

Christmas report on strengths, potentials and talents

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.

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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. Christmas bonus.
5. 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

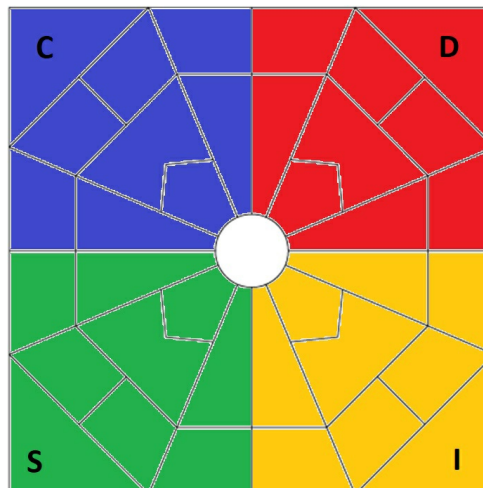
In this part of the report you will find information which will help you understand the Extended DISC Model and characteristics of the behaviour styles. Study the model and style descriptions.

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

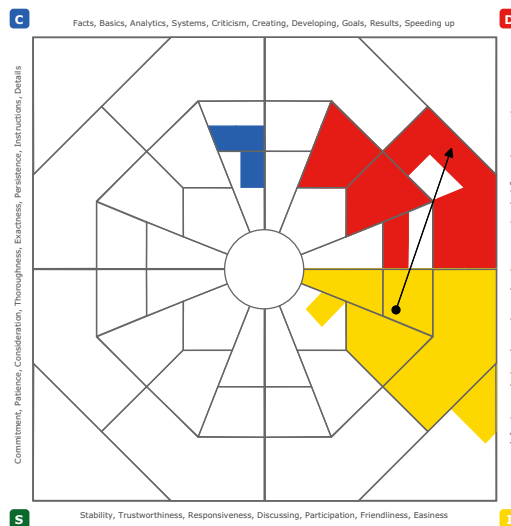
Sociable
Talkative, open
Enthusiastic, energetic
Persuasive
Flamboyant, frantic
Careless, indiscreet
Excitable, hasty
Loses sense of time

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 - 50%, D - 45%, C - 5%)

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.

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

Busy, active, extroverted, people-oriented, inspiring, participating, goal-oriented, outspoken, talkative, organization-oriented, accepts authority, decisive, ambitious.

Motivators

Czarek is effective in roles that challenge his skill but do not counter organized instructions or the organization. He likes a variety of places, people and tasks. Success and attained goals are important to him. He gets motivation from being where the directing is done.

Tries to Avoid

Tasks that demand staying in one place, exactness and systematization, or must be performed outside the center of action are unpleasant to him (he cannot follow the developing situation then). By nature Czarek is not a commanding-type and prefers to talk people into mutual understanding. Days that resemble each other start to bore him quite quickly.

Communication Style

Czarek has good natural talents to sell his ideas to the opposite side. He behaves respectfully toward his partner and does not use force nor direct orders. This person seems to listen carefully, but in fact has so many things on his mind that he has no patience to listen to slower speakers.

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.

- Possibility to get excited and join the gang
- People with good moods
- Situations requiring fast reaction
- Positive working atmosphere
- Need to renew and change
- Inspirational encouragement
- Planning and starting new projects
- Varying responsibilities
- Lot of time to spend with people
- Broad guidelines for difficult situations
- Diverse communications
- Having to talk more than to listen

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.

- Quarrelsome solutions
- Losing the right to speak
- Getting bored
- Too factual people
- Routines and repetitive tasks
- Full ignorance of direction
- People who depress with pessimism
- Bureaucrats who slow one down
- Coming back to the same thing again and again
- People not getting excited about his mission
- Unnecessary cruelty
- Decision making that forgets people

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

Strengths

Behaviour listed below constitutes your natural strengths.

- Is enthusiastic in finding and creating new
- Versatile in his thinking
- Can sell his ideas
- Doesn't give an immediate "No!" to new ideas
- Doesn't get stuck in one place
- Is inspired by challenge
- Can phrase his words in an inspiring format
- Handles several subjects simultaneously
- Is not afraid of meeting people
- Pays attention when talking to people
- Successfully influences people's emotions
- Is polite and inspiring

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.

- Is overly active
- Hassles here and there
- Has no patience to concentrate
- Concentrates on himself
- Jumps from one thing to another
- Talks too long
- Circumvents quarrelsome decisions
- Is overly optimistic
- Need for popularity overrules directness
- Does not really listen
- Talks about accuracy but forgets it himself
- Concentrates on nice things

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

How do you cope with them?

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

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.

Thank you for reading the “*Christmas report on strengths, potentials and talents*”.

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>

