

Karolina Różowa

Organization:

XYZ

Date:

03.03.2022



#SiłaBiznesuToLudzie

Siła dopasowania w rekrutacji

INTRODUCTION

Thank you for your participation in the recruitment process. This report has been designed to help you get to know and understand better your natural behaviour style.

The report contains a description of your natural predispositions and talents on which you can base when developing your potential and gaining new skills. We hope that information contained in this report will help you create an optimum plan of development of your skills.

The report describes the natural style of behaviour of the given person, i.e. the behaviour which costs the least energy and effort, require the least concentration and usually is the most pleasant for that person. This is the way we usually respond when there is no time to conduct a rational in-depth analysis of the situation. Our natural style of behaviour is particularly apparent in situations of great pressure when our ability to adapt our behaviour has been limited.

The content presented is based on answers to questions contained in the Extended DISC behavioural analysis. Results of the Extended DISC analysis should not be the only criterion when making personal decisions. They should be treated as a supplementary source of information useful to improve your personal and professional efficiency.

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 wish you pleasant reading!

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Description of the Natural Behaviour Style

The following part of the Report contains an extensive description of natural behaviours and needs specific for persons with a behaviour style similar to yours. Read this description carefully and think which information is particularly important for you.

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

This person tries to avoid too small units when Karolina cannot motivate herself enough with the help of a strong atmosphere or good client relationships. In a bigger unit, she has more chances to communicate with different people. Karolina tries to avoid tasks which are repetitive or demand accuracy because in the long term she becomes careless and makes small mistakes.

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.

Motivators

This part describes elements which may motivate you. The more such elements in your surroundings, the higher will be the level of your motivation.

- 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

Select 2-3 motivators which are particularly important for you in the work environment.

Strengths

Behaviour listed below constitutes your natural strengths.

- 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

What are your most important advantages?

How do you use them in your job?

Preferred Role in the Team

In this part of the report you can find information about typical roles which are easily taken by a person with the style similar to yours in the team

Influencer

An Influencer is someone who creates ideas and wants to move forward. He/she has a good ability to influence others. The Influencer does not hesitate and deliberate but believes in his/her instinct and spontaneity. He/she likes change and taking part in many different kinds of groups, situations and roles. Others see the Influencer as an open and sociable person but somewhat superficial and self-absorbed. In reality he/she is so active that he/she does not have time to stop and think about others, even if he/she would like to. The Influencer likes to express his/her opinions and tries to persuade others to agree. He/she is not a very patient listener. He/she has to stand out in a group somehow; he/she finds it awful to be an average person in an average group. Concentrating on one thing is difficult for the Influencer because he/she is better at creating and starting ideas than implementing them.

An attitude toward teamwork

- A means to get people's attention
- A way to get the group motivated
- A possibility to delegate boring routines away

The benefit the group receives

- The group is able to be renewed - does not get stuck
- Group's atmosphere stays open
- Includes people

A role as a decision maker

- Wants to make quick decisions
- Brings up decisive ideas
- Does not analyze all the alternatives

A role as a performer

- Aims at simplicity
- Does not deliberate for long
- Applies own rules