

My potential and talents - Christmas edition

You will learn how the different DISC styles behave during the holidays. Also get to know the front of Santa Claus from a different angle.

Marta Robocza

Organization:

XYZ Sp. z o.o.

Date:

09.09.2024



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. Christmas bonus.
7. 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

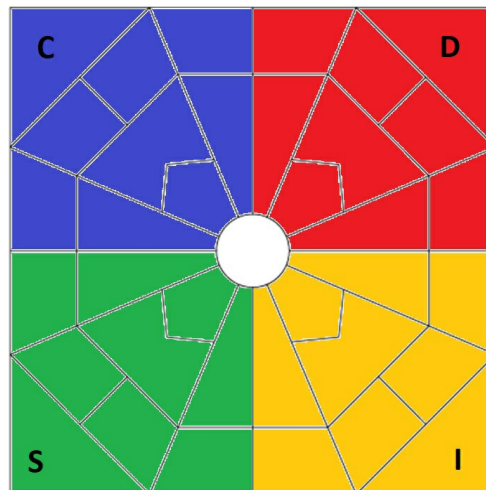
In this part of the report you will find information which will help you understand the Extended DISC Model and characteristics of the behaviour styles. Study the model and style descriptions.

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

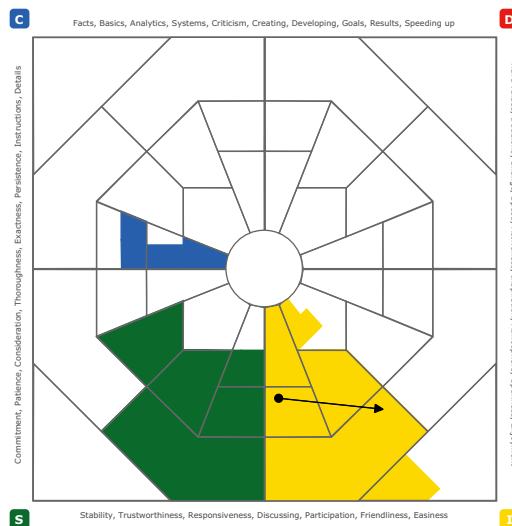
- Sociable
- Talkative, open
- Enthusiastic, energetic
- Persuasive
- Flamboyant, frantic
- Careless, indiscreet
- Excitable, hasty
- Loses sense of time

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: ISC (I - 40%, S - 35%, C - 25%)

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.

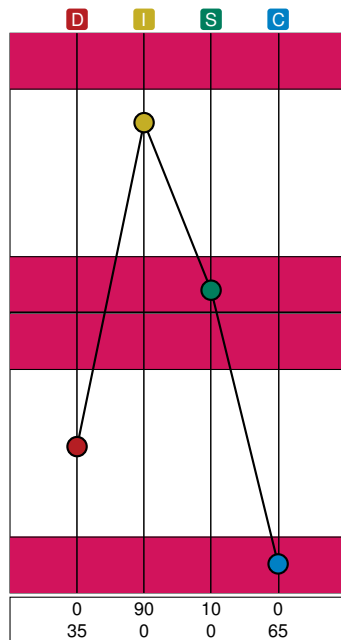
Your DISC Styles

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

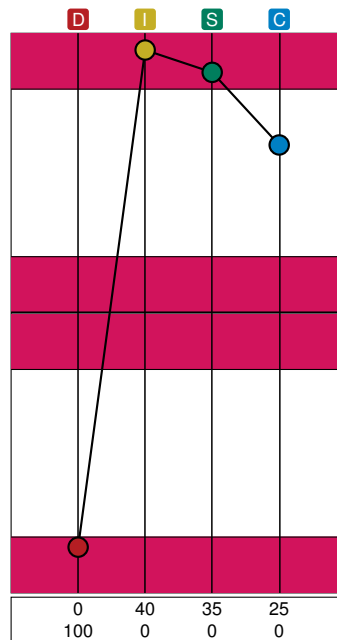
Profile II – Natural Style – shows behaviours which are the most comfortable for you.

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

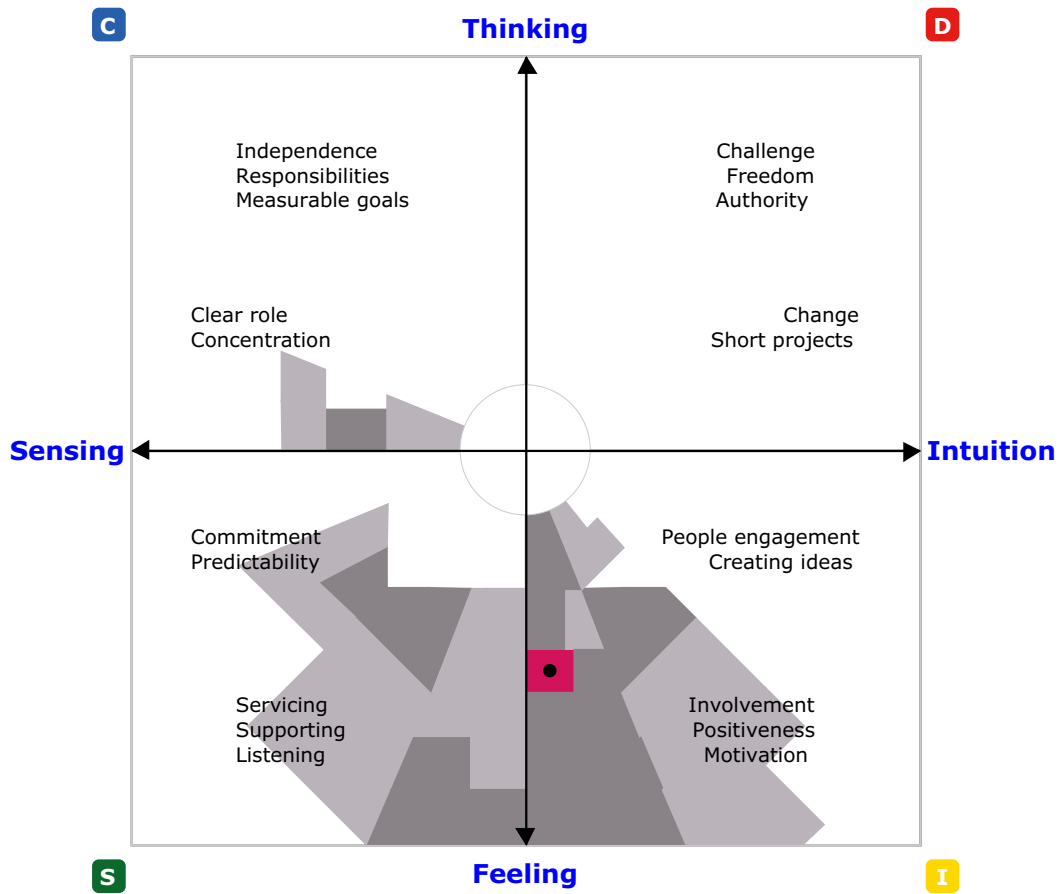
Table under diagrams – top line – shows the intensity and mutual relationships in % of behaviours comfortable for you, bottom line – shows the intensity and mutual relationships in % of behaviours uncomfortable for you.

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

Open, sociable, calm, steady, exact, modest, non-aggressive, approachable, conversationalist, listening, kind, receptive, social, understanding, nice, adjustable.

Motivators

Marta gets the motivation from working with people in a pleasant, positive and well-established organization. She wants to work in the name of others, helping and supporting them. She values honesty, sincerity, reliability, security and continuity.

Tries to Avoid

She does not like to interfere in others' business, although Marta likes to talk with others. She avoids unpleasant matters and does not express her thoughts. Marta does not like to compete with her friends.

Communication Style

She is rather kind in discussions. She enjoys company where positive and pleasant things are discussed. She avoids talking about lofty goals, as she finds a lot of other things much more important in life than plain numbers and facts. Negative and conflicting topics are unpleasant to her.

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.

- Good atmosphere
- Discussions with other people
- Instructions for her own work
- Close people
- Feeling of security and calmness
- Honest encouragement
- Interpersonal communication
- Own position is clearly defined in the organization
- Possibility to help and be useful
- Enough time to make decisions
- Possibility to be heard and appreciated
- Possibility to avoid mistakes

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.

- Competition against other people
- Boldness
- Toughness
- "Cold" thinking
- Distance
- Decisions requiring hard values
- Being pressured
- People who criticize
- Stubborn people
- Being alone
- Tedious solutions
- Having to communicate directly

Select 2-3 demotivators which are the most demotivating for you in the work environment

Strengths

Behaviour listed below constitutes your natural strengths.

- Puts people in a good mood
- Knows how to make things sound positive
- Does not pressure other people
- Has a conscientious attitude to work
- Appreciates differences
- Tries to avoid mistakes
- Is easy to approach
- Can listen without emphasizing herself
- Wants to help and guide
- Does not step on people's toes
- Easily adopts a serving role
- Works for the benefit of the team

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.

- Tries to please too much
- Can be talked into things
- Hesitates when making decisions
- Is too tolerant
- May look for personal popularity
- Requires encouragement and sympathy
- Is afraid to be alone
- Looks for support - doesn't want power
- Asks too many questions
- Believes in others too easily
- Doesn't know how to be critical
- Hesitates to begin quarrelsome 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

Participator

A Participator is a pleasant and friendly conversationalist who likes to be with familiar people. He/she likes exchanging thoughts and feelings before moving into action. The Participator finds it important that everyone in the group gets to perform and express their feelings. Others find the Participator as a person who is easy to be with and who is honest toward everyone but also as a person who does not really express his/her honest opinion. In reality the Participator just finds it extremely unpleasant to bring up negative issues which would offend others, especially if they had to be justified. He/she likes working and being with others. He/she does not mind it if he/she has to guide, help or listen to others. His/her own priorities are not as important to him/her as the fact that others work well together. He/she does not want to decide for others.

An attitude toward teamwork

- An extremely important and efficient way to work
- A way to ensure everybody does what they should do
- Making sure that the group stays together

The benefit the group receives

- Taking notice of everybody's opinions
- Treating people equally
- Enough discussion and exchanging thoughts

A role as a decision maker

- Makes decisions, at most, after having heard others
- Wants to make decisions together with others
- Makes cautious decisions

A role as a performer

- Does what has promised to do
- Does not always manage to stay away from the other team members
- Is able to act according to other people's instructions

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

- Give everyone a goal and follow up to see if it has been achieved
- Try to achieve a big change by making small changes
- Check regularly if your goal still makes sense
- Set yourself a goal and answer the question: why this specific goal?
- At the planning stage, do not think about the people - concentrate on the tasks only
- Consider why this task has to be done and then complete it
- Remember to emphasize how crucial the most important things really are

Cooperation with Others – Tips

- Do not attempt to help if your assistance only makes it worse for the other person
- Learn to disagree with others
- Try to do your own work first
- Learn to bring up difficult things
- If you are responsible for something, make the decisions - do not let others decide for you
- Think of a reason for each member to be part of the team
- Do not slack off when you have to supervise others

Principles and Procedures – Tips

- Try not to take difficulties at work too personally
- Bring your new ideas on improving health and safety to your representative or supervisor rather than your peers
- Accepting the hard facts on health and safety may balance your view and help you see your environment as it really is
- Don't take on too much just to keep others happy
- Try to keep a realistic view of your team's strengths and weaknesses, rather than supporting them unconditionally
- Be assertive when engaging with others on health and safety issues
- You may need to be courageous sometimes and act without precedent

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

How do the different DISC styles behave during Christmas?

D-Style

HOLIDAY JOY

Making decisions and taking control
Acting independently
Personal accomplishments

HOLIDAY STRESSORS

Loss of control
Not making decision
Loss of productivity

HOW D-STYLES SHOW STRESS

Blunt, insensitive
Impatient; doesn't listen
Demanding
Overly competitive; needs to be right

I-Style

HOLIDAY JOY

Interacting with others
Talking
Receiving positive feedback
Being the center of attention

HOLIDAY STRESSORS

Loss of influence; being sidelined
Lack of variety
Inability to focus on interactions

HOW D-STYLES SHOW STRESS

Overly seeks attention
Overly emotional
Disorganized; careless

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S-Style

HOLIDAY JOY

Traditions; predictable environments
Quality time with others
Keeping promises
One-on-one conversations

HOLIDAY STRESSORS

Unexpected changes; chaos
Injustice / lack of fairness
Discord

HOW D-STYLES SHOW STRESS

Stubborn
Withdrawn, difficult to approach
Overly cautious

C-Style

HOLIDAY JOY

Clear, organized plans
Time for self
Time to make a decision / plan
Avoiding public embarrassment

HOLIDAY STRESSORS

Inability to focus
Conflicts and chaos
Lack of information
Feeling rushed

HOW D-STYLES SHOW STRESS

Questions everything
Fears the worst
Trusts only facts and may even doubt them
Distant and aloof

Meet Santa's reindeer

Dasher – D Style – The Fastest Reindeer

She's definitely the fastest and most competitive reindeer of Santa's pack. You'll find her right behind Rudolf leading Santa and the reindeer crew.

Dasher is motivated when she's busy getting things done. Dasher understands the pressure riding on her and sometimes wishes the other reindeer realised too, then they might work harder! She's always busy with reindeer things and training the other reindeer for the big day, December 25th.

Dancer – I Style – The Party Reindeer

Dancer is a reindeer with a quirky personality, he's completely extroverted! When he's not helping Santa, he throws dance parties for the other reindeer and elves. Whenever any of the reindeer or elves have a birthday, Dancer is the one to organise the party. Everyone loves Dancer's parties as he always goes above and beyond with the decorations. He is popular among the reindeer and elves and just loves getting his friends together and having a good time with them.

Task repetition is not Dancer's strong suit, especially if he's involved in training runs all day in preparation for Christmas. Dancer needs a social outlet to distract him from the repetitive nature of the task and alleviate boredom, being part of Santa's reindeer pack is ideal for Dancer. He gets to meet creatures all over the world!

Comet – S Style – The Reindeer who Brings People Together

Comet is an all-around great girl; she doesn't need to be the centre of attention but loves being in groups. You will often find Comet in the kitchen baking for all her reindeer friends to bring them together.

Comet is laid-back, honest, and most importantly loves helping others. All the elves look up to Comet as she is never thinking of herself and always making sure everyone is having a good time. She is often referred to as the "mom" of the group, as she always ensures tasks are completed and thinks of her close friends as family.

Comet dislikes when the other reindeer, especially Dasher, have debates about the order of Santa's reindeer. She is just happy to be involved!

Blitzen – C Style – The Analytical Reindeer

Blitzen is the most calm and collected of Santa's reindeer. Blitzen got his nickname from a young age, he started to test his abilities. He began flying younger than any of Santa's Reindeer. Practice makes perfect for Blitzen, he always wants to ensure he has the most accurate flying technique.

The hustle and bustle of Christmas can often stress Blitzen out. This year he's happily helping Santa with the reporting and statistics side of flying. Blitzen plans the most efficient route for the big day based on the seasons and time zones. He's grateful for the solitary, quiet nature of this particular job.

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Thank you for reading the “My Potential and Talents - Christmas edition” 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>

