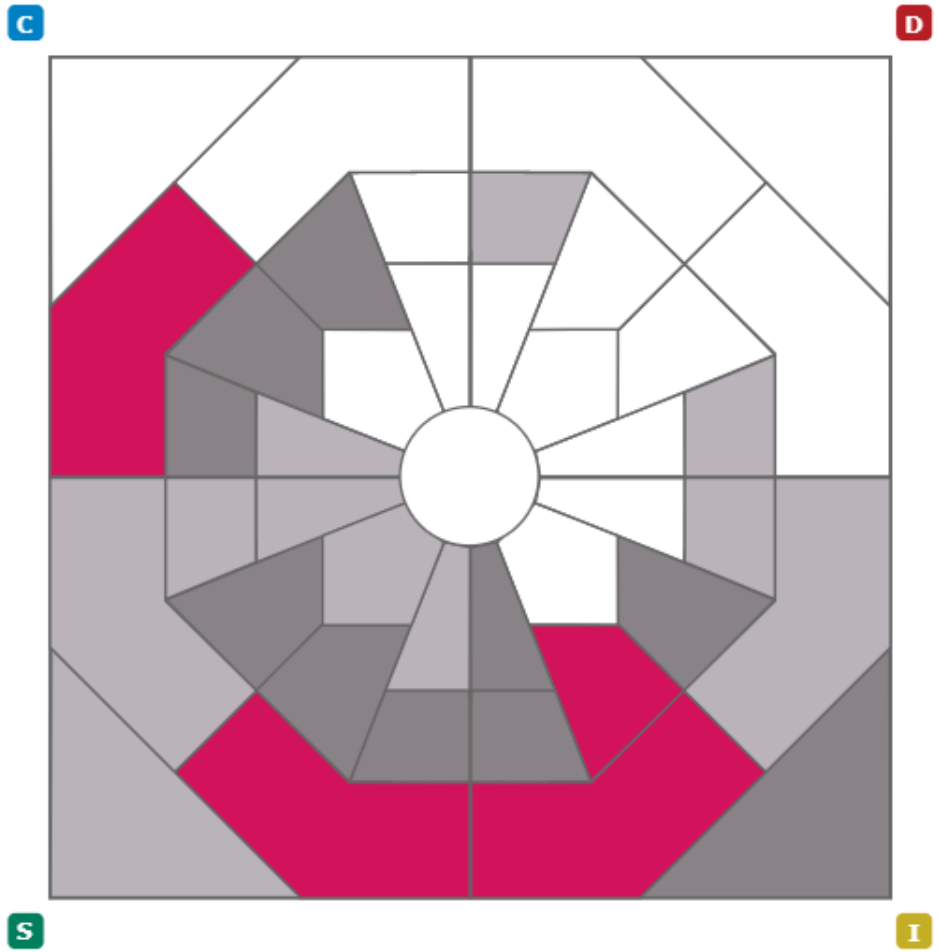


Name **map**

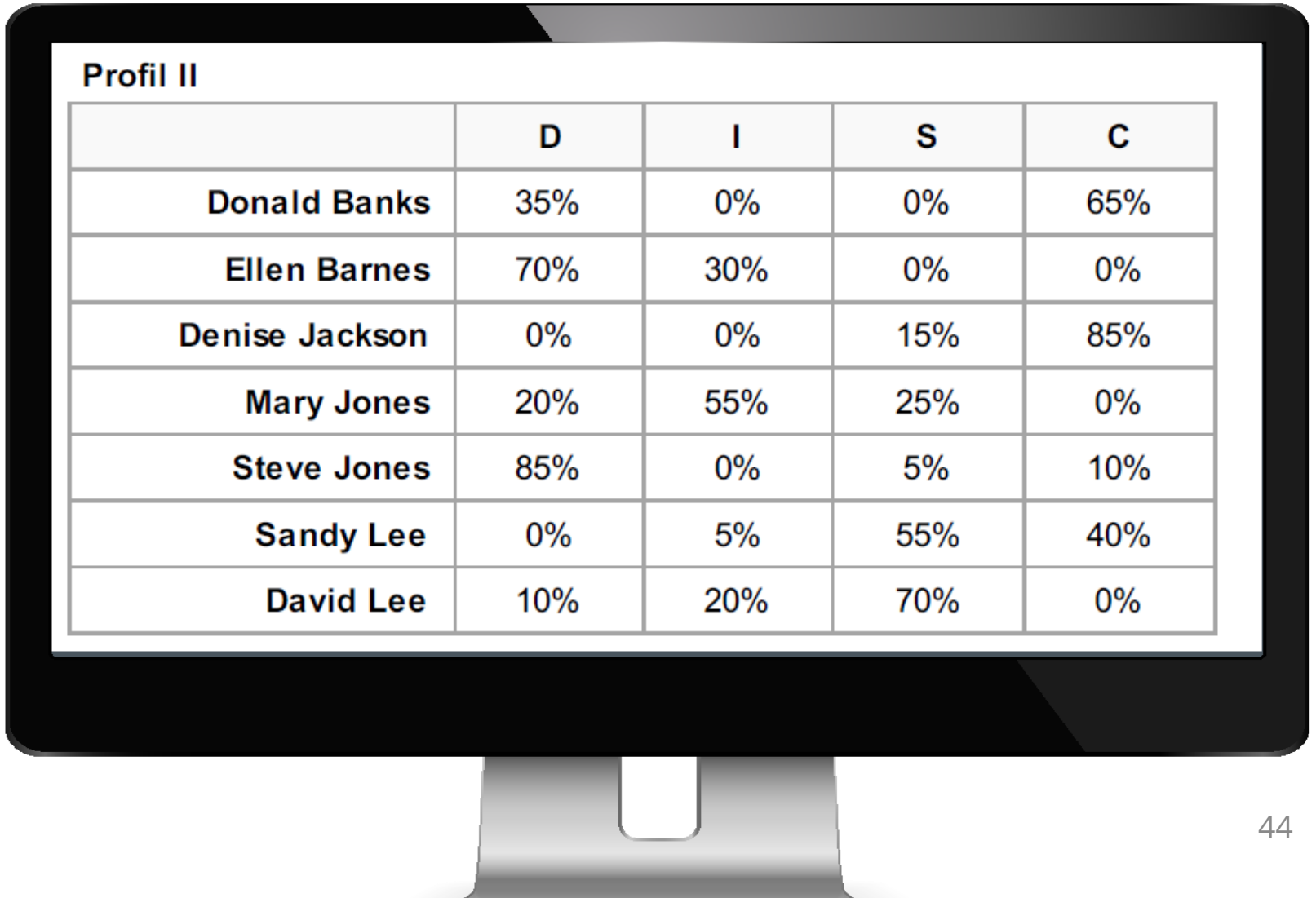

C
D
Anna P
Katarzyna P
Wojciech P
Karol P
Marcin P
Dariusz P
Maria P
Dorota P
Ewa P
Tomasz P
Magdalena P
Jan P
S
I

Flexibility zone





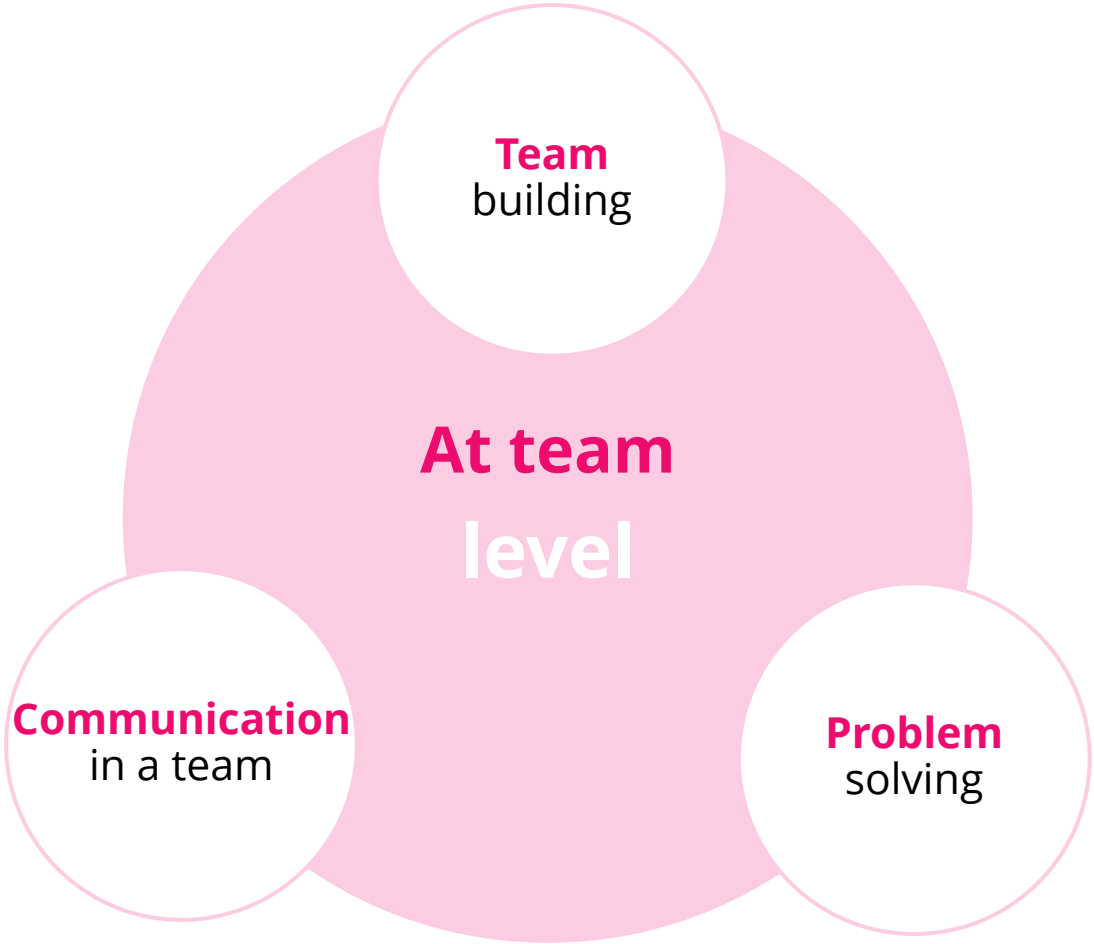
Percentage table



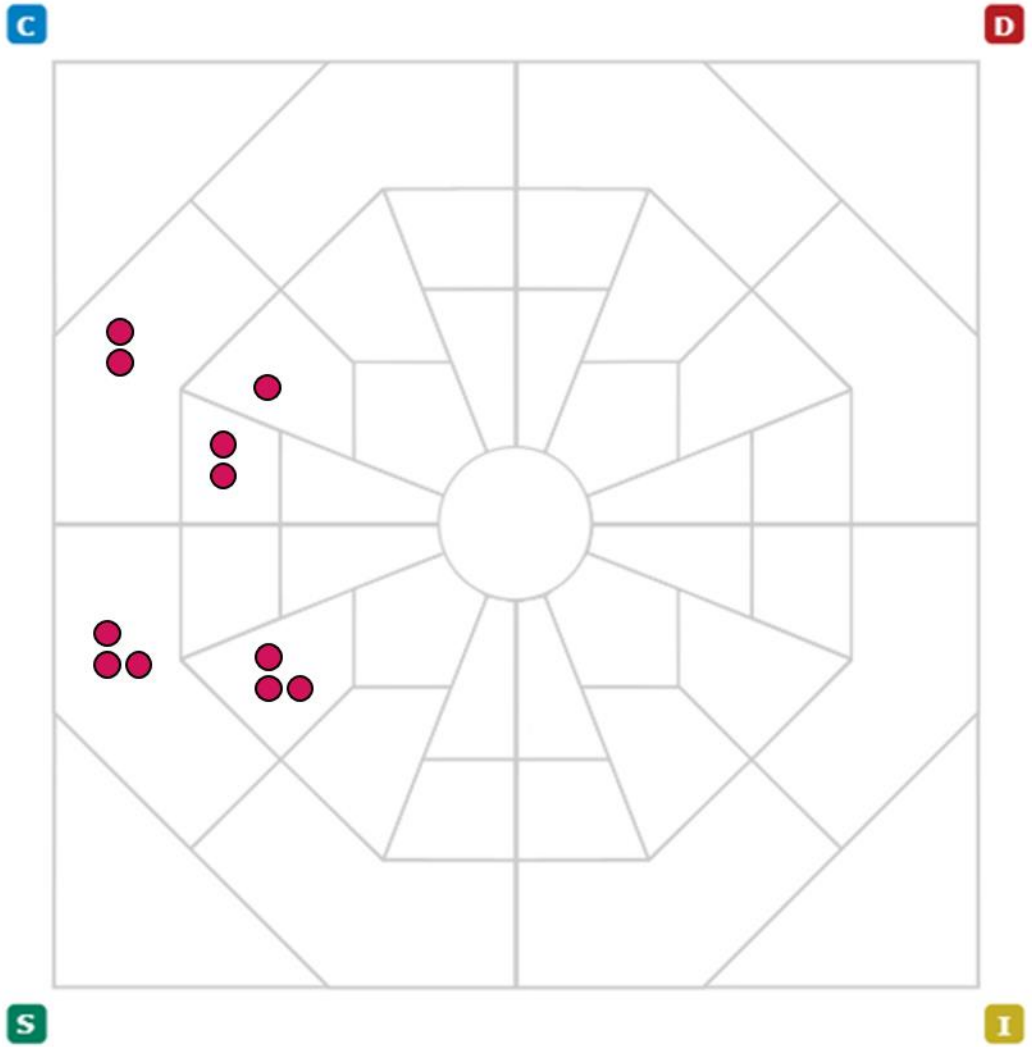
Profil II

	D	I	S	C
Donald Banks	35%	0%	0%	65%
Ellen Barnes	70%	30%	0%	0%
Denise Jackson	0%	0%	15%	85%
Mary Jones	20%	55%	25%	0%
Steve Jones	85%	0%	5%	10%
Sandy Lee	0%	5%	55%	40%
David Lee	10%	20%	70%	0%

Where can it be used?



Types of teams



Homogenous Team

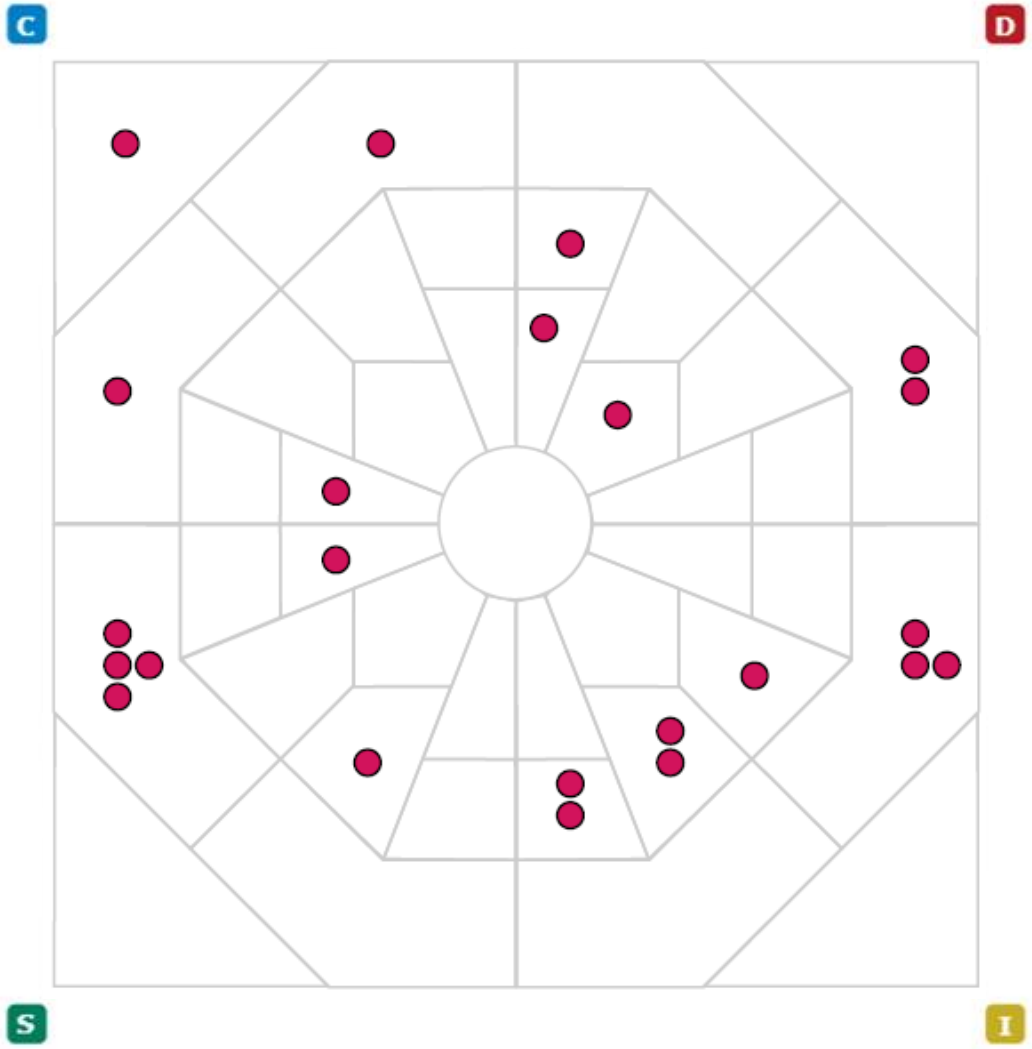
Strength

communication

Challenge

flexibility

Types of teams



Heterogeneous Team

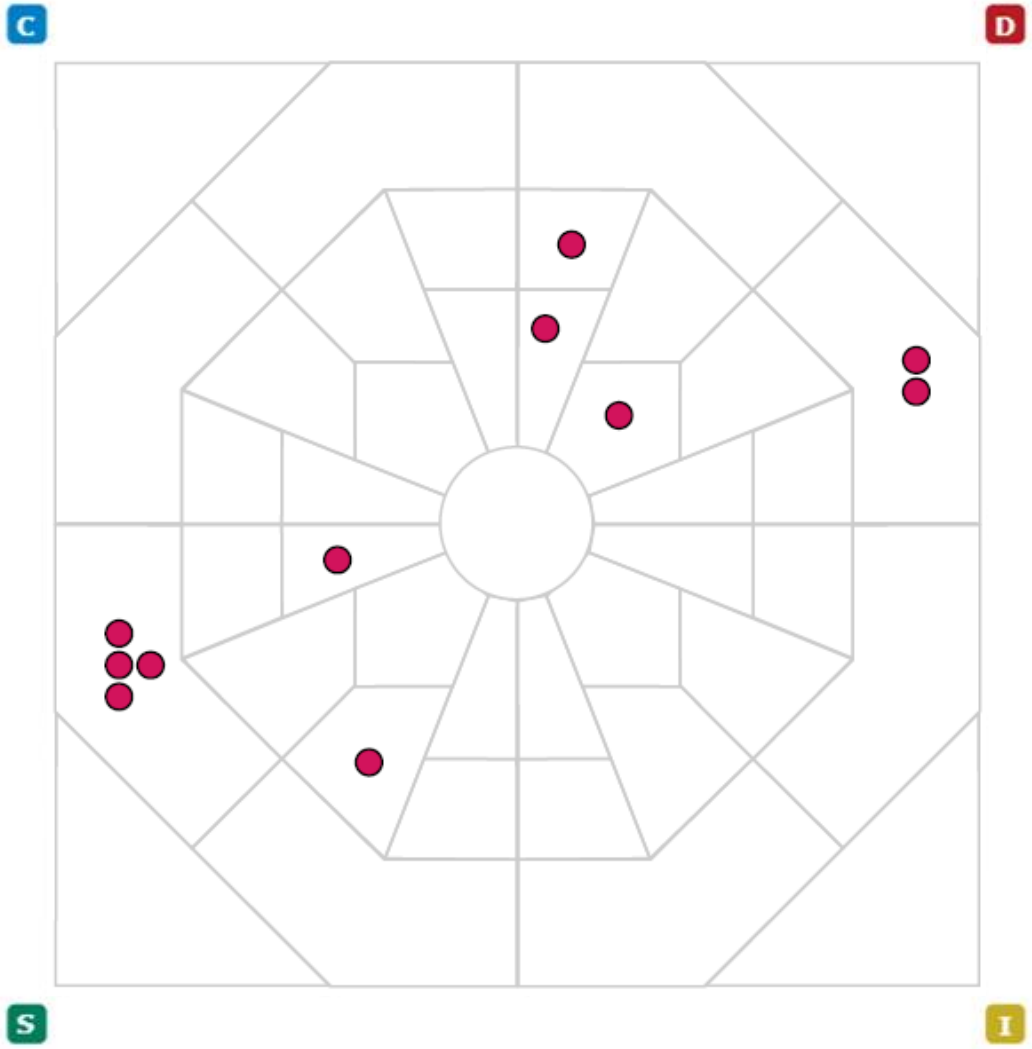
Strength

Division of labor

Challenge

Communication

Types of teams



Diverted Team

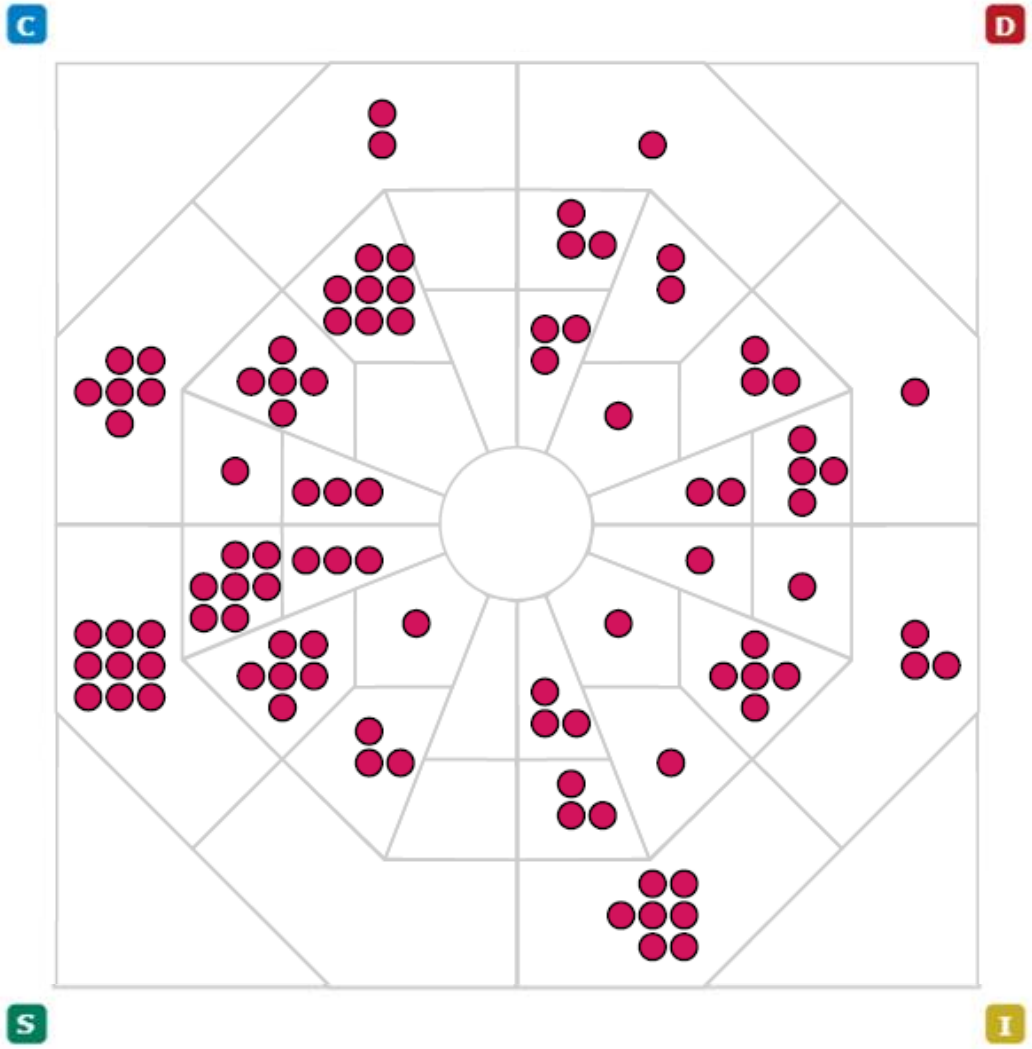
Strength

Delegation

Challenge

Sub-teaming

Types of teams



Team Analysis

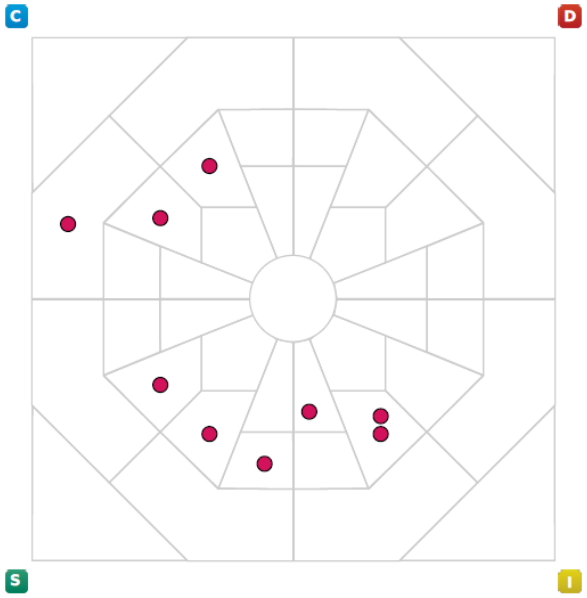
D = 10%

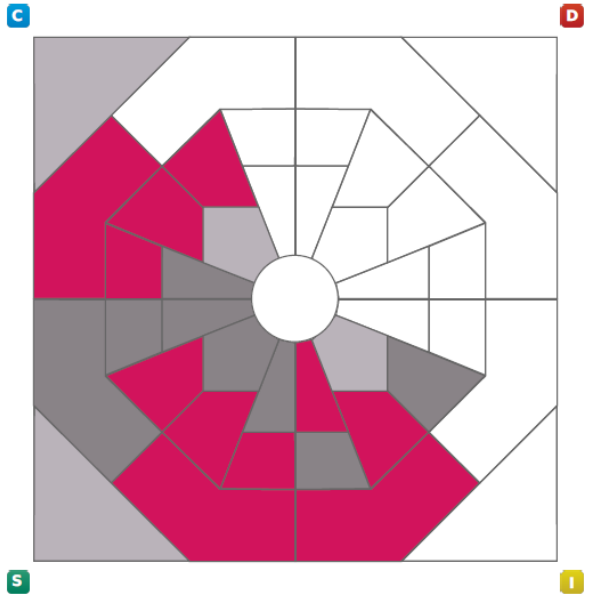
I = 15%

S = 40%

C = 35%

Team report – shotgun map





Shotgun Map | Flexibility Zone

- Where are our **strengths?**
- Where are our **weaknesses?**
- Do we have a **concentration** of any **behavior?**
- How does this **affect the team?**
- What behaviors are **missing?**
- **How can we substitute them?**

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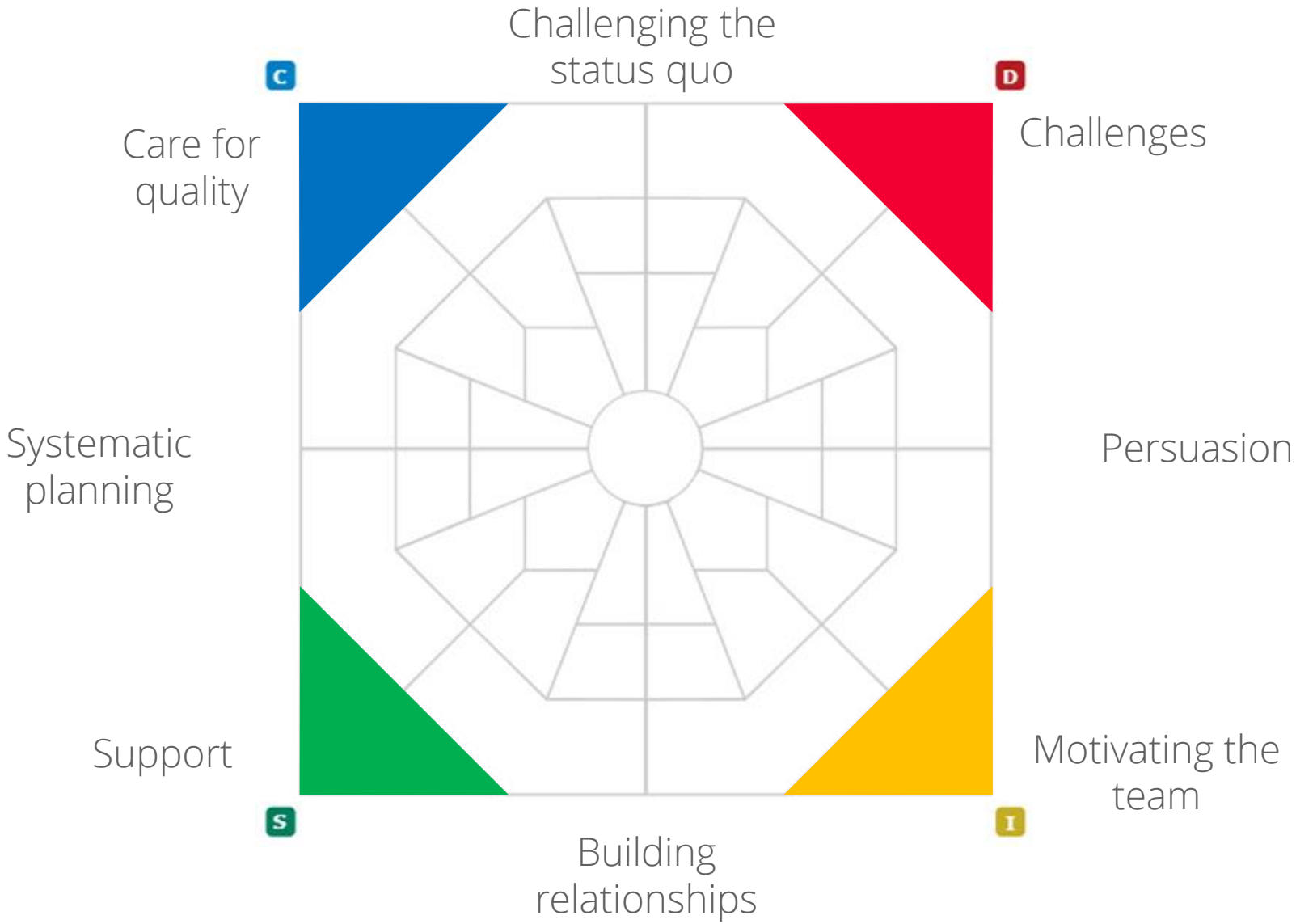
Extended DISC

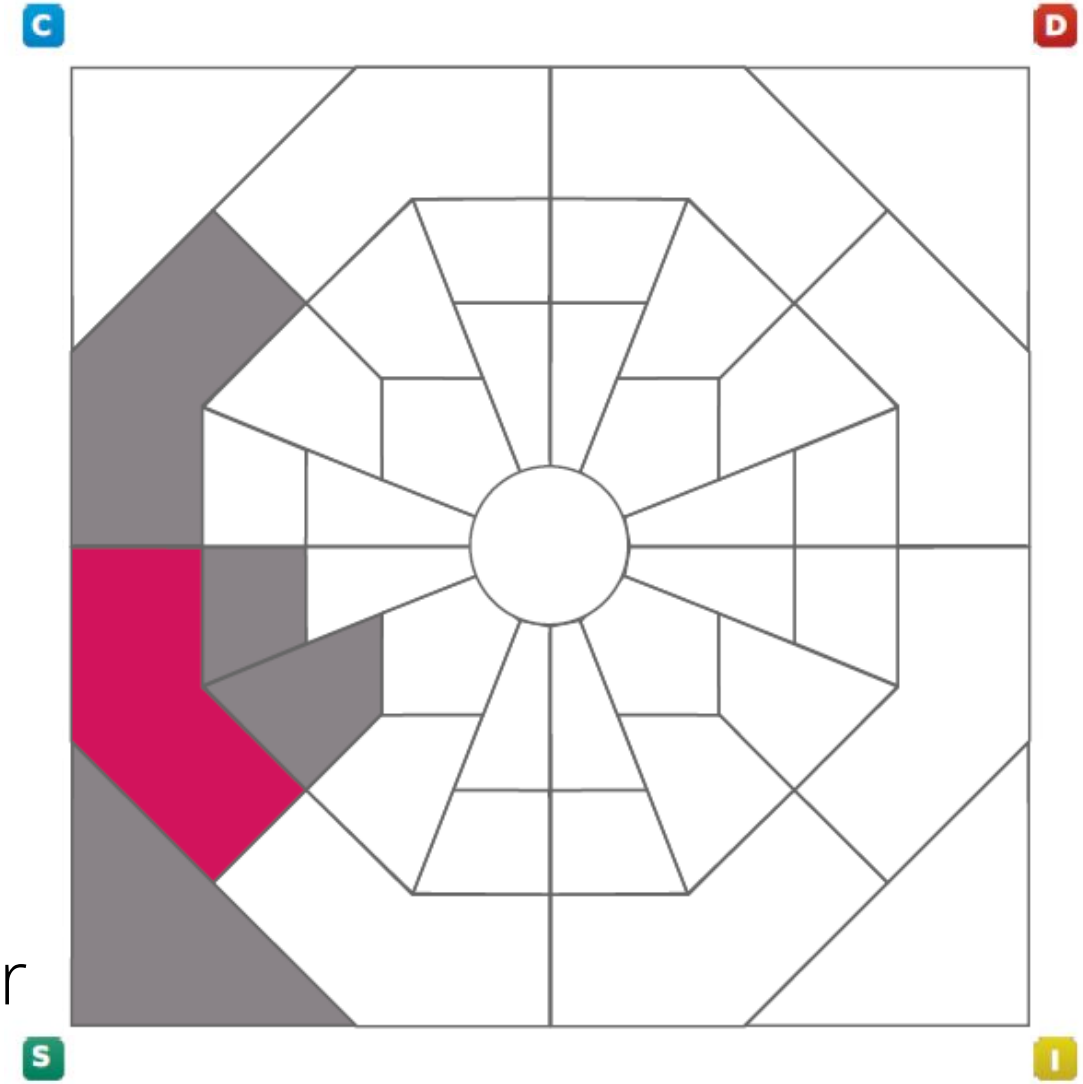
Leader’s profile

What does it mean to be a leader?

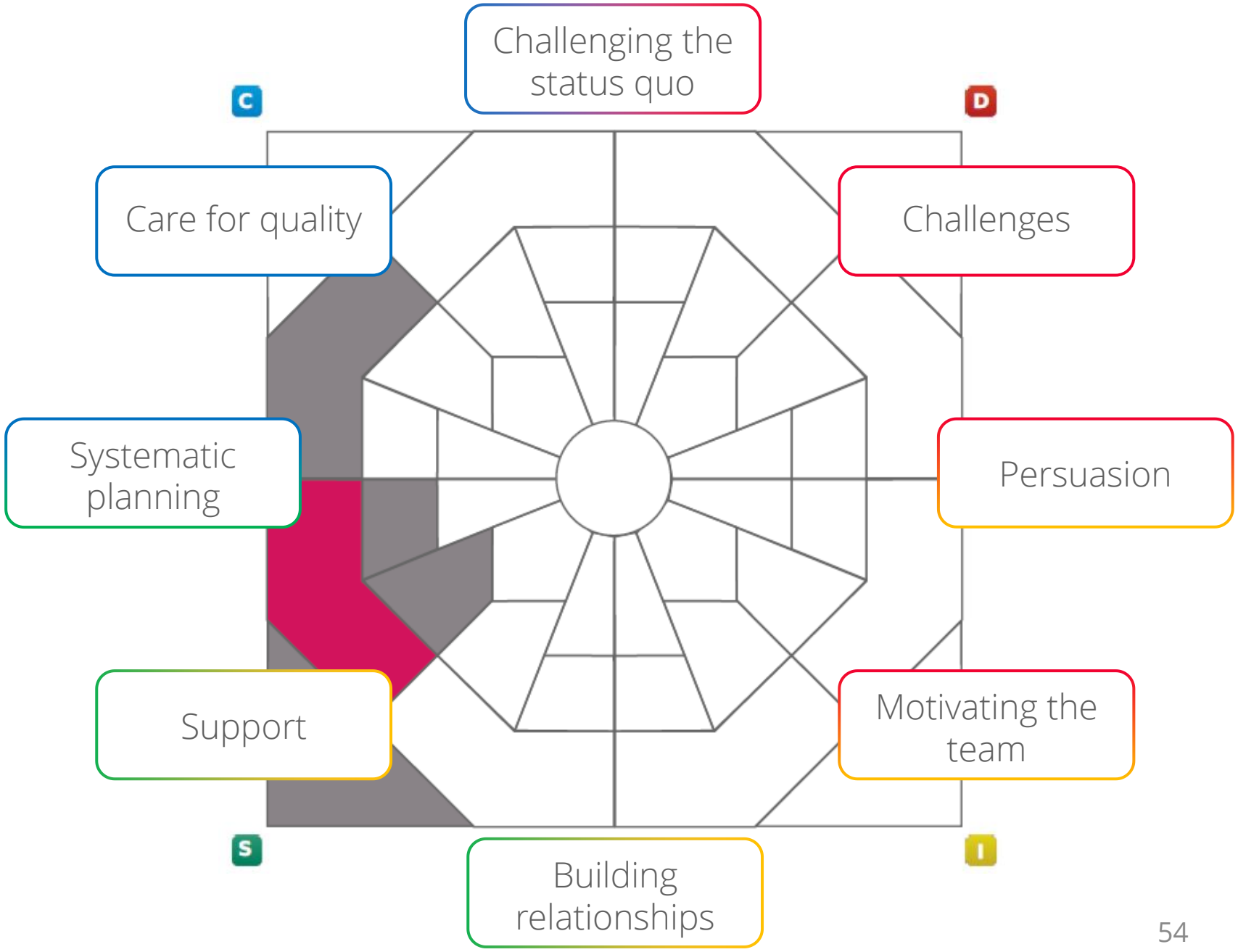


What kind of leader will Adam be?

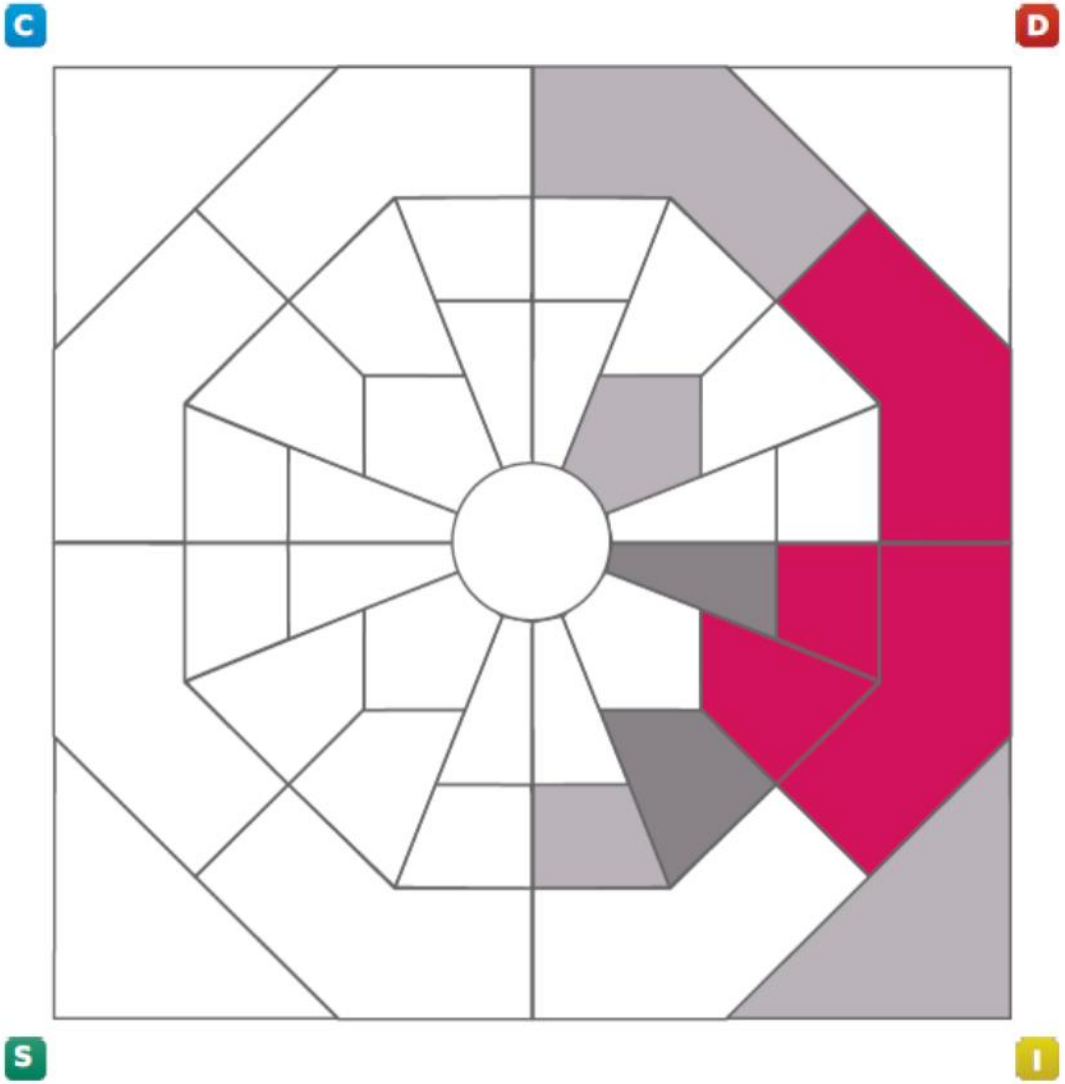
Let's get to know
Adam a little better



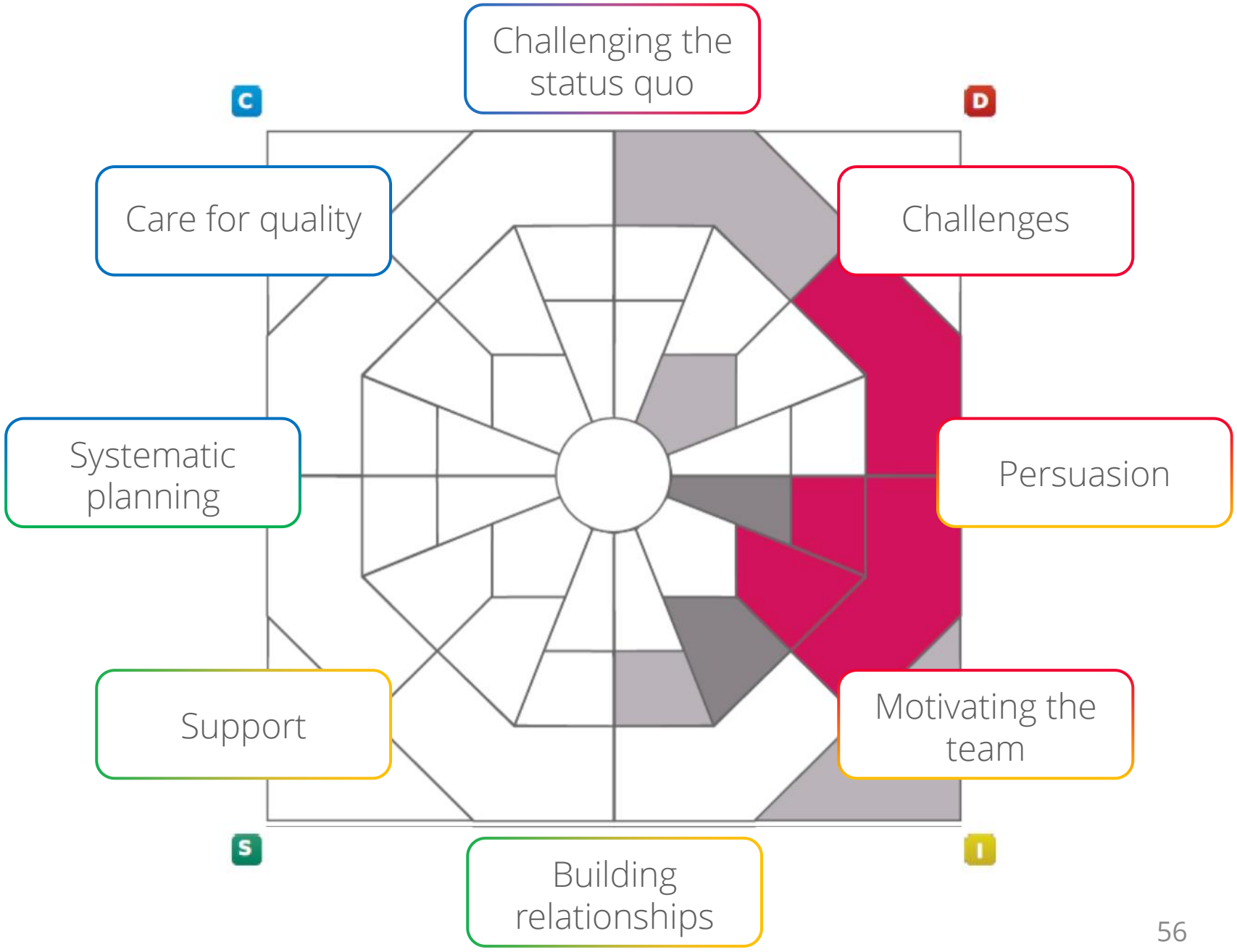
Adam and his challenges...



What about Eva?



Eva and her challenges...



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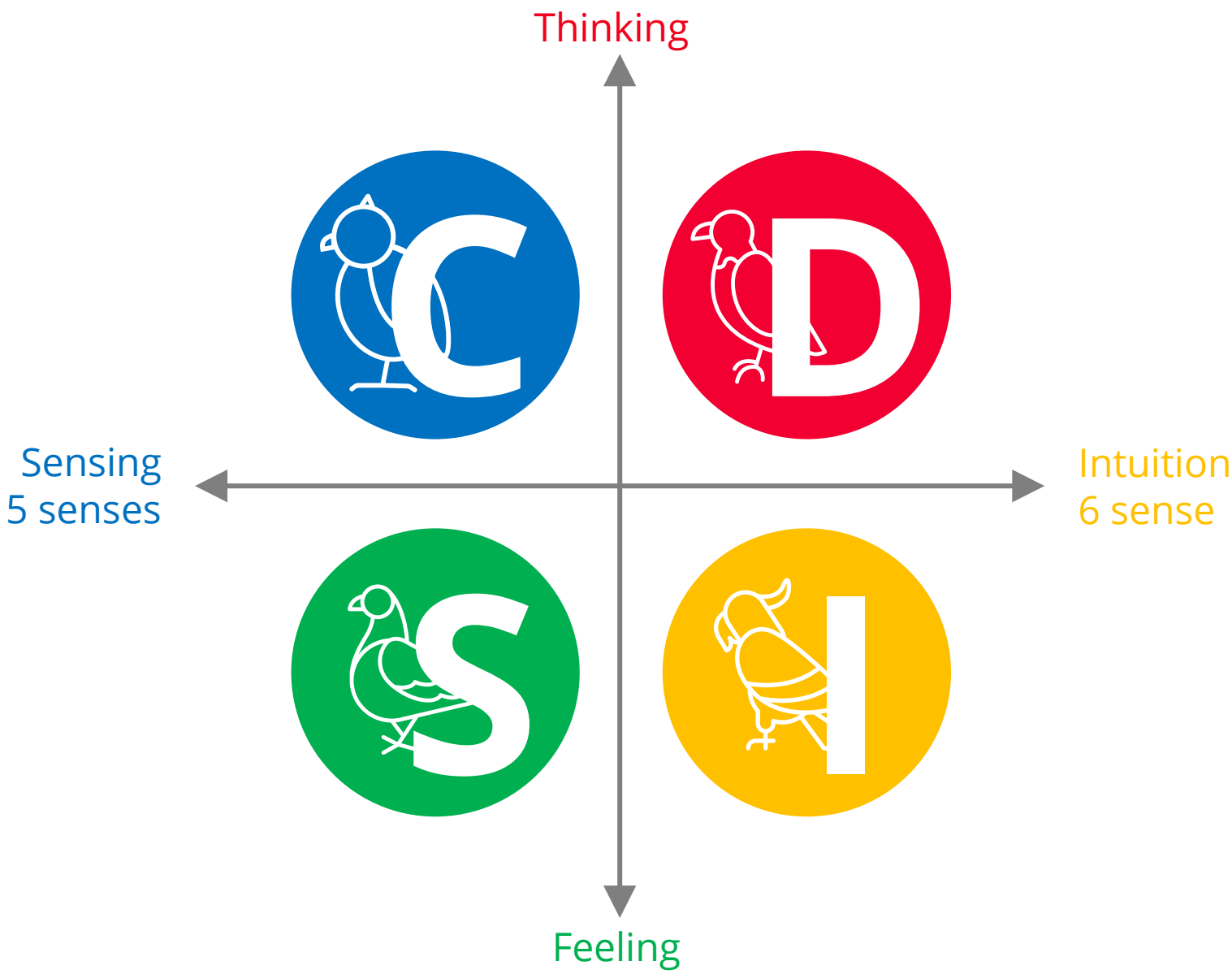
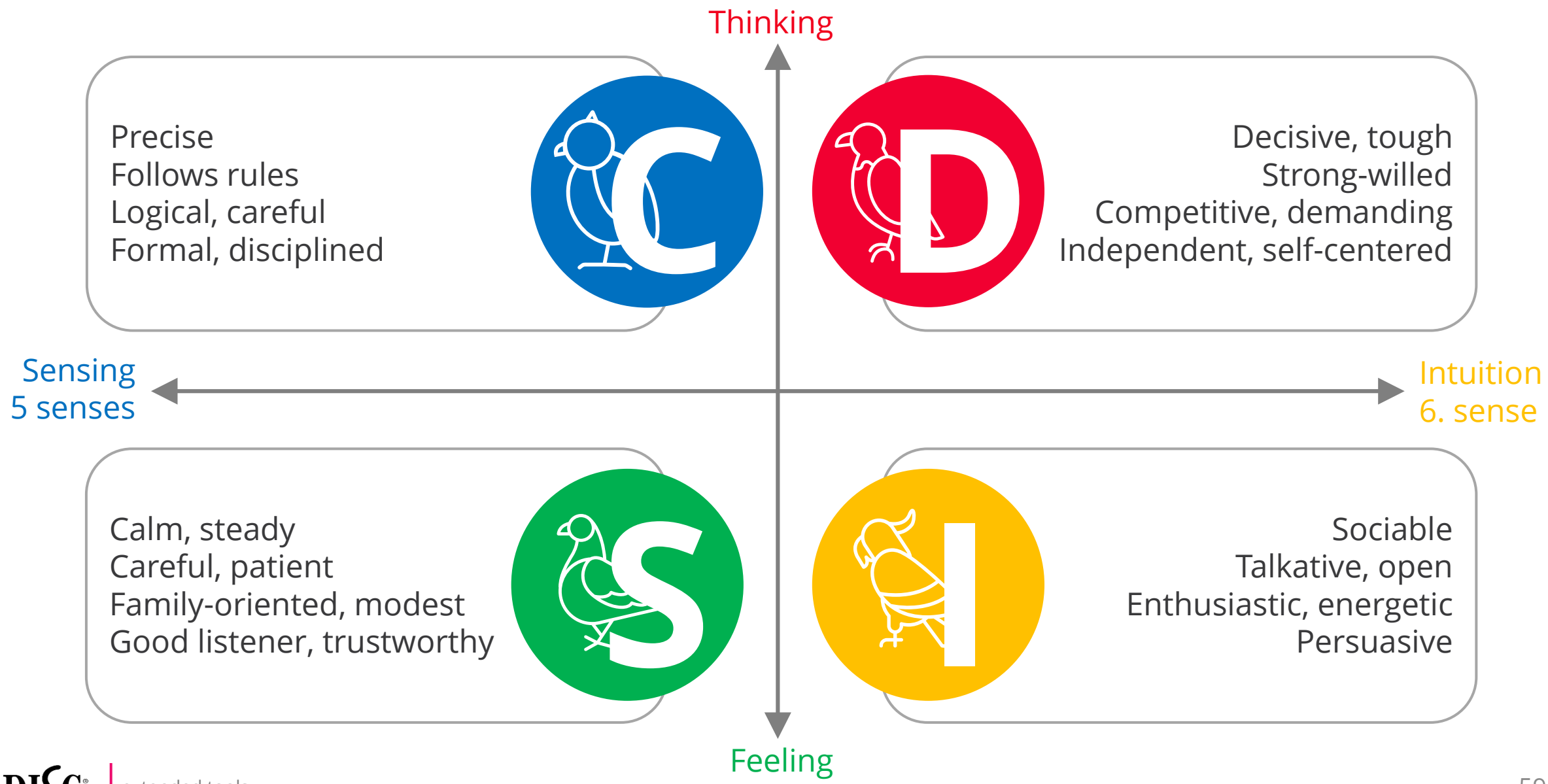
Changes in the Polish population

according Extended DISC research

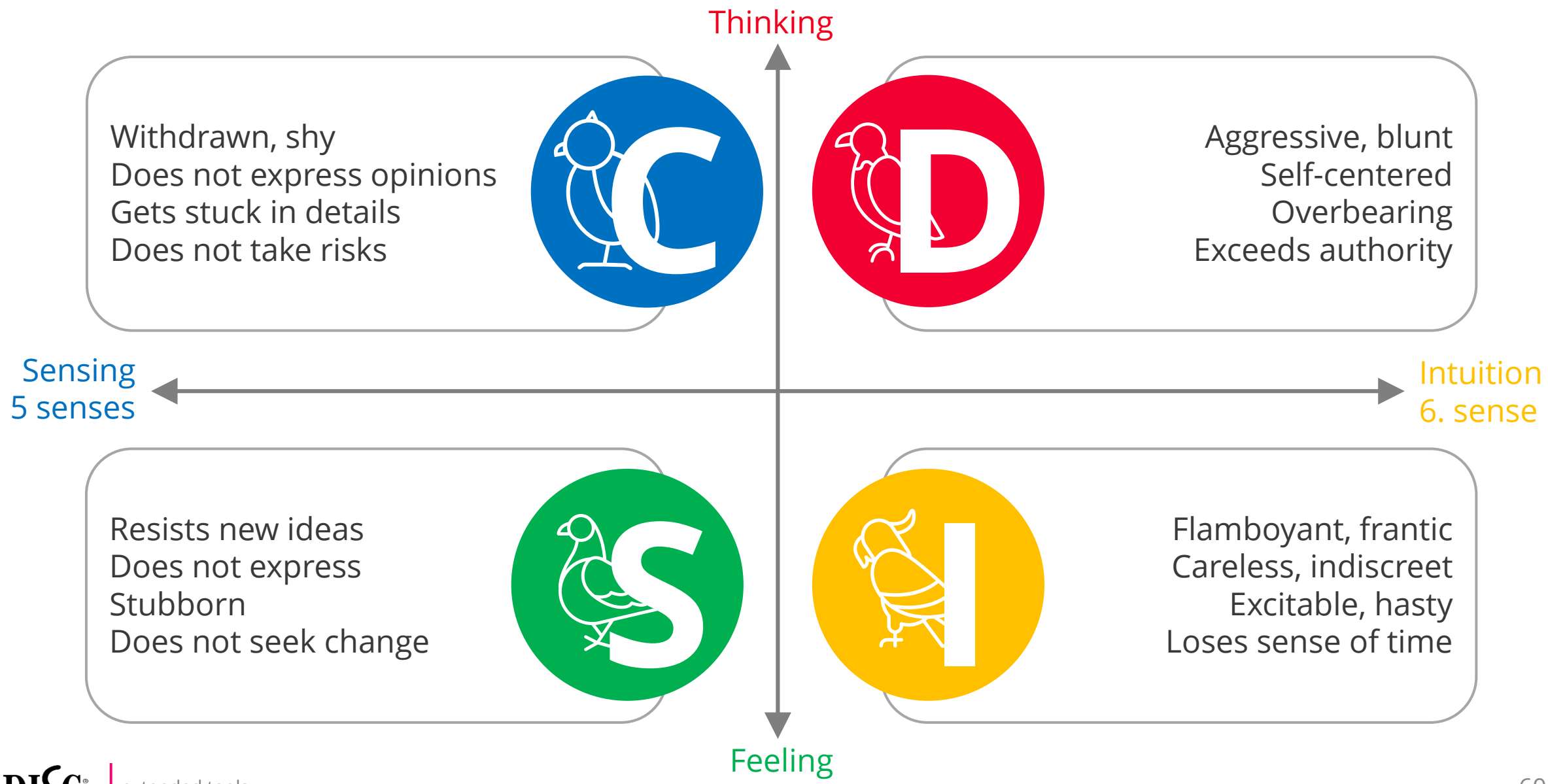
Extended DISC model – The Four Quadrant Model



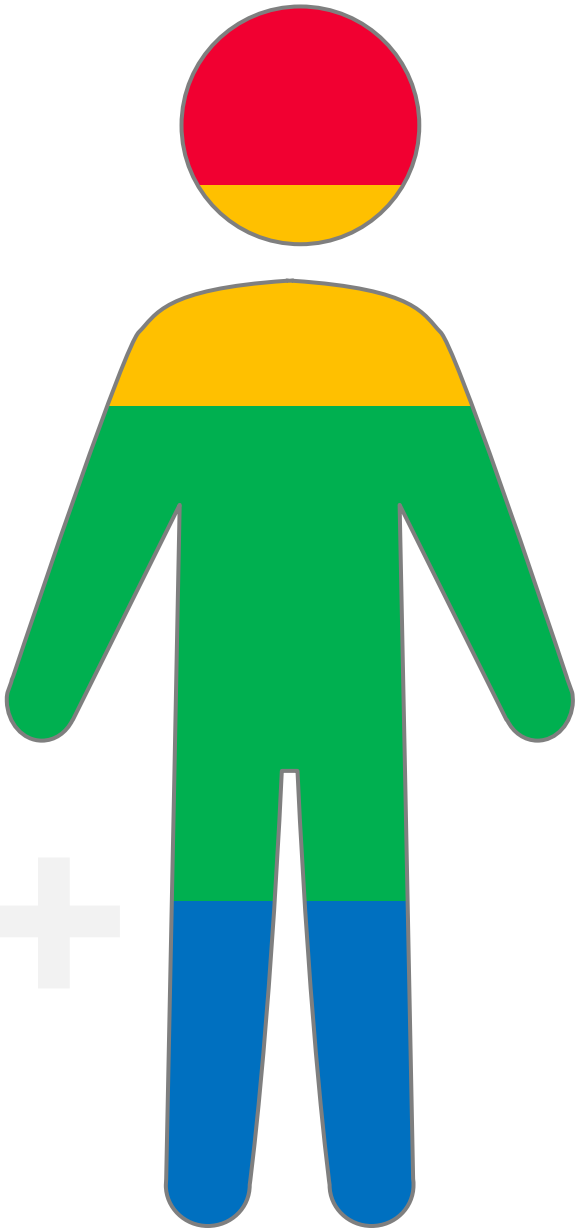
The Four Quadrant Model



The Four Quadrant Model



Distribution of behavior styles according to the Extended DISC model in the Polish population (2020)



Styles

D	13%
I	19%
S	43%
C	25%

What does it mean for employers?

What motivates people with a given style?

We want to take on **difficult challenges and decide for ourselves**. We value individual goals and awards

Super **atmosphere and space for new ideas** - As little bureaucracy as possible

Respect, trust, good planning, teamwork, **balance between work and family life**

Clear rules and procedures, high quality, concrete data. **Possibility of specialisation**

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Polish population compared to.... (20220)

	D	I	S	C
Poland	13	19	43	25
Germany	8	44	22	26
Sweden	8	42	31	19
Spain	6	31	35	28
Finland	8	30	42	20
Hungary	21	30	27	22
Czech Republic	19	31	24	26

What does it mean for employers?

What differentiates us from the populations of other countries?

We are not very open, **We do not like praising and selling**, Popularity = hate

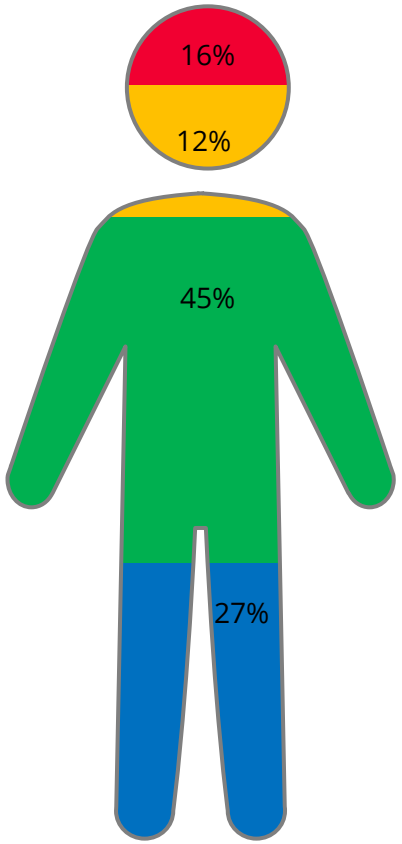
Rather conservative

We like risk, we play sharply, **we are enterprising,** we like to argue

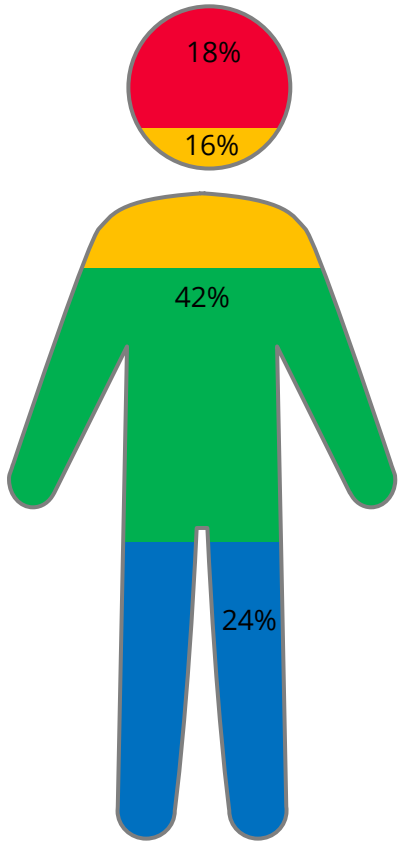
Moderate analytical facility

And how do generations differ?

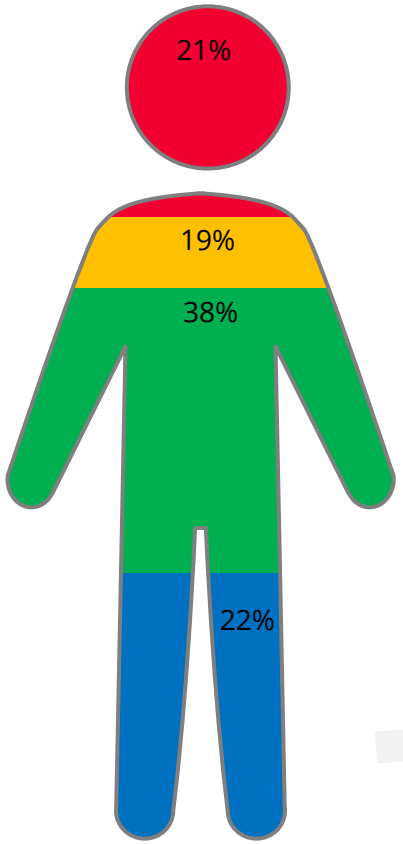
Born in <1960



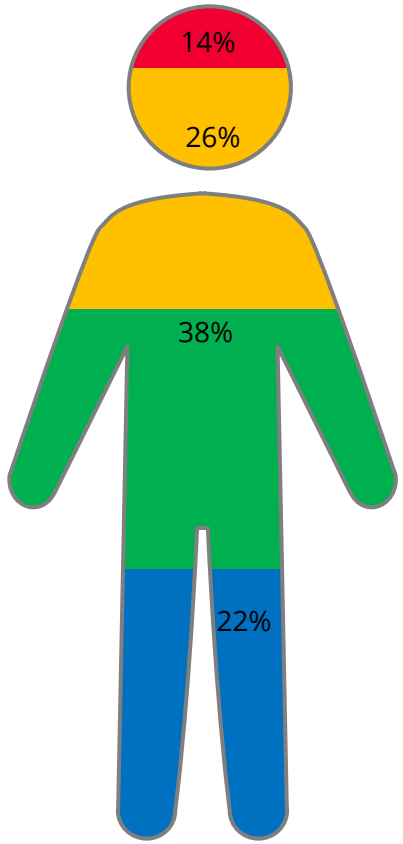
Born in years 60'



Born in years 70'

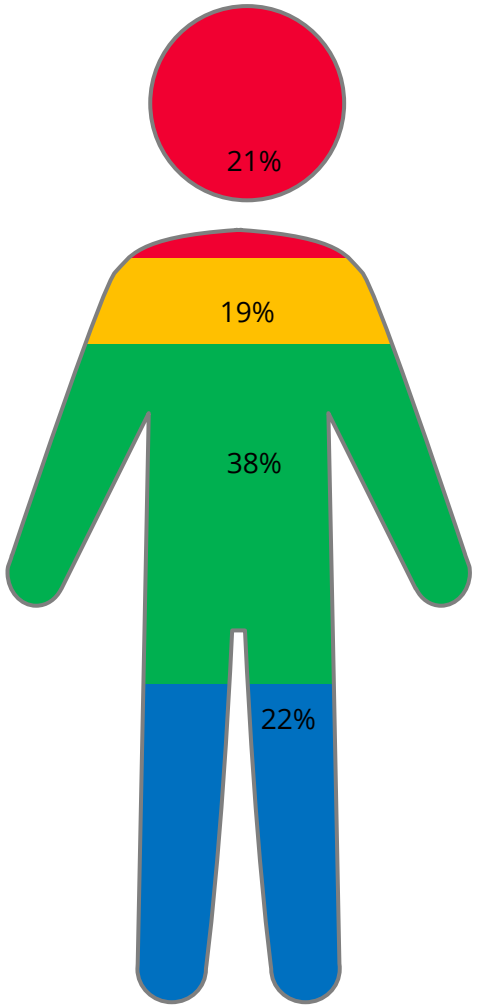


Born in years 80'

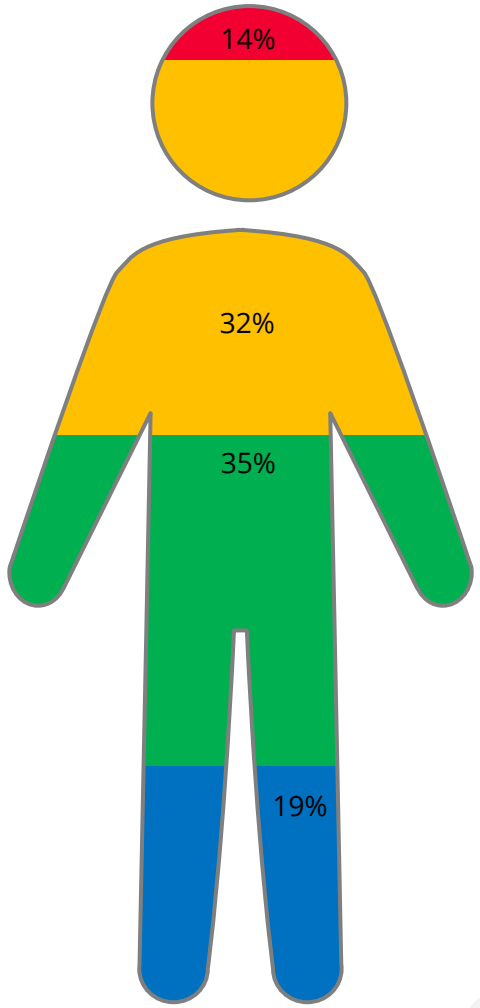


And how do generations differ?

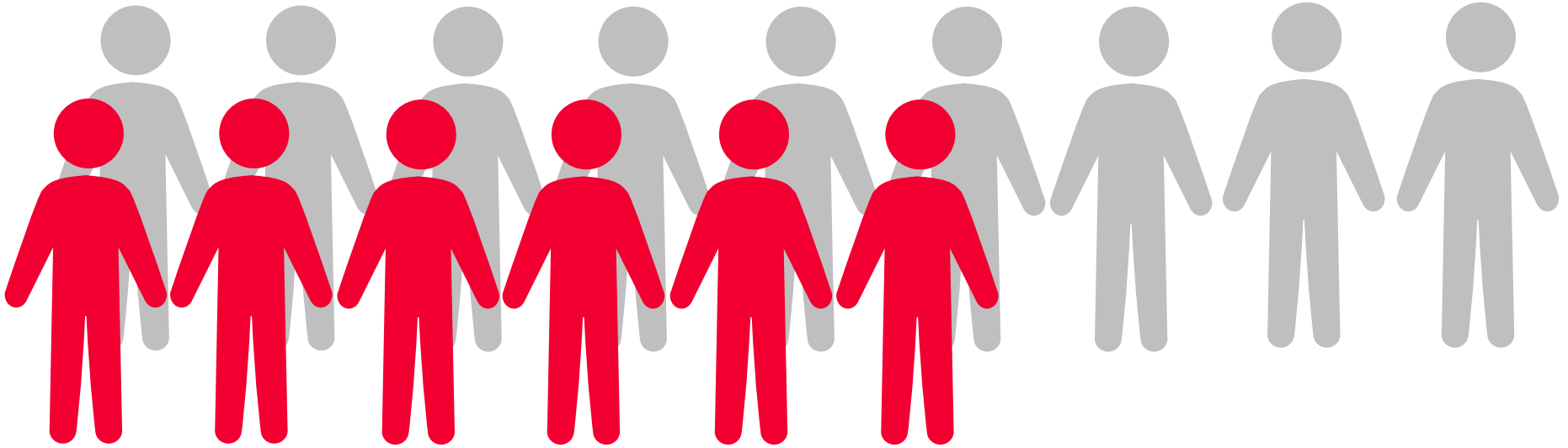
Born in years
70'



Born in years
90'



In the generation born in the 90s there is 1/3 less D than in the 70s.



- Are we less interested in the rat race?
- Don't want to sacrifice your personal life for your career?
- ……?

21% >> 14%

In the generation born in the 90's there is more than 1/3 more I than in the 70's

- Are we more and more open to people, communicative?
- Are we more and more interested in good relations and atmosphere at work, 2 times more than in results? (**D** vs **I**)
- ……?

19% >> 32%

Conclusions for Leaders

Consciously manage diversity
behavioural, generational, sexual and cultural, and you will avoid unnecessary conflicts and bring out the potential.

If you want to **attract and retain** representatives of **generation Y**
Build an adequate leadership culture in your organisation

When creating Employer Branding campaigns
Consider which generation group you are targeting.

Don't believe in stereotypes
use diagnostic tools

Remember the platinum rule
treat others as they would like to be treated

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Thank you for your attention

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Do you have any questions?

Contact us!

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