Zones)

This assessment is based on the responses given in the Extended DISC® Behavioral Analysis Questionnaire. This assessment should not be the sole criterion for making decisions about this person. The purpose of this assessment is to provide supporting information for the respondent in self-development.

Ewa Przykładna

Organization: ExtendedDISC

Date: 03.10.2011





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Introduction to the FinxS[®] Sales 18:

This FinxS[®] Sales 18 is specifically intended to be used with your FinxS[®] Sales Capacity Assessment. It is designed to help you to better understand and further develop your skills to successfully perform the 18 important competences for selling success as measured in your FinxS[®] Sales Capacity Assessment.

How to use the FinxS[®] Sales 18:

This assessment identifies your natural, hard-wired DISC behavioral tendencies in the same 18 competences of selling success to allow you to discover the similarities and differences between your natural behavioral style and your current level of competence. Each of the 18 competences is deconstructed into individual behavioral competences to allow for a very clear identification of your unique sales strengths and development areas.

You will notice that every behavioral competences shows an expectation score of "5". No one will ever score "5" on every competence. Rather, the expectation scores are the ideal, or target, scores that are compared against your natural behavioral style.

As with your FinxS[®] Sales Capacity Assessment, you will notice that you will agree with most of your results. However, you may have some reluctance to accept certain development areas. Again, this is a very normal reaction as it is always more difficult for everyone to explore their weakness or blind spots that are impeding their present level of success. Also, keep in mind the purpose of this assessment is to provide guidance how you can become even more successful and the scores do not measure any behavioral modifications that you make. It simply identifies your natural, unmodified DISC style.

Finally, it is highly recommended that you will review your results with a professional facilitator or a sales coach who has been trained to interpret this FinxS[®] Sales 18 together with your FinxS[®] Sales Capacity Assessment. They have been professionally trained to interpret both assessments and the consequences of your combined results to develop a clear roadmap to your success.



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Creating Your Road Map to Success with FinxS[®] Sales 18 and FinxS[®] Sales Capacity Assessment:

Ideally you will use FinxS[®] Sales 18 with your FinxS[®] Sales Competence Assessment. Doing so will allow you and your sales coach to distinctly identify and address the differences between your natural, hard-wired behavioral tendencies and your present competence levels.

You will be able to clearly calculate the differences between what your natural style predicts and what your present competences are to discover if you are:

- performing better than your natural behavioral style predicts.
- not using your full potential.

The analysis of the above differences will help you and your sales coach to create a powerful development plan to make you more successful.

Other Available Resources to Create Your Road Map to Success:

While this assessment focuses on the important 18 sales competences, be sure to actively use your Extended DISC® Sales Professional Assessment. It will provide you with the map to more successful interactions with prospects and clients. You will learn:

- 1. The four main human behavioral styles.
- 2. Who you are and how others perceive you.
- 3. How to read prospects and client and to better understand them.
- 4. How to adjust your sales style to achieve your goals.

Disclaimer:

FinxS[®] Sales 18 results should never, and in no circumstances, be used as the sole criterion to make decisions. It is not designed, and cannot be used, to make "yes-no" hiring decisions. One must always consider many other factors, such as skills, attitudes, intelligence, knowledge, education and experience that are not measured by this assessment.

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Prospecting

Active searching of new potential, qualified customers to ensure there is always sufficient opportunities to create new business. Among the prospecting activities are cold calling, asking for referrals, cultivating existing cold leads, and networking.

Taking control of the sales call by moving sales process forward:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Taking initiative to develop new sales opportunities (prospecting) :	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Taking initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Selling one's own ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Actively networking:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Selling himself constantly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Cold calling to book sales appointments:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Actively and promptly contacting a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Inspiring people to buy into a concept before all data is fully processed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Actively promoting new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Keeping the conversation with a customer alive:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Developing new ideas and solutions quickly in a sales meeting:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Competence Match Percentage:	92%							Pers	on sco	ore	E E	pectation

Identify your key strengths and development areas for this sales competence.



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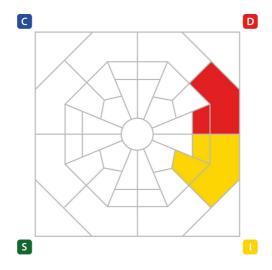
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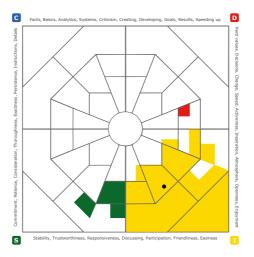


Prospecting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in prospecting are located on the Extended DISC[®] Diamond model.



Your Natural Comfort Area





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Qualifying

The systematic process of carefully verifying whether or not a prospect is willing and able to buy.

Asking detailed questions to increase understanding of the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Requiring all the details as well as being able to make quick decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Complex selling that requires custom product solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Knowing when to analyze and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing on the goal and not on being liked:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Qualifying prospects by asking direct question :	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Asking questions to understand details and the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Identifying and bringing up major development needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Connecting data with goal and learning what needs to be done next:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Breaking complex problems into sequential parts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Paying attention to the logic in what is being said:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Finding out what the customer needs by asking questions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Competence Match Percentage:	35%							Perse	on sco	ore	E×	pectation



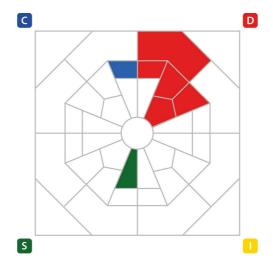
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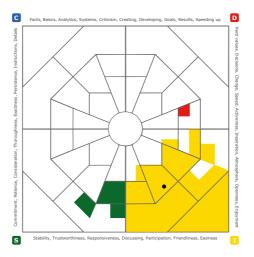


Qualifying - Required Behaviors

Below is the visual representation where the required behaviors to succeed in qualifying are located on the Extended DISC[®] Diamond model.



Your Natural Comfort Area





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Building Rapport

Creating, developing and maintaining an open and trusting atmosphere for honest communication and sharing of information.

Sharing information openly with a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Discussing details positively while providing support:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Providing detailed help after carefully listening to exact needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Striving for long-term customer relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Treating everyone in a polite manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Communicating in a compelling and positive way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Taking care of customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Conversing with a customer in a courteous way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Taking care of the customer and creating goodwill:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Discussing and taking care of customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Follow-up and advising customers:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Maintaining customer-focused attitude:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being flexible with customers:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Asking for the input and ideas of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Competence Match Percentage:	59%							Pers	on sco	ore	E>	pectation

Identify your strengths and development area for this sales competence.

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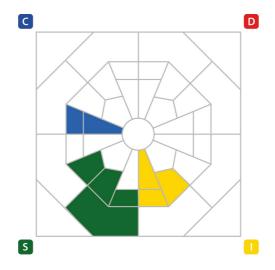
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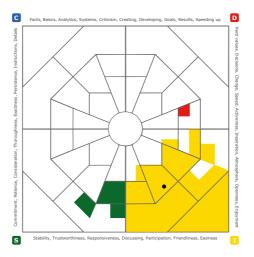


Building Rapport - Required Behaviors

Below is the visual representation where the required behaviors to succeed in building rapport are located on the Extended DISC® Diamond model.



Your Natural Comfort Area





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Following the sales process

Dutiful and diligent following of a systematic sales process to increase the success of the sales efforts.

Methodically following the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Systematically managing long and complex sales cycle:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Managing long and complex sales cycle:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Covering all the steps when providing client with information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Conducting repetitive tasks efficiently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Following of a process in a steady and exact way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Following a step-by-step plan to achieve the goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Preferring routines in a "day-to-day" life:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Consistently following the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Systematic approach to acquiring new clients (prospecting):	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Having patience to complete a task:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Managing long and complex sales cycle with persistent follow-up:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Pleasant in doing routine work and helping others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Staying on task until completion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Competence Match Percentage:	26%							Pers	on sco	ore	E>	opectation

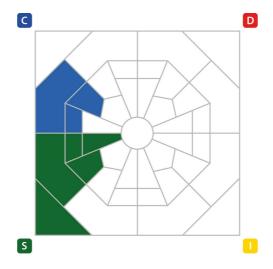
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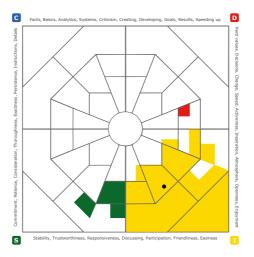


Following the sales process - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Following the sales process are located on the Extended DISC Diamond model.



Your Natural Comfort Area





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Date: 03.10.2011

Goal Orientation

Disposition toward developing and demonstrating ability to achieve higher levels of performance and success.

Focusing only on goals, facts and details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being a demanding goal-setter:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being strongly driven by goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Focusing on the goal and not on being liked by the prospect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Seeking to continually improve the business performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Analyzing strong and weak approaches to a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Demonstrating resilience in overcoming obstacles to meet and exceed goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Monitoring the execution of action plans and taking immediate action when needed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Showing courage when faced with opposition in order to promote change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aggressively leading the customer toward close:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Strongly encouraging a prospect to take action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Moving the sales process forward to achieve one's goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Being future-focused, wanting to shape the future :	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Brief, goal-oriented customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Competence Match Percentage:	44%							Pers	on sco	ore	E	pectation

Identify your strengths and development area for this sales competence.

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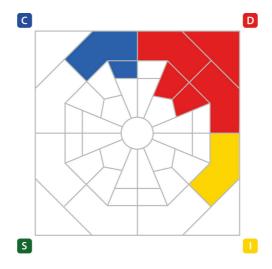
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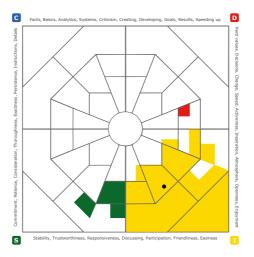


Goal Orientation - Required Behaviors

Below is the visual representation where the required behaviors to succeed in goal orientation are located on the Extended DISC Diamond model.



Your Natural Comfort Area





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Date: 03.10.2011

Gaining Trust

Respecting the prospects and wanting to keep them positive throughout the sales process. Wanting to understand how the prospect feels.

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Sharing information openly with a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Respecting other people's opinions and providing them with the support they need:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Avoiding conflict by adjusting and compromising:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Explaining all the details to gain approval and generate excitement from everyone:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Discussing and providing support to keep client happy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Treating each person as an individual, making them feel unique:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Maintaining positive customer service:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Communicating in a friendly way with a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Creating a positive bond with the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Managing ongoing client relationship with consistent follow-up (sales farming):	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Finding a favorable solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Maintaining customer trust:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Long-term customer relations fulfilling customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Building a relationship based on trust and communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Demonstrating customer focus in all situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Competence Match Percentage:	66%							Pers	on sco	ore	E>	pectation

Identify your key strengths and development areas for this sales competence.



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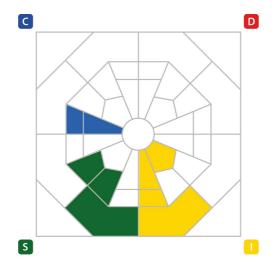
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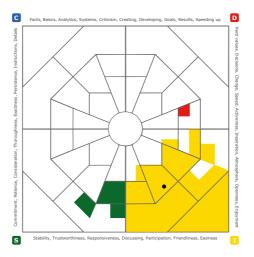


Gaining Trust - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Gaining Trust are located on the Extended DISC Diamond[®] model.



Your Natural Comfort Area





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Controlling the Sales Process

Actively taking charge of every step of the sales process by clearly defining and agreeing upon all the steps and possible outcomes with the prospect. The purpose is to help guide the prospect toward a decision.

Taking control and making sure things happen:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Moving the sales process forward to achieve one's goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Goal-oriented customer motivation:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Being willing to try new approaches:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Ensuring that sales meetings end with an action plan:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Inspiring others to overcome their fears and become excited:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Aiming to close the deal without pushing the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Competence Match Percentage:	77%							Pers	on sco	ore	E>	pectation



03.10.2011

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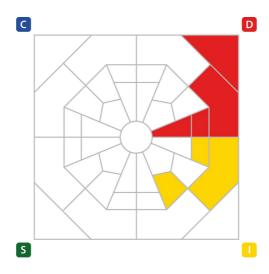
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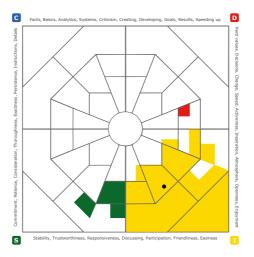
Controlling the Sales Process - Required Behaviors

Date:

Below is the visual representation where the required behaviors to succeed in controlling the sales call/process are located on the Extended DISC Diamond model.



Your Natural Comfort Area





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ExtendedDISC	03.10.2011
Organization:	Date:



Handling Objections

Dealing effectively with statements or questions raised by prospects that imply an unwillingness to buy at the present time.

Showing courage when faced with opposition in order to promote change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Quickly ending communication that is not leading anywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Goal-focused negotiating:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Taking active role in tougher sales situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Finding ways to handle objections to make prospect view issue differently:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Challenging a prospect to question their own opinion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Asking questions to support drawing intuitive conclusions on how to solve a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Selling one's own ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Promoting own ideas enthusiastically even when facing opposition:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Competence Match Percentage:	76%							Pers	on sco	ore	E>	pectation



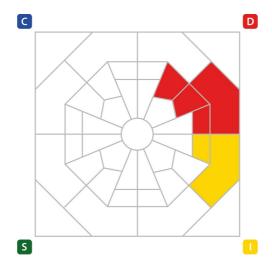
Ewa Przykładna

ExtendedDISC	03.10.2011
Organization:	Date:

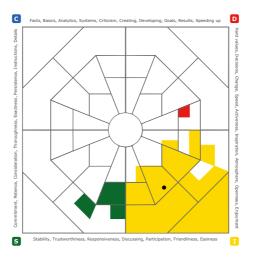


Handling Objections - Required Behaviors

Below is the visual representation where the required behaviors to succeed with Handling Objections are located on the Extended DISC® Diamond model.



Your Natural Comfort Area





Ewa Przykładna

ExtendedDISC	03.10.2011
Organization:	Date:



Questioning Effectiveness

A structured and effective way of using well though-out questions to reveal the prospect's true issues and challenges. Questions are used not only to help the prospect to share important and necessary information to discover if the solution can solve their problem, but also aid them in self-discovering previously unidentified issues.

Asking detailed questions to increase understanding of the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Identifying the goal and focusing solely on it:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Analyzing strong and weak approaches to a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Understanding what skills an organization needs and it currently has:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Creating a variety of approaches to problem solving:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Qualifying prospects by asking direct question :	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Challenging a prospect to question their own opinion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Identifying and bringing up major development needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Using other person's own logic to challenge what that person is saying:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Challenging the other person to change their opinion:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Competence Match Percentage:	42%							Pers	on sco	ore	E)	xpectation



03.10.2011

Ewa Przykładna

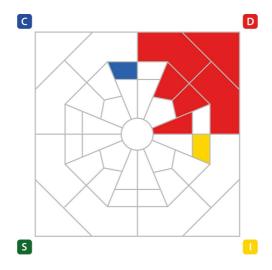
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Organization:	
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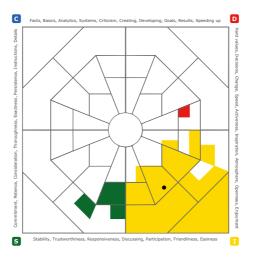
Questioning Effectiveness - Required Behaviors

Date:

Below is the visual representation where the required behaviors to succeed in questioning effectiveness are located on the Extended ${\sf DISC}^{\circledast}$ Diamond model.



Your Natural Comfort Area





Ewa Przykładna

Organization: ExtendedDISC

Date: 03.10.2011

Active Listening

Actively hearing and explicitly attempting to comprehend the meaning of the prospect's communication.

Providing detailed help after carefully listening to exact needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Listening attentively and asking specifying questions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Discussing and providing support to keep client happy:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Adjusting one's approach with different people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Actively listening and directing the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Being an eager learner:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Having patience to listen to the customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Allowing others to talk while expressing that he/she is listening:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being prepared to listen to new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Asking for the input and ideas of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Listening by being present and available:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Picking up on others' emotions even when not articulated:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Actively listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Actively and attentively listening to understand everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Aligning to the other's emotions even when not articulated:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Competence Match Percentage:	61%							Pers	on sco	ore	E:	xpectation

Identify your strengths and development area for this sales competence.



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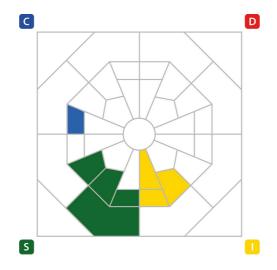
Ewa Przykładna

ExtendedDISC	03.10.2011
Organization:	Date:

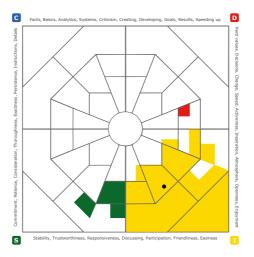


Active Listening - Required Behaviors

Below is the visual representation where the required behaviors to succeed with this competence are located on the Extended ${\sf DISC}^{\circledast}$ Diamond model.



Your Natural Comfort Area





Ewa Przykładna

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Critical Thinking

The mental process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and evaluating information to discover if there is connection between the prospect's challenges and the sales professional's solution.

Trying to connect the details to the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Gathering, analyzing, and leveraging data from many sources to understand the environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Sustaining a permanent state of change toward perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Encouraging others to focus on details when brainstorming:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Willing to ask tough questions of prospects and clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Analyzing strong and weak approaches to a problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Creating a variety of approaches to problem solving:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Knowing when to analyze and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Being ready to challenge immediately:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Asking questions to understand details and the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Connecting data with goal and learning what needs to be done next:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Breaking complex problems into sequential parts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Paying attention to the logic in what is being said:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Competence Match Percentage: 3	33%							Pers	on sco	ore	E	opectation



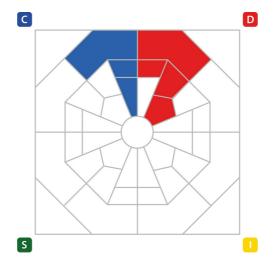
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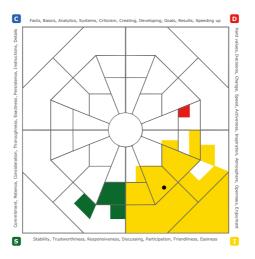


Critical Thinking - Required Behaviors

Below is the visual representation where the required behaviors to succeed in critical thinking are located on the Extended DISC Diamond model.



Your Natural Comfort Area





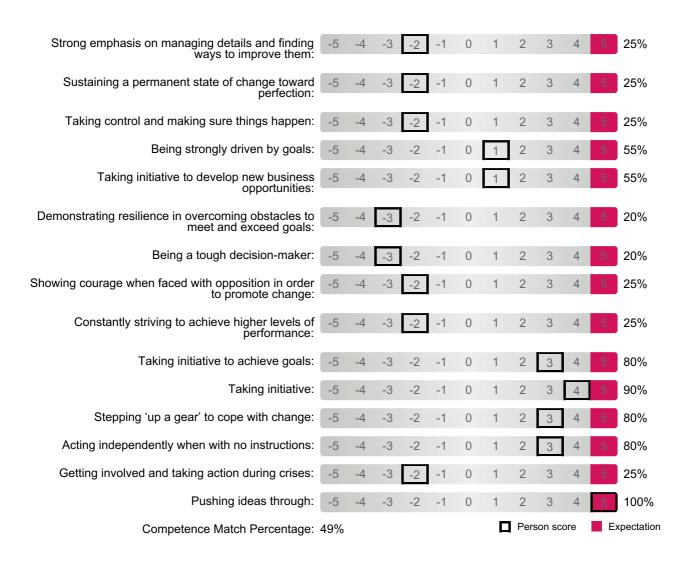
Ewa Przykładna

Organization:	
ExtendedDISC	

Date: 03.10.2011

Initiative

The aspiration to achieve something, or to succeed, accompanied with motivation, determination and an internal drive to continually perform at a higher level.



Identify your strengths and development area for this sales competence.

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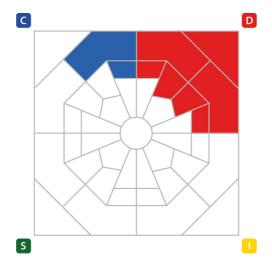
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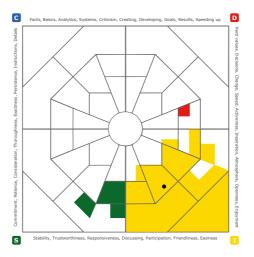


Initiative - Required Behaviors

Below is the visual representation where the required behaviors to succeed in Initiative are located on the Extended DISC® Diamond model.



Your Natural Comfort Area





Ewa Przykładna

Organization:	
ExtendedDISC	

Date: 03.10.2011

Presenting

The act of skillfully and compellingly communicating the proposed solution's effectiveness in solving the prospect's issues.

Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Making dramatic, engaging and goal-focused presentations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Simplifying complicated matters:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Performing to large and diverse groups of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Being able to visualize long-term consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Using data to sell ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Actively asking questions and proposing new ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Communicating a compelling vision of the future that others want to be part of:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Inspiring others to overcome their fears and become excited:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Inspiring people to buy into a concept before all data is fully processed:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Being a positive change agent and able to create excitement:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Selling the idea to people that they need a change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Positively influencing customer toward own goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Competence Match Percentage:	80%							Pers	on sc	ore	E>	pectation





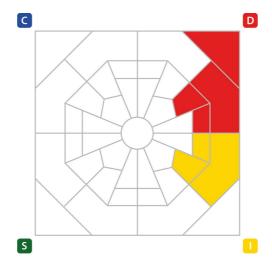
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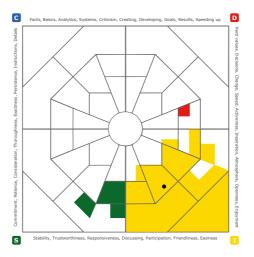


Presenting - Required Behaviors

Below is the visual representation where the required behaviors to succeed in presenting are located on the Extended DISC® Diamond model.



Your Natural Comfort Area





03.10.2011

Date:

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Organization:	
ExtendedDISC	

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Time Management

The ability to use one's time effectively or productively, especially at work. It is the process of organizing and planning how to productively divide time between specific sales activities.

Communicating details in a goal-oriented way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking control and making sure things happen:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Identifying the goal and focusing solely on it:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Reacting quickly and decisively to unexpected changes and events:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Prioritizing the most effective thing first:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Trusting on intuition and what is needed in order to understand the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Quickly ending communication that is not leading anywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Strongly encouraging a prospect to take action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Taking quick action when nothing develops:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Actively asking questions and proposing new ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Participating in several projects at the same time:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Short-term selling; inspiring and motivating buyers quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Responding actively to prospect's request for details:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Competence Match Percentage: 4	18%							Perso	on sco	re	E>	pectation

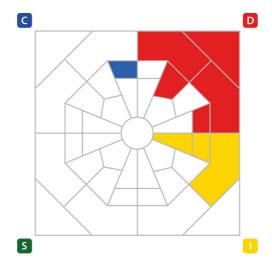
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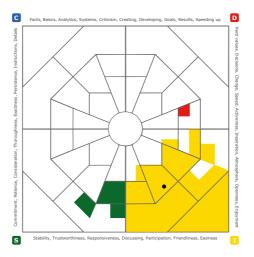


Time Management - Required Behaviors

Below is the visual representation where the required behaviors to succeed in time management are located on the Extended DISC® Diamond model.



Your Natural Comfort Area





Ewa Przykładna

Organization:	Date:
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Dealing with Failure

The ability to recover from setbacks and losses while gaining resiliency and ability to better deal with adversity.

Being a risk taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Making risky decisions quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Bravely moving forward to the next step after failing on previous one:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Speaking out regardless of consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Trusting on intuition and what is needed in order to understand the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Daring to enter totally new areas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Making courageous and risky decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Taking spontaneous risky decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Taking risks in crisis situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Getting involved and taking action during crises:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Showing excitement toward new goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Finding creative ways of doing old routines:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Being willing to try a new course of action:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Turning negative into positive in people's minds:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Being open to new experiences, ideas, and cultures:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Competence Match Percentage:	56%							Pers	on sco	ore	Ex	pectation

Identify your strengths and development area for this sales competence.

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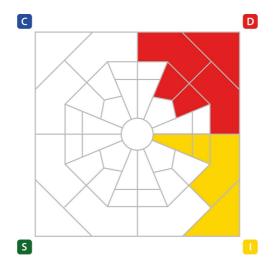
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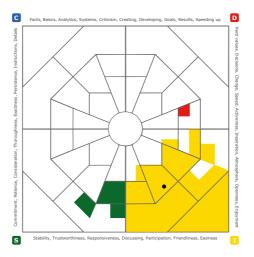


Dealing with Failure - Required Behaviors

Below is the visual representation where the required behaviors to succeed in dealing with failure are located on the Extended DISC Diamond model.



Your Natural Comfort Area





Ewa Przykładna

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Organization: D	Date:



Determined Competitiveness

Having a strong desire to be better and be more successful than others and to never lose. Consistently and persistently striving to improve the level of performance to win at any cost.

Sustaining a permanent state of change toward perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Reaching perfection by renewing things, systems and methods:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Taking control in pressure situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Being a demanding, fast-moving creator of resources:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Seeking to continually improve the business performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Taking strong action against resistance to change:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Actively seeking completely new solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Keeping the organization on a continual improvement process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Being willing to invent and try anything new in the search for improvement:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Thinking "outside the box":	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Focusing on winning:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Demanding maximum performance level:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Driving decision making processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Working under strong pressure for results:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Competence Match Percentage:	38%							Pers	on sco	ore	E	xpectation



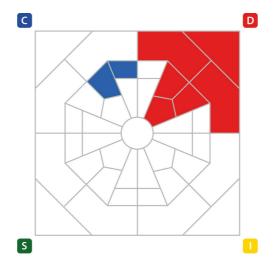
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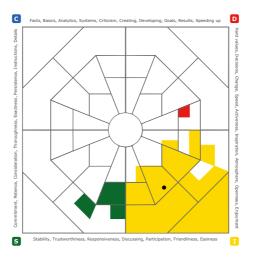


Determined Competitiveness - Required Behaviors

Below is the visual representation where the required behaviors to determined competitiveness are located on the Extended ${\sf DISC}^{\circledast}$ Diamond model.



Your Natural Comfort Area





Ewa Przykładna

ExtendedDISC	03.10.2011
Organization:	Date:



Money Concept

Objective and non-emotional views and beliefs about money. It is seen as an abundant resource that is simply used to measure performance and value of the product.

Communicating the value of one's product or service to a prospect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Straight-forward and to the point customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Speaking out regardless of consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Providing the customer with facts and direct feedback:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Willingness to remain emotionally neutral when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Goal-focused and direct communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Having the courage to propose what to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5	90%
Asking questions that challenge the customer's perception:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Explaining the cost to a client in a clear and logical way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	100%
Actively and promptly contacting a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5	80%
Explaining the value of what they pay for to prospects:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Competence Match Percentage:	50%							Pers	son sco	ore	E>	pectation



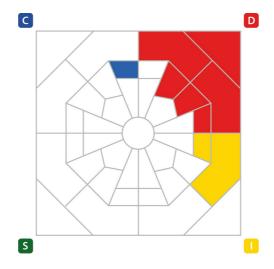
Ewa Przykładna

Organization:	Date:
ExtendedDISC	03.10.2011

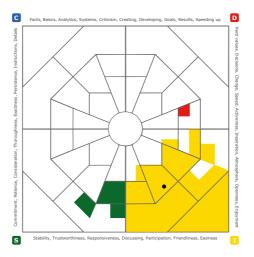


Money Concept - Required Behaviors

Below is the visual representation where the required behaviors to money concept are located on the Extended DISC Diamond model.



Your Natural Comfort Area





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Emotional Detachment

The ability to avoid getting engaged in the sales process with one's own or the prospect's emotions. It shields the sales professional from reacting emotionally instead of objectively and rationally.

Managing emotions to remain calm when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Communicating the value of one's product or service to a prospect:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Communicating details in a goal-oriented way:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Focusing solely on completing a task without allowing distractions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Concentrating on facts:	-5	-4	-3	-2	-1	0	1	2	3	4	5	25%
Direct, goal focused communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Providing the customer with facts and direct feedback:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Willingness to remain emotionally neutral when meeting resistance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Judging others based on facts and data:	-5	-4	-3	-2	-1	0	1	2	3	4	5	20%
Influencing others with soundly reasoned business proposals:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Moving the sales process forward to achieve one's goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Paying attention only to the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5	65%
Using data to sell ideas to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5	35%
Striking a balance between people and tasks/things:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Focusing on the next step in the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5	55%
Competence Match Percentage:	36%							Pers	on sco	ore	E×	pectation



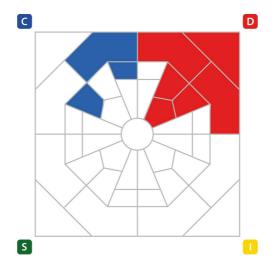
Ewa Przykładna

ExtendedDISC	03.10.2011
Organization:	Date:



Emotional Detachment - Required Behaviors

Below is the visual representation where the required behaviors to emotional detachment are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

