

My natural talents and potential

The report is prepared based on the answers to the Extended DISC Individual Analysis questionnaire. This report should not be the only criterion for making decisions concerning the respondent. Its purpose is to provide information that facilitates a person's development.

Karolina Różowa

Organization:

XYZ Sp. z o.o.

Date:

03.03.2022



#SiłaBiznesuToLudzie

Siła doceniania różnorodności

INTRODUCTION

This report has been designed to help you get to know and understood 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.

Structure of the report

Your report consists of several parts:

1. Content-based introduction – information about the Extended DISC Model.
2. Presentation of the individual result.
3. Description of natural behaviour style.
4. Review of typical tasks and behaviours on a scale.
5. Preferred Role in the team and Development Tips.
6. Additional Tips and Exercises for Self-Reflection.

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!

1. Extended DISC Model

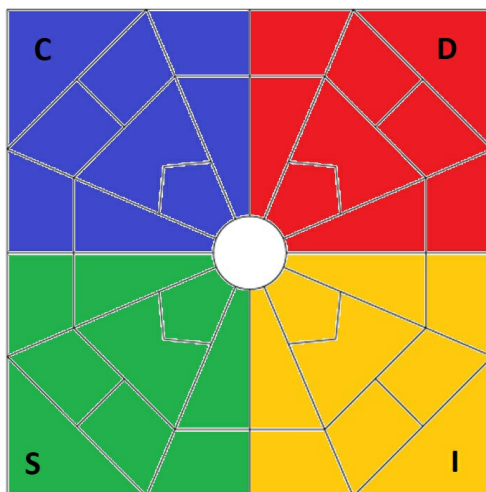
In this part of the report you will find information which will help you understand the Extended DISC Model and characteristics of the behaviour styles. Study the model and style descriptions.

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

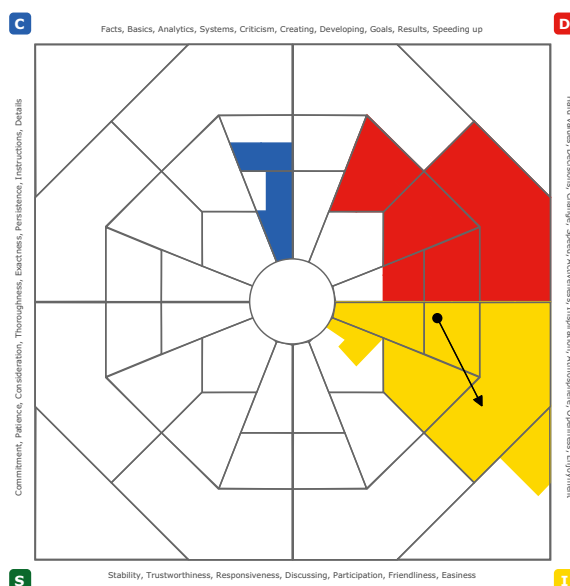
Sociable
Talkative, open
Enthusiastic, energetic
Persuasive
Flamboyant, frantic
Careless, indiscreet
Excitable, hasty
Loses sense of time

2. Extended DISC Analysis - Your Result

The second part of the report presents your individual result, shows which styles are closer to you, and which behaviours require more effort and energy. Here, you can also find an answer to the question what your need for adaptation is today, or which behaviour has been indicated as the most useful in the current situation. Analyse the result and think in which professional situations your natural behaviours come to the fore, which current tasks or challenges cause the particular need for adaptation? Are your needs with regard to behaviours requiring reinforcement compatible with your natural potential? How much effort is required to adapt to requirements of the surroundings? What can be done to meet them effectively? Who can be asked for help in this respect?

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.

Comprehensive interpretation of these results requires the assistance of a Certified Extended DISC Consultant.

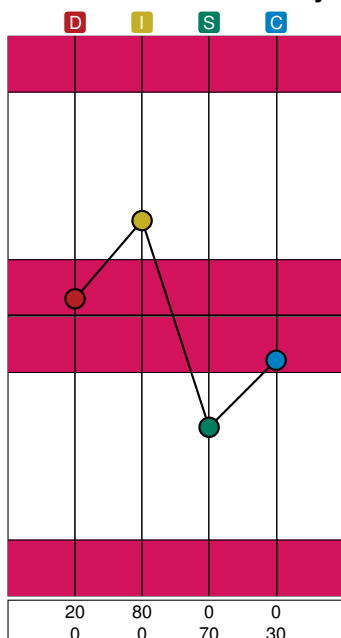
Your DISC Styles

The following diagrams contain information about the intensity of DISC styles and their mutual dependencies in your potential.

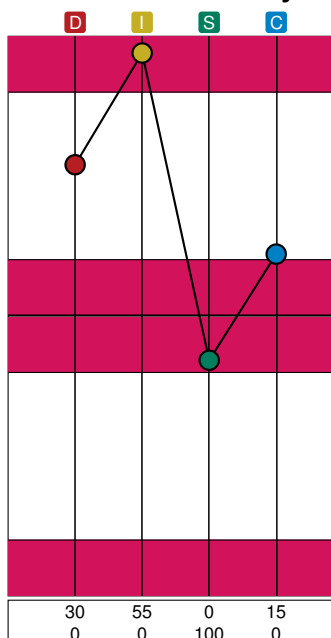
Profile II – Natural Style – shows behaviours which are the most comfortable for you.

Profile I – Perceived Need to Adjust – shows your feeling on how on the daily basis you want or have to adapt your behaviour to the surroundings in which you function.

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Profile II

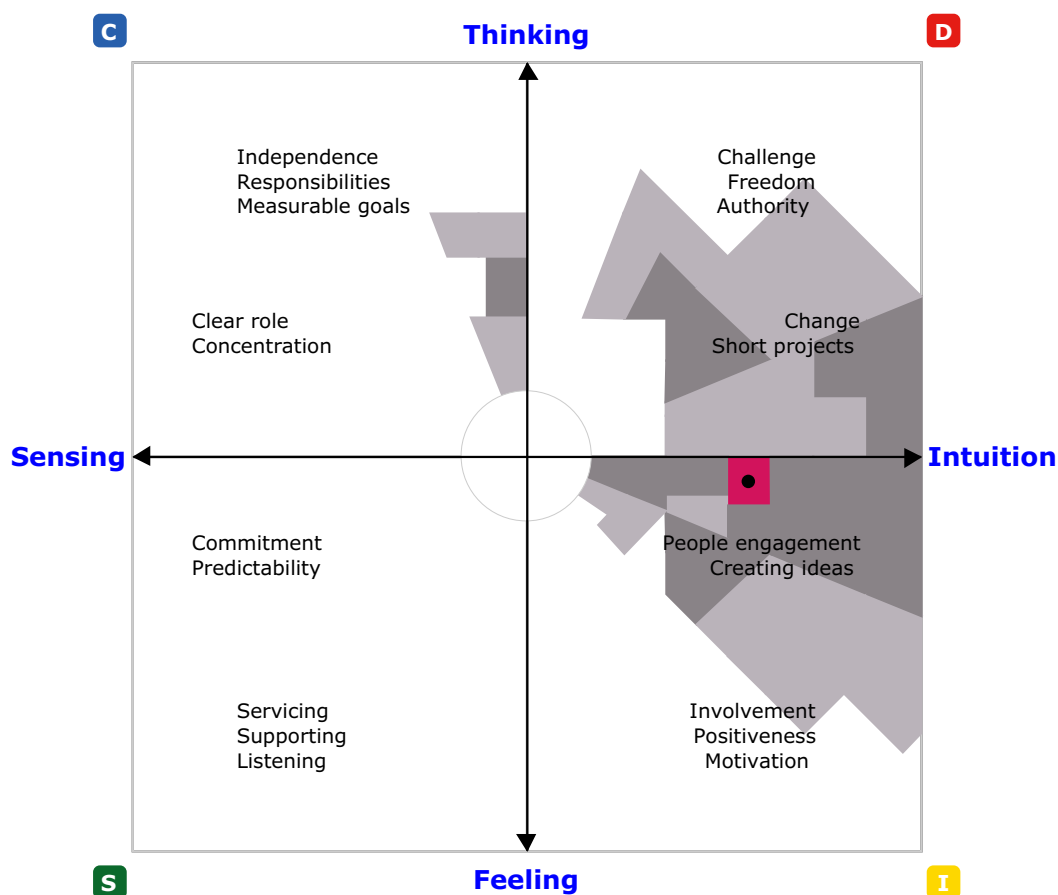
Table under diagrams – top line – shows the intensity and mutual relationships in % of behaviours comfortable for you, bottom line – shows the intensity and mutual relationships in % of behaviours uncomfortable for you.

Profile I

Table under diagrams – top line – shows the intensity and mutual relationships in % of behaviour which in your opinion correspond to current requirements of the surroundings, bottom line – shows the intensity and mutual relationships in % of behaviours which in your opinion are not of crucial in the current situation.

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.

3. 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. You can mark the elements and information that is worth sharing with your co-workers, to help them understand you better and improve cooperation. Based on the phrasing contained in the report, you can also prepare for an interview with the superior, the purpose of which will be to plan the development and activities allowing the fullest development and utilisation of your potential.

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.

Situations that Reduce Motivation

These are elements which you usually don't like and may have a negative response to.

- 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

Select 2-3 demotivators which are the most demotivating 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?

Reactions to Pressure Situations

The following description is NOT a description of your behaviour. This is a certain "warning checklist" – this way persons with a behaviour style similar to yours often respond to stress.

- Lives in an unreal world
- Operates here and there
- Thinks about change all the time
- Concentrates on herself
- Can be wavering
- Talks too long
- Considers difficult decisions too long
- Cannot concentrate
- Is not strong enough in her opinions
- Does not actually want to listen
- Talks about exactness but forgets it herself
- Concentrates on nice things

Which of the above behaviours do you recognise in yourself during stressful situations?

How do you cope with them?

4. Natural Behaviour

The following fragment of the report contains a review of typical tasks and behaviours. Here, you can find answers to a question which of them are effortless and which ones may require more effort. Analyse this information and think about situations you should be particularly prepared, which elements of the work that you perform will help you fully utilise your natural potential, and which ones involve increased attention and energy?

Scale of Preferred Behaviour - Comfortable tasks

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.

Comfortable Tasks

Working independently with no instructions provided:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Handling a variety of different contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conducting systematic planning:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive routines/tasks:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following instructions precisely:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Searching continuously for change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Concentrating on encouraging people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following rules exactly:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Reflections and Conclusions

Scale of Preferred Behaviour - Communication

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

Active listening, paying attention to understanding everything:	-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
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
Considerate and careful communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating in a compelling and positive way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facts-based, goal-oriented and direct communication:	-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
Thoughtful, fact-based communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal oriented motivation and influencing:	-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

Reflections and Conclusions

5. Preferred Role in the Team and Development Tips

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.

Preferred Role 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

Personal Effectiveness – Development Tips

You can find some tips which are worth using to improve your efficiency in the performance of daily tasks, both individual and team ones. They are adjusted to your individual result.

Your Job – Tips

- When you notice that something is wrong, seek out suggestions as to how to improve it
- Instead of looking for new ways to do things, try to make the old ways more efficient
- Create a long-term plan that renews things gradually
- Learn to finish one thing completely before starting something new
- Do not let interesting challenges take time away from other important responsibilities
- Learn to turn off your phone when necessary
- If you notice that you are getting bored, take a break and think about what you are doing

Cooperation with Others – Tips

- Try to proceed consistently
- If your help is needed, try to provide it
- Before you make changes, think how they will affect others
- You get people to follow you - make sure you know where you are going
- Try to be careful about telling others how often you have changed your mind
- First do the boring tasks and then the fun ones
- Learn to tell the truth just the way it is

Analyse the above tips and select those you believe to be particularly useful. Think how to use them in everyday tasks.

Exercises for Self-reflection

Identify what you believe to be your greatest strengths. How are you using them in your current position?

Should you adjust your style to improve your performance? If yes, how?

Are there statements that you do not think describe you?

Is this something you have learned to do or to avoid?

What about others? Can they see it in your behavior?

Exercises for Self-reflection - Motivators

Identify two *Motivators* that are being fulfilled in your current position:

1 _____

2 _____

How can you increase their effect on your performance? Be specific.

Identify two *Strengths* that you can capitalize upon in your current position:

1 _____

2 _____

How can you maximize the impact of your *Strengths*? Be specific.

Exercises for Self-reflection - Motivators

Identify two Situations that *Reduce Motivation* that create the greatest challenges in your current position:

1 _____

2 _____

How can you decrease their effect on your performance? Be specific.

Thank you for reading the “*My Potential and Talents*” report.

If you would like to learn more about yourself, ask your Extended DISC representative for additional reports, such as My management style, Me and Stress, Leader of the New Era, Sales 18: My Potential against 18 Sales Competences.

Learn more about the Extended DISC® model with the handbook: “How to Communicate with Others?”

- How to identify others' style?
- How to adapt your communication style to the other person?
- What to do and what not to do when communicating with a person who has a particular style?

You will find answers to these questions in our handbook. Scan the QR code below to access the handbook or go to <https://shorturl.at/uMSW6>

