

# Coaching / Mentoring - improving relationships

This analysis is based on answers to Extended DISC Analysis questionnaires. Its purpose is to create an additional source of information for coaching/mentoring processes and building relationships between co-workers.

**(Nazwa zespołu)**

Organization:

**(Organizacja)**

Date:

**28.02.2024**



**#SiłaBiznesuToLudzie**

**Siła doceniania  
różnorodności**

## INTRODUCTION

This report has been designed to help you get to know and better understand your individual natural behaviour styles, and thus to significantly improve the efficiency of your cooperation.

Remember that two people who have similar behaviour styles may be a good match and enhance each other's strengths, but they may also reinforce each other's weaknesses. As a result, their actions aren't optimal. Usually, respondents aren't aware of that fact.

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!

## Extended DISC Model

*In this part of the report you will find information which will help you understand the Extended DISC Model and characteristics of the behaviour styles. Study the model and style descriptions.*

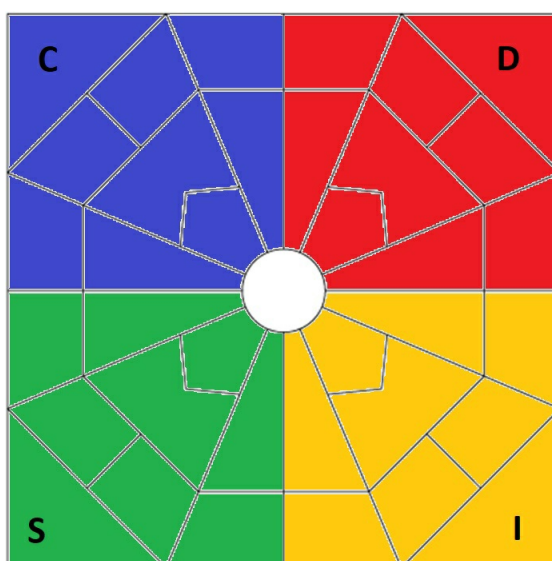
The Extended DISC behavioural analysis questionnaire has been used successfully for 20 years in over 40 countries worldwide. In every country it is used in detailed statistical research is conducted in order to make sure that we receive reliable and credible results.

The Extended DISC model is based on the work by Carl Gustav Jung and William Moulton Marston. The basis for this theories is the breakdown of human behaviour into four main styles determined as: D I S C. The essence of the Extended DISC model is the precise measurement of intensity of individual styles of behaviour in the respondent's potential.

*Get to know the behaviours presented below, characteristic for individual styles of behaviour.*

Precise  
Follows rules  
Logical, careful  
Formal, disciplined  
Withdrawn, shy  
Does not express opinions  
Gets stuck in details  
Does not take risks

Decisive, tough  
Strong-willed  
Competitive, demanding  
Independent, self-confident  
Aggressive, blunt  
Self-centered  
Overbearing  
Exceeds authority



Calm, steady  
Careful, patient  
Good listener, modest  
Trustworthy  
Resists new ideas  
Does not express  
Stubborn  
Does not seek change

Sociable  
Talkative, open  
Enthusiastic, energetic  
Persuasive  
Flamboyant, frantic  
Careless, indiscreet  
Excitable, hasty  
Loses sense of time

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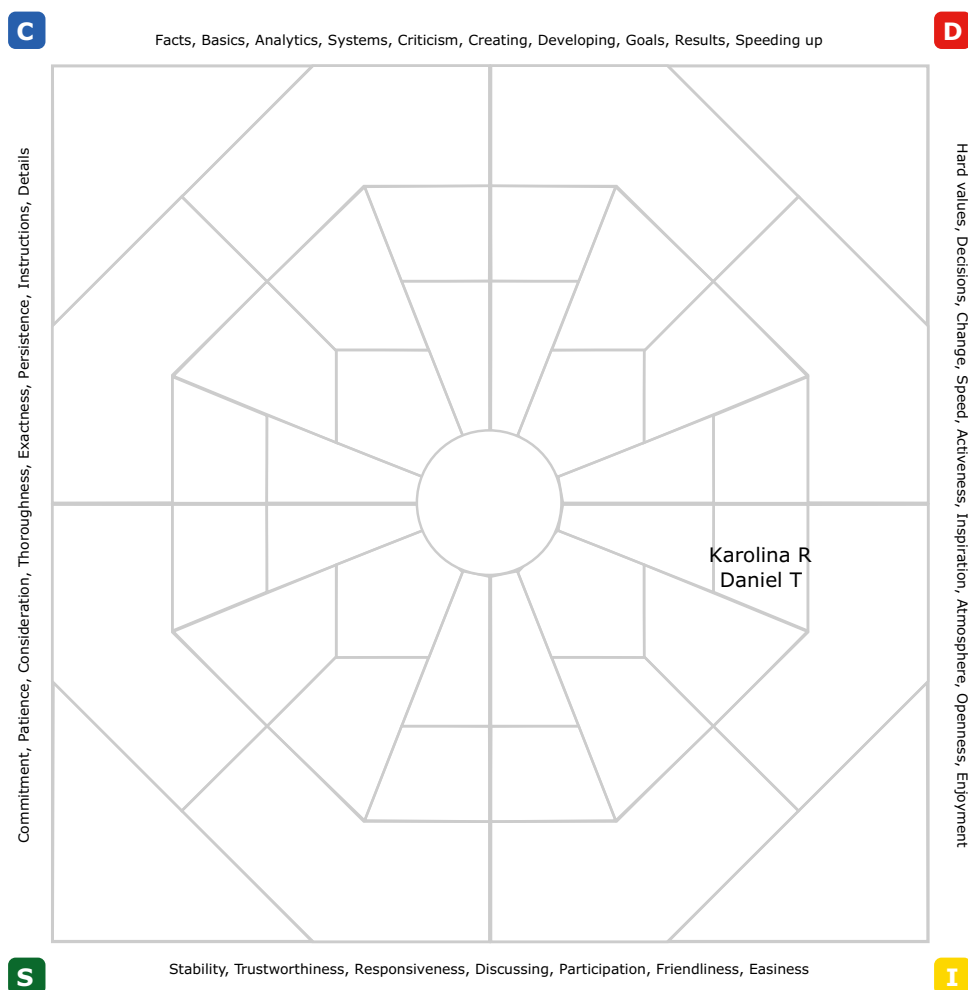
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## Extended DISC Diamond

The Extended DISC Diamond shows which behaviours in a given area are the most comfortable to you.



Look at the diamond above and think how your natural behaviour style can influence your relationships.

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## Communication - preferred behaviours

*Behaviours from the area of communication are presented below. Using the scale, you will be able to see which behaviours are more or less natural to each of you.*

The following results are shown on the scale from - 5 to 5, from the least to the most comfortable behaviour. Uncomfortable behaviour – requires more energy – more on the left hand side of the diagram. Comfortable behaviour – requires less energy – more on the right of the diagram.

This is not a “you can – you can not” type of a scale. In other words, where one of the dimensions is on one side of the scale, it does not mean that you cannot cope well with this area. You can develop this skill very well, however this will require a conscious effort from you, concentration and energy.

### Communicating in a compelling and positive way

Karolina Różowa: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Daniel Testowy: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

### Direct, goal focused communication

Karolina Różowa: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Daniel Testowy: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

### Facts-based, goal-oriented and direct communication

Karolina Różowa: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Daniel Testowy: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

### Very systematic and focused on the exact topic in hand

Karolina Różowa: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Daniel Testowy: -5 -4 **-3** -2 -1 0 1 2 3 4 5

### Preferring to talk instead of listening

Karolina Różowa: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Daniel Testowy: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

### Wanting to proceed logically and calmly

Karolina Różowa: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Daniel Testowy: -5 -4 **-3** -2 -1 0 1 2 3 4 5

### Focusing on the next step and how to proceed

Karolina Różowa: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Daniel Testowy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

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### Preferring to listen to short stories only

Karolina Różowa: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Daniel Testowy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

### Focusing on listening without outward reaction

Karolina Różowa: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Daniel Testowy: -5 -4 **-3** -2 -1 0 1 2 3 4 5

### Being able to stop listening to focus on own thoughts and ideas

Karolina Różowa: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Daniel Testowy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

### Paying attention only to the essential information

Karolina Różowa: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Daniel Testowy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

### Being able to take over the conversation from where the other person stopped

Karolina Różowa: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Daniel Testowy: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

### Showing interest, listening and participating

Karolina Różowa: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Daniel Testowy: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Which of the above criteria are particularly important to you? Note down your remarks.

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