

## Me as a Coach / Mentor

The report is intended for the Coach to help them identify their natural behaviour style. The information contained in the report should serve as a means to improve the cooperation between the Coach / Mentor and the Client, as well as help to optimize the coaching / mentoring process.

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Organization:

**XYZ Sp. z o.o.**

Date:

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**#SiłaBiznesuToLudzie**

## Siła doceniania różnorodności

## INTRODUCTION

This report has been designed to help you get to know and understood better your natural behaviour style as a COACH / MENTOR.

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 coaching 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 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!

## 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.*

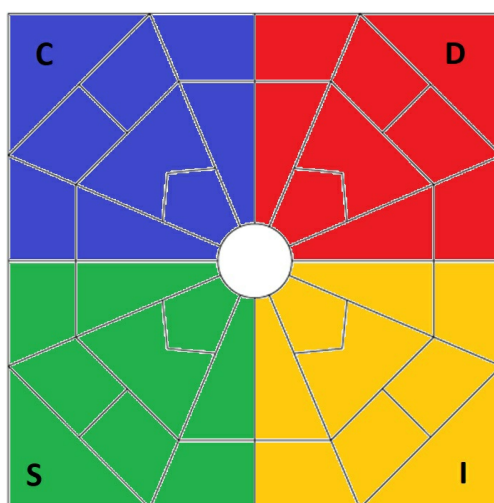
The Extended DISC behavioural analysis questionnaire has been used successfully for 20 years in over 40 countries worldwide. In every country it is used in detailed statistical research is conducted in order to make sure that we receive reliable and credible results.

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

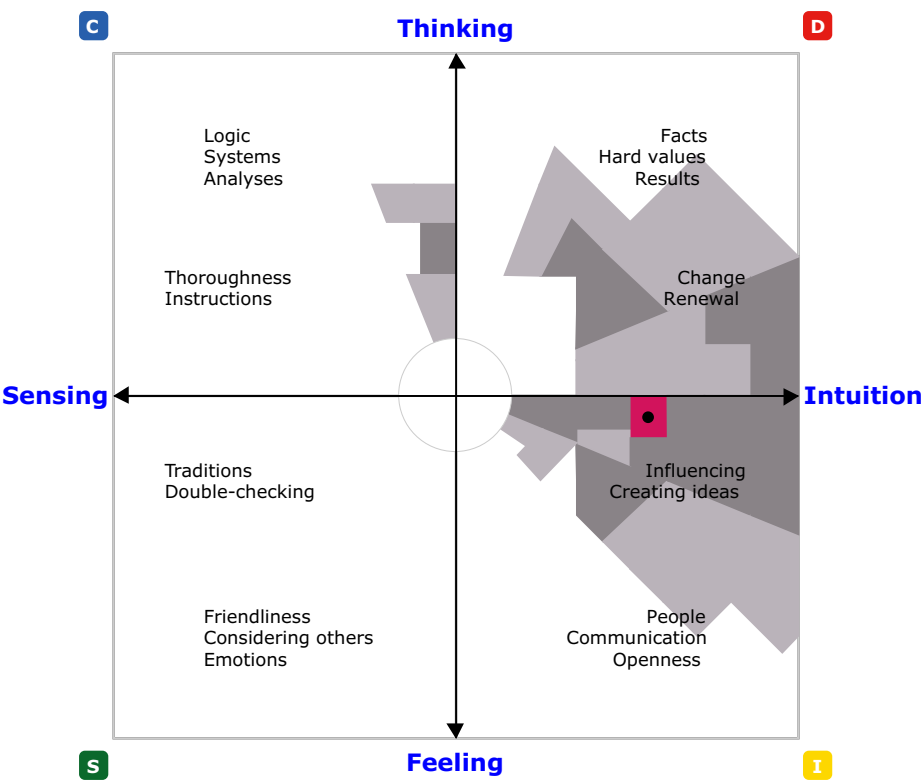


Calm, steady  
Careful, patient  
Good listener, modest  
Trustworthy  
Resists new ideas  
Does not express  
Stubborn  
Does not seek change

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

Extended DISC Diamond – Characteristics

On the diamond below you can see how your flexibility zones are connected with needs and behaviours characteristic for individual styles in professional situations.



Behaviours characteristic for styles in which your flexibility zones are (shaded fields in the diamond) will not be too difficult for you. However, the ones connected with styles outside the flexibility zones (white fragments of the diamond) may require more attention and energy.

Think which of the tasks above come easy to you, and which require more effort and concentration.

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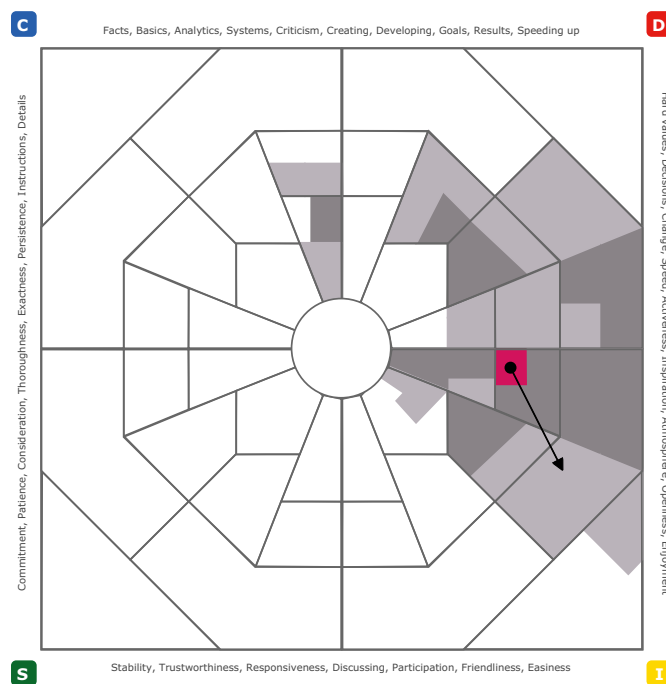
What kind of tasks is particularly important to you?

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## Extended DISC Diamond - Yours Flexibility Zones

The following model shows which behaviours are the most comfortable for you, and which require increased energy and additional concentration. The shaded areas mean behaviours which are the most natural and comfortable for you. Compare your result with the model on the previous page. White fields indicate in which areas of activity more effort, increased concentration and energy are required. Behaviours characteristic for the fields that are not shaded will require most energy from you.



Your DISC style is: IDC (I - 55%, D - 30%, C - 15%)

The arrow on the diamond shows the difference between your most comfortable behaviour (beginning of the arrow), and your need for adaptation (tip). How much energy must be expended to adapt to the needs of the environment depends on the direction and length of the arrow. Behaviours characteristic for shaded areas require less effort. If the arrow points to the style which on the diamond is composed of only white fields, it may require more effort.

No arrow on your diamond may mean that expectations you have in your current professional situation are not significantly different from your natural potential.

## 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.*

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.

- 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

## Motivation-reducing situations

Situations that you usually don't like and you may react negatively to them are included here.

- 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

## Conclusions

Name 3 most important elements that motivate and demotivate you as a Coach/Mentor

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## Your communication style

Below, you will find a description of your 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.

- 5 = Not Natural

5 = Natural

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
Active sharing of positive information:	-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

What is the most important to you when communicating with others?

In coaching / mentoring situations:

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In non-coaching / non-mentoring situations:

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## Me as a Coach/Mentor

Below, you will find a description of your natural behavior in coaching situations

- 5 = Not Natural

5 = Natural

The list below describes your most natural behaviours in coaching / mentoring situations.

Being a positive change agent and able to create excitement: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Brief, goal-oriented contacts with a coachee: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Inspiring a coachee about the subject: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Strongly encouraging a coachee to take action: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Assertively moving a coachee through the coaching process: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

The list below describes your least natural behaviours in coaching / mentoring situations.

Following of a process in a steady and exact way: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Coaching sessions requiring a lot of detailed preparation: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Maintaining a stable, long-term relationship with a coachee: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Listening to a coachee's needs: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Thorough, yet encouraging coaching: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Which element of your coaching / mentoring practice would you like to improve?

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