

## My facilitation potential

The report is intended for people working as facilitators to help them identify their natural style of behaviours which support this role. The information contained in the report should serve the purpose of improving the efficiency when achieving training goals and building relationships with the trainees.

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**#SiłaBiznesuToLudzie**

## Siła doceniania różnorodności

## Introduction to the report

This report has been designed to help you get to know and better understand your natural behaviour style in the context of the role of a facilitator. The information contained in the report are based on the Extended DISC model, which helps people to communicate, understand differences in behaviours and improve their behaviours. Supporting other people in developing their knowledge, skills and attitudes is a complex task. There is no single style that works for all efficient facilitators. Each of us builds their professional efficiency based on natural predispositions, development of their professional competence and gaining new experience and working tools.

The purpose of the report is to identify your most natural behaviours that are important from the point of view of facilitation tasks and the areas which may require more effort. It supports the preparation to working efficiently as a facilitator. On the following pages, you can look at your natural predispositions and areas of potential effort in such important elements as:

- Communication in a group
- Listening
- Working with a group
- Supporting others in their development
- Influencing

The goal of the report isn't to replace experience or facilitation methods. The report is based on Extended DISC Individual Analysis. Please be aware that it is not a TEST. It does not provide results with the aim of dividing people into "good" and "bad" categories. The system does not classify people in any way. It does not measure anyone's full personality and should not be used for such purposes. It doesn't measure professional skills, gained knowledge or experience.

The report describes your natural behaviour style, which is the style that requires from you the least energy and effort, the least concentration, and is usually the most pleasant for you. It is the way in which you usually react when there is no time for rational consideration. Your natural behaviour style is particularly visible in high-pressure situations where your ability to adapt your behaviour is limited. We recommend that you supplement the information from the report with participating in a workshop or an individual meeting with a Certified Extended DISC Consultant.

Before you move on to reading the report, think about the three most important goals you set for yourself when working as a facilitator.

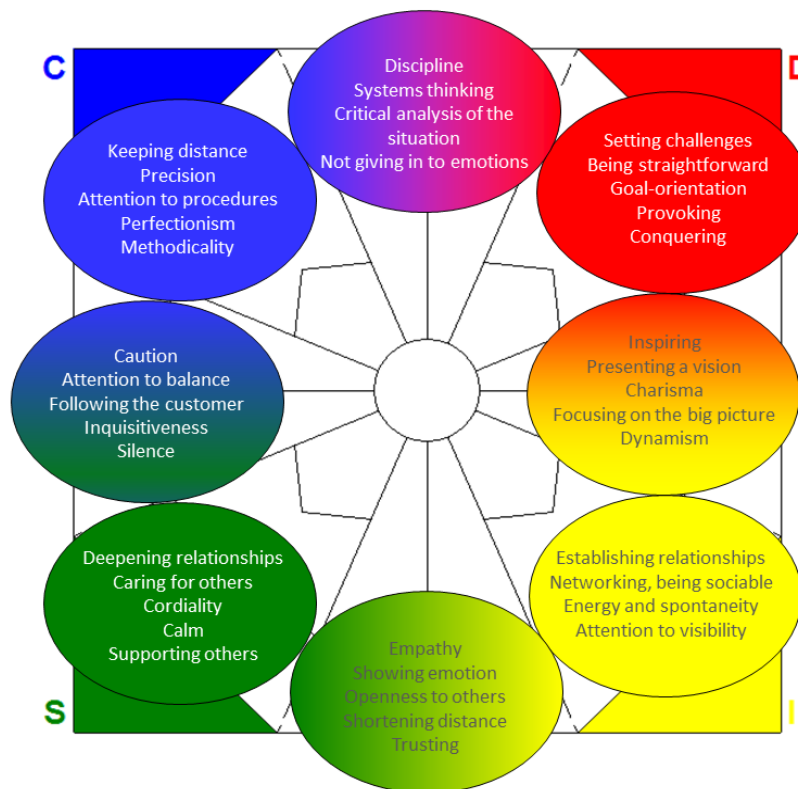
1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

## Extended DISC Diamond

Below, you will find examples of behaviours characteristic of particular areas of the Extended DISC Diamond.



Think which of the behaviours / attitudes above come easy to you, and which require more effort and concentration?

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What kind of behaviours / attitudes is particularly important to you?

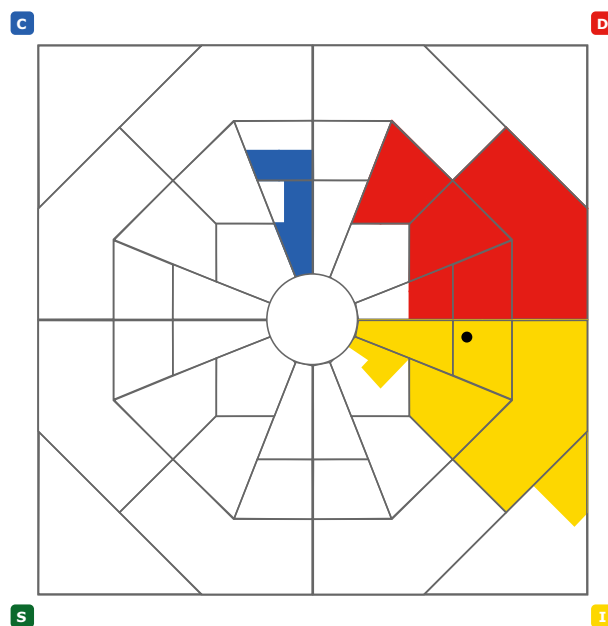
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## Extended DISC Diamond - Yours Flexibility Zones

The Extended DISC diamond shows which behaviours are the most comfortable to you and which ones require more energy and concentration. The shaded areas are the behaviours which come to you the most naturally. They will be particularly visible in situations of increased stress. The white fields identify the areas where conscious effort, heightened concentration and more energy are required. The farther from the darkest area you need to go, the more energy it will require from you.



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

Note down 3 most important behaviours / actions in your facilitation work. To what extent are your natural behaviours in line with the goals that you wrote down earlier?

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

## Your facilitation potential

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.

## Communication with the group

The list below describes your most comfortable behaviours in situations related to communicating in a group.

Communicating details in a rapidly changing environment: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Communicating details in a goal-oriented way: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

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

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

The list below describes your least comfortable behaviours in situations related to communicating in a group.

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

Clear and fact-based 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

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

What is the most important to you when communicating with others as part of your facilitation tasks?

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## Listening

The list below describes your most comfortable behaviours in situations related to listening.

Listening to short and exciting stories: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Preferring to listen to short stories only: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being able to stop listening to focus on own thoughts and ideas: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Paying attention only to the essential information: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Focusing on the next step and how to proceed: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

The list below describes your least comfortable behaviours in situations related to listening.

Focusing on listening without outward reaction: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Listening and expressing understanding with body language: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Listening carefully without interrupting: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Focusing more on the details than the big picture: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Paying attention to the facts and details: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Which of the natural predispositions when it comes to listening to others are the most helpful in your facilitation work?

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Which of the least comfortable behaviours are sometimes useful in your work? How can you support yourself in such situations?

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## Working in a training room

The list below describes your most comfortable behaviours among the typical facilitating tasks.

Training experts to be more open and expressive: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Having an inspirational and carefree approach: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Performing to large and diverse groups of people: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

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

Encouraging independent thinking: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

The list below describes your least comfortable behaviours among the typical facilitating tasks.

Following an exact schedule: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Describing the existing process thoroughly: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Training session that requires a lot of detailed preparation: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Training of experts who are already familiar with the subject: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Providing facts about the topic in training session: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Which of the natural predispositions when it comes to facilitation do you consider your greatest assets?

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Which of the least comfortable behaviours are sometimes useful in your work? How can you improve these areas?

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## Supporting others in their development

Below, you will find a description of your most natural behaviours supporting the development of others.

Goal-focused training of details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Looking to the future and anticipating the required skills:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Understanding what skills an organization needs and it currently has:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Understanding how new skills should be communicated:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being an active developer of others' skills:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Below, you will find a description of behaviours supporting the development of others which may require the most effort on your part.

Patently developing others' professional skills:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being alert to one's own mistakes and willing to fix them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conducting a step-by-step plan for developing people's skills:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thorough familiarizing and teaching:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being open to detailed advice in personal development without becoming defensive:	-5	-4	-3	-2	-1	0	1	2	3	4	5

What conclusions can you draw from the information above? Which behaviours are worth keeping, improving, reinforcing?

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## Influencing

Below, you will find a list of your natural behaviours related to influencing others.

Encouraging people to be more open-minded with details: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Turning negative into positive in people's minds: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Inspiring and motivating influencing of people: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Influencing others with soundly reasoned business proposals: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Communicating complicated matters in an inspiring way: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Below, you will find a list of behaviours related to influencing others that do not come naturally to you at all.

Communicating details in a logical way: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Influencing by showing commitment to completing own responsibilities: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Communicating the goal and how details relate to it: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Adjusting one's approach with different people: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Communicating agreed information using agreed media: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Consider the importance of the behaviours above in your work. Which ones do you use? When can they prove helpful? Which behaviours are worth reinforcing and which ones are worth modifying?

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