

My Team

The report is prepared based on the answers to the Extended DISC Individual Analysis questionnaire. As such, the report should not be the only criterion when making decisions regarding the team. The purpose of the report is to provide additional information for the team and its supervisor.

Zespół Testowy

Organization:

XYZ Sp. z o.o.

Date:

30.10.2023



#SiłaBiznesuToLudzie

Siła skutecznych zespołów

Introduction

This report contains information about the team's natural style of behaviour.

It has been designed to analyse natural predispositions and talents on which one might rely when developing the team. We hope that the information contained in this report will help you make optimum decisions concerning team management.

The contents presented constitute the product of responses given by team members to questions contained in the Extended DISC behavioural analysis questionnaire. The results of the Extended DISC analysis should not constitute a sole criterion when making decisions evaluating the respondents. On the contrary, it should be treated as a supplementary source of information to be used by the respondent and their superior.

The contents presented constitute the product of answers to questions contained in the Extended DISC team analysis. Results of the Extended DISC analysis should not be the only criterion when making personal decisions. On the contrary, they should be treated as a complementary source of information for the use of the respondent and his supervisor.

The Extended DISC Analysis does not describe full personality of a person and should not be used for this purpose. The report does not describe the intelligence, professional skills, knowledge or experience gained.

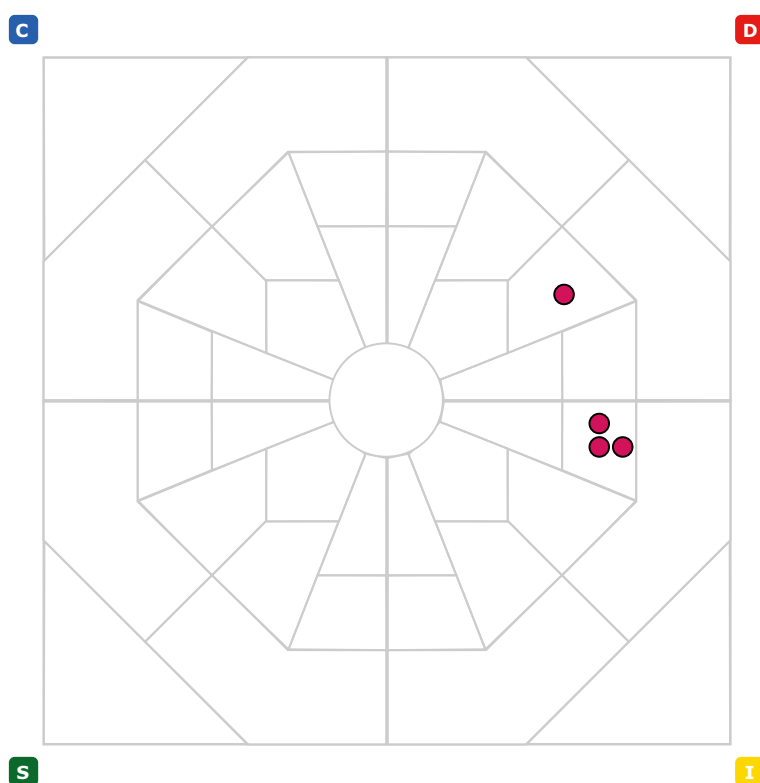
We recommend that the information contained in the report should be supported by the participation in a workshop or an individual interview with a Certified Extended DISC Consultant.

We wish you pleasant reading!

Behavioral Styles of Team Members

On the following pages of the report you can find information presenting characteristics of the team. You can find out from them what the intensity of individual styles in the team is and, which follows, predict the tendency to specific behaviours and responses. Also think what the strengths of the team are and its potential traps. Is there a concentration of some behaviours in the team? How does it affect it?

The following map presents natural styles of team members' behaviour.



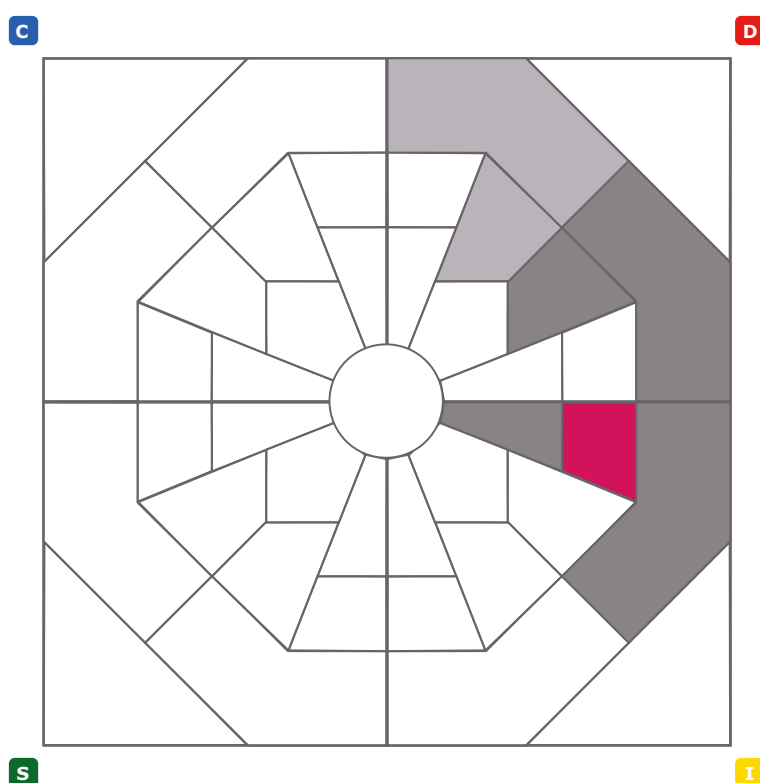
Questions Help to Team Analysis

- What are the team's strengths? In which area are there the largest number of points?
- How does the general distribution of results compare to tasks and objectives placed before the team?
- Are there any areas on the diamond in which there is no one? What is the effect of this on the efficiency of the team?
- What is the best way to communicate with such a team? What is it worth noting?

Team Characteristics

The Diamond below shows which behaviours are the most characteristic for the team and which require higher energy and more attention.

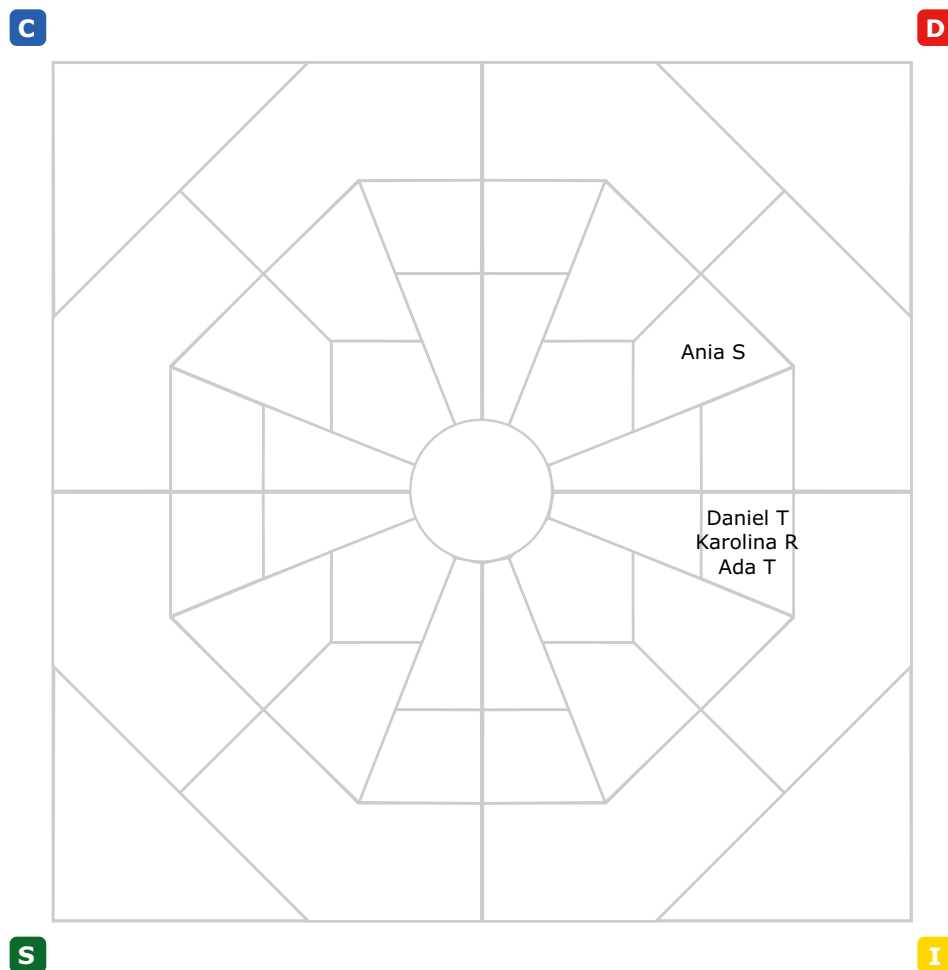
The shaded areas show behaviour styles which are the most visible ones in the team. Due to the significant intensity of those styles, the team may be perceived this way outside. Behaviours characteristic for the most intensive styles may also become apparent particularly in situations of increased stress, pressure or tension. White fields show behaviour areas which may also be undertaken by the team but may require conscious effort and concentration.



What conclusions may you draw from the above map as a team leader?

Natural Behaviour Styles

The following map presents natural behaviour styles of individual persons.



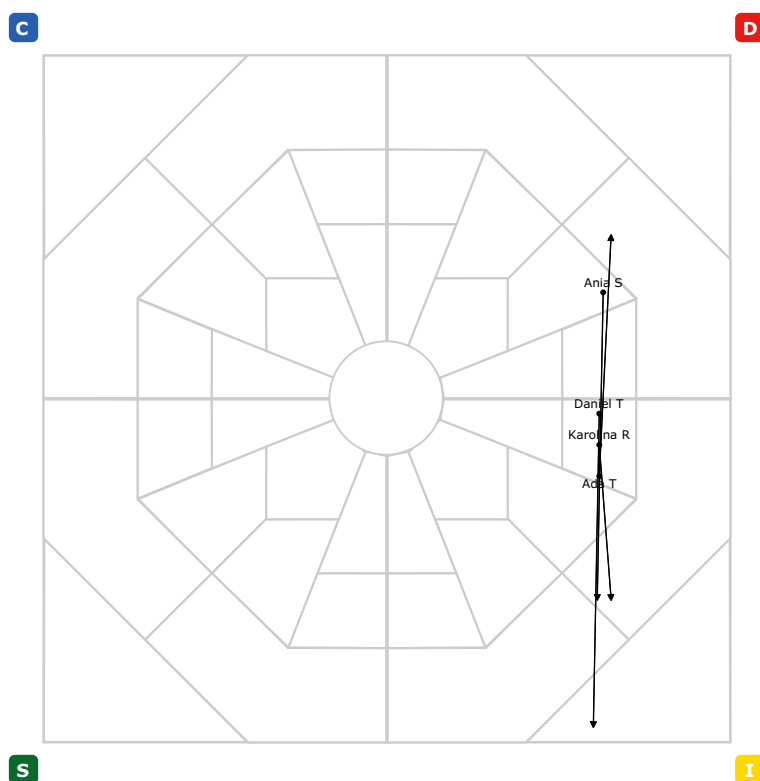
A precise list of percentage intensification of natural styles of individual members of the team may be found in the table below.

Questions Useful in the Team Analysis

- What are the specific strengths of individual persons?
- Are current tasks of individual persons consistent with their predispositions?
- Is there a possibility of using the employees' potential better?
- What can relationships between individual persons be like?
- Is the team diverse or rather homogenous? What does it mean for us?
- Are there sub-groups in the team? Don't similar persons excessively seek each other's company?
- As a team, do we fully utilise our potential?
- Can potential risks in efficient communication and cooperation between individual persons be noticed?
- How can we avoid those threats?

Natural and Adjusted Styles of Team Members

The following map on the Extended DISC Diamond shows both the natural style of behaviour (beginning of the arrow) and the adapted style of behaviour (tip of the arrow) of all team members.



Questions Useful to Team Analysis

- What direction is shown by the arrows?
- Can some regularity be noticed in this respect?
- Do most arrows point in the same direction?
- Do arrows have two main directions?
- Is there some clear direction from which the arrows point? What can be the reason for this?

Percentage Table

Person	Profile I				Date Analyzed	Profile II			
	D	I	S	C		D	I	S	C
Karolina Różowa	20	80	0	0	03.03.2022	30	55	0	15
Ania Sample	45	55	0	0	03.10.2022	40	30	0	30
Ada Testowa	80	20	0	0	15.03.2021	20	65	0	15
Daniel Testowy	0	100	0	0	15.03.2021	40	55	0	5

D	25%	1
I	75%	3
S	0%	0
C	0%	0
Total	100%	4

Brief Characteristics of the Natural Style of Team Members

Attributes

Karolina Różowa

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

Ania Sample

Decisive, purposeful, bold, social, motivating, competitive, active, alert, exact, smart, open, strong-willed, goal-oriented, creative, conscientious.

Ada Testowa

People-oriented, inspiring, outspoken, active, busy, conversationalist, social, positive, goal-oriented, values instructions, kind, talkative, likes change, spontaneous.

Daniel Testowy

Busy, active, extroverted, people-oriented, inspiring, participating, goal-oriented, outspoken, talkative, organization-oriented, accepts authority, decisive, ambitious.

Motivators

Karolina Różowa

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.

Ania Sample

Ania is motivated by the chance to complete a task where she has to produce new ideas in connection with people. Finding new approaches to old things is one of her best qualities. She is not necessarily an entrepreneur, as she values the existing structures of an organization.

Ada Testowa

Ada likes to work with people in a changing atmosphere where she can concentrate on positive, pleasant things. She likes to be liked and accepted by the team. She enjoys developing things and finding solutions that are easy to identify with. Ada also likes emotional situations.

Daniel Testowy

Daniel is effective in roles that challenge his skill but do not counter organized instructions or the organization. He likes a variety of places, people and tasks. Success and attained goals are important to him. He gets motivation from being where the directing is done.

Ideal Supervisor

The following information is aimed at supporting the superior in understanding specific needs of individual persons, and which follows – better adaptation of the method of communication and behaviour of the leader.

Karolina Różowa

This person needs an encouraging and extroverted supervisor who can say things in a positive way and see the best sides in everything. The supervisor must be able to control this person's strong emotional attitude. The supervisor must also keep her motivated in her work by providing new and different projects, etc.

Ania Sample

Her supervisor should be able to keep some distance. Goals and limitations have to be presented clearly, also the way results are evaluated. The supervisor must help her to keep her feet on the ground as she tends to disappear in her creative ideas. The supervisor should also keep in mind that she has to be given freedom to express her ideas.

Ada Testowa

A good supervisor inspires her. She does not identify with the commanding organization and the same goes for the supervisor who cannot digress from the daily routine to chat about ordinary things. Sometimes the supervisor has to help her to get her feet back on the ground and stick to the planned work.

Daniel Testowy

A good supervisor gives him various tasks which he can complete with a feeling of independence. The supervisor should support him when in risky times and when it is obvious that some people are going to oppose the situation. The supervisor should not exhaust him with an overly punctual attitude, but specific goals and deadlines should still be set.

Communication

3 most comfortable and 3 least comfortable behaviours in the area of communication of individual persons have been listed below.

Most Comfortable Behaviour Connected with Communication

Karolina Różowa

Positive, lively and inspiring communication: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Active sharing of factual information: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Direct, goal focused communication: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Ania Sample

Direct, goal focused communication: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Facts-based, goal-oriented and direct communication: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Active sharing of factual information: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Ada Testowa

Positive, lively and inspiring communication: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Active sharing of factual information: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Active sharing of positive information: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Daniel Testowy

Positive, lively and inspiring communication: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Active sharing of factual information: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Direct, goal focused communication: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Least Comfortable Behaviour Connected with Communication

Karolina Różowa

Considerate and careful communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Repetitive talking about the same topic: -5 -4 -3 -2 -1 0 1 2 3 4 5

Empathic, positive, understanding: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ania Sample

Considerate and careful communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Empathic, positive, understanding: -5 -4 -3 -2 -1 0 1 2 3 4 5

Encouraging, participating, involving communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ada Testowa

Considerate and careful communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Repetitive talking about the same topic: -5 -4 -3 -2 -1 0 1 2 3 4 5

Detailed and logical communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Daniel Testowy

Considerate and careful communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

Very systematic and focused on the exact topic in hand: -5 -4 -3 -2 -1 0 1 2 3 4 5

Repetitive talking about the same topic: -5 -4 -3 -2 -1 0 1 2 3 4 5

Teamwork

3 most comfortable and 3 least comfortable behaviours in the area of team work of individual persons have been listed below.

Most Comfortable Behaviour Connected with Teamwork

Karolina Różowa

Being a positive change agent, able to eliminate boredom: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being an introducer of a new perspectives: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Being a lively team member who involves others: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Ania Sample

Being a positive change agent, able to eliminate boredom: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Being an introducer of a new perspectives: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Determined speeding up of others: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Ada Testowa

Being a positive change agent, able to eliminate boredom: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being an introducer of a new perspectives: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Being a lively team member who involves others: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Daniel Testowy

Being a positive change agent, able to eliminate boredom: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being an introducer of a new perspectives: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Being a lively team member who involves others: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Least Comfortable Behaviour Connected with Teamwork.

Karolina Różowa

Being an independent developer of one's area of responsibility: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a specialist concentrating on work alone: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ania Sample

Being the compromiser and a supporter of others: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 5

Pleasant in doing routine work and helping others: -5 -4 -3 -2 -1 0 1 2 3 4 5

Ada Testowa

Being an independent developer of one's area of responsibility: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 5

Pleasant in doing routine work and helping others: -5 -4 -3 -2 -1 0 1 2 3 4 5

Daniel Testowy

Being the compromiser and a supporter of others: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being a specialist concentrating on work alone: -5 -4 -3 -2 -1 0 1 2 3 4 5