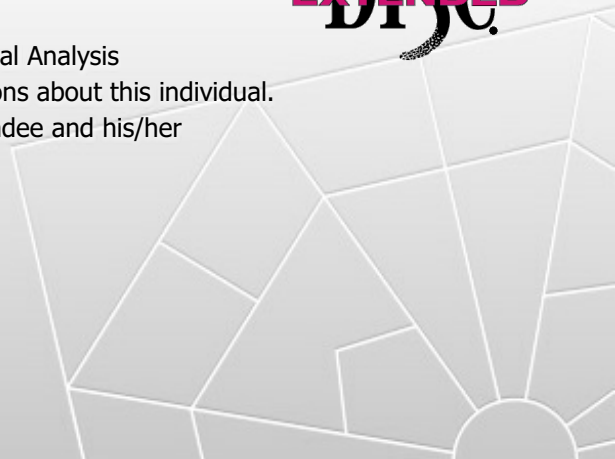


Extended DISC® Behavioral Analysis - Leadership Report



This analysis is based on the responses given in the Extended DISC® Behavioral Analysis Questionnaire. This analysis should not be the sole criterion for making decisions about this individual. The purpose of this analysis is to provide supporting information to the respondent and his/her supervisor.



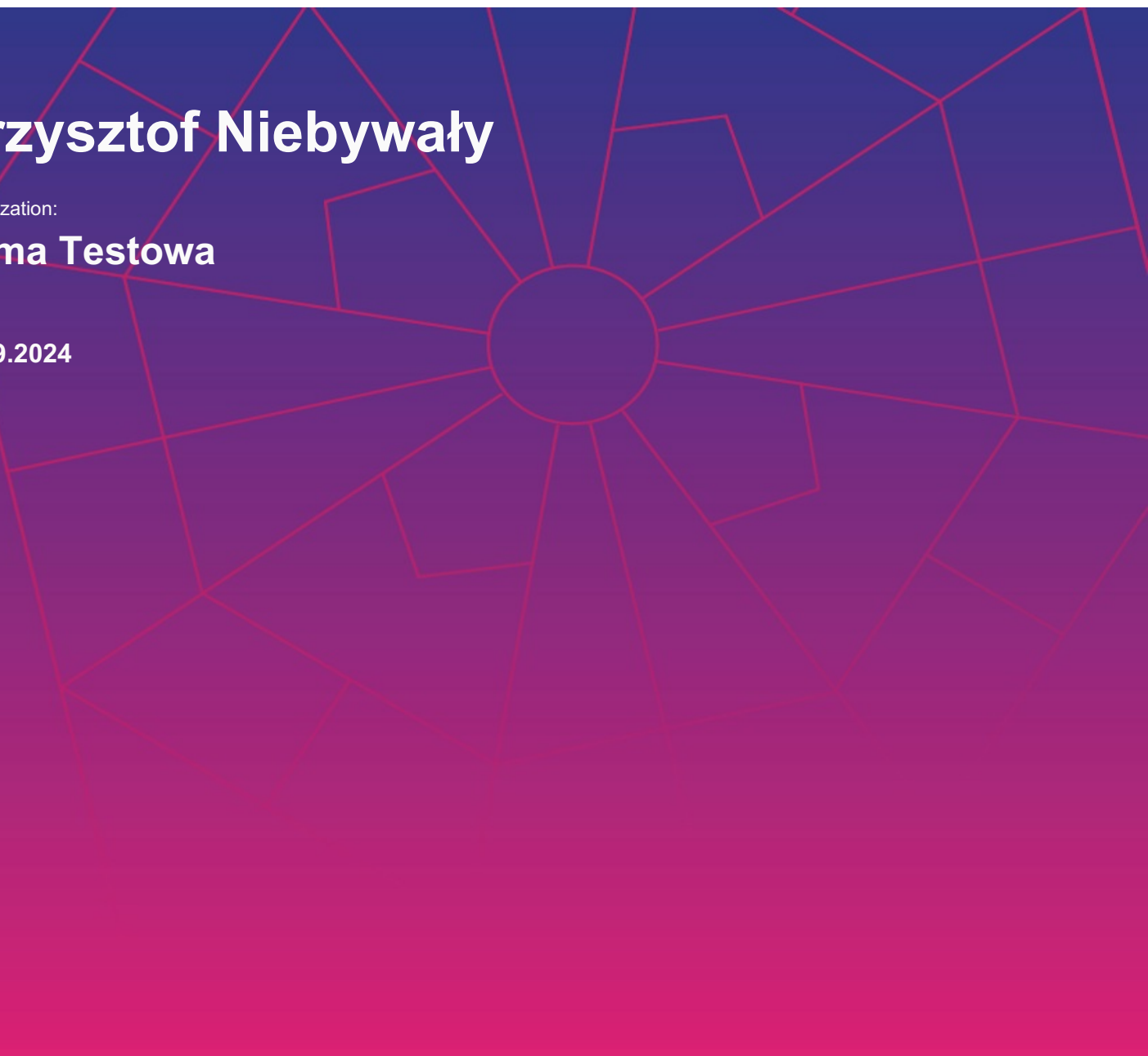
Krzysztof Niebywały

Organization:

Firma Testowa

Date:

09.09.2024



Text Page

This page is a description of how this style of person is typically seen by others. Read the text as such and use it to develop an overall picture. In evaluating specific sentences, it is important to consider person's conscious ability to adapt behavior. In other words, while the text describes the typical behavior for individuals with this style, a person certainly can modify behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

Attributes

Calm, steady, friendly, thorough, polite, helpful, undemanding, exact, follows instructions, adjustable, kind, detail-oriented, peaceful, positive, careful, correct.

Motivators

Krzysztof is a reliable person who wants to be in a stable atmosphere doing work he is experienced in with familiar people. To work well, he needs to receive clear instructions and to know where help can be found if needed. Security and a peaceful future calm him down.

Tries to Avoid

He is not natural in situations where people compete for position and security. Krzysztof does not want to oppose his colleagues and hopes to avoid difficult and risky decision-situations. As a kind and helpful person, he is unwilling to oppress or command other people.

Ideal Supervisor

When Krzysztof gets an unfamiliar task, he needs the support of the supervisor. Before starting the work he spends too much time focusing on unimportant details. The supervisor should appreciate the work he has done, as he needs to be respected and feel that his work is important. Sometimes the supervisor must encourage him to be more bold and independent.

Communication Style

Most people like his friendly and open discussion style. In discussions, he is also peaceful and takes others' interests into account. He avoids embarrassing situations and tries to present things so that everyone can accept them. If he were expected to influence people directly, he would not necessarily like that.

Decision-making

He is very careful in making decisions. He does not express his opinion about things with which he is not familiar. He is ready to trust others' professionalism and does not want to be the one who has to decide everything. He has problems making decisions that could affect his team or its members.

Motivators and Demotivators

Motivators - Comfort Areas

These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.

- Belonging to a team
- Helping others
- Controlled and considered renewal of things
- Adequate discussion before starting
- Team spirit
- Routines that bring security
- Working at his own pace
- Security about the future
- Encouragement
- Being with others
- Prefers to do the work, not to lead others
- Possibility to be honest and frank

Situations that Reduce Motivation

These are items that this style of person typically doesn't like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.

- Insecurity, uncertainty
 - Being forced to act without instructions
 - Quarrelsome work environment
 - Distant and commanding supervisor
 - Need to make sudden decisions
 - Doing several things simultaneously
 - Fast schedules
 - Being alone
 - Frequent, unexpected changes
 - Having to give orders
 - Insecurity about the future
 - Impatient people
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Strengths - Reactions to Pressure

Strengths

The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.

- Works according to a plan
- Doesn't make mistakes caused by arrogance
- Is patient and systematic
- Wants to help everyone
- Is friendly and doesn't quarrel
- Keeps his temper
- Avoids unnecessary risks
- Remembers his own and others' promises
- Has the persistence to do repetitive work
- Is a patient and peaceful initiator
- Moves along without emphasizing himself
- Avoids mistakes and fussing

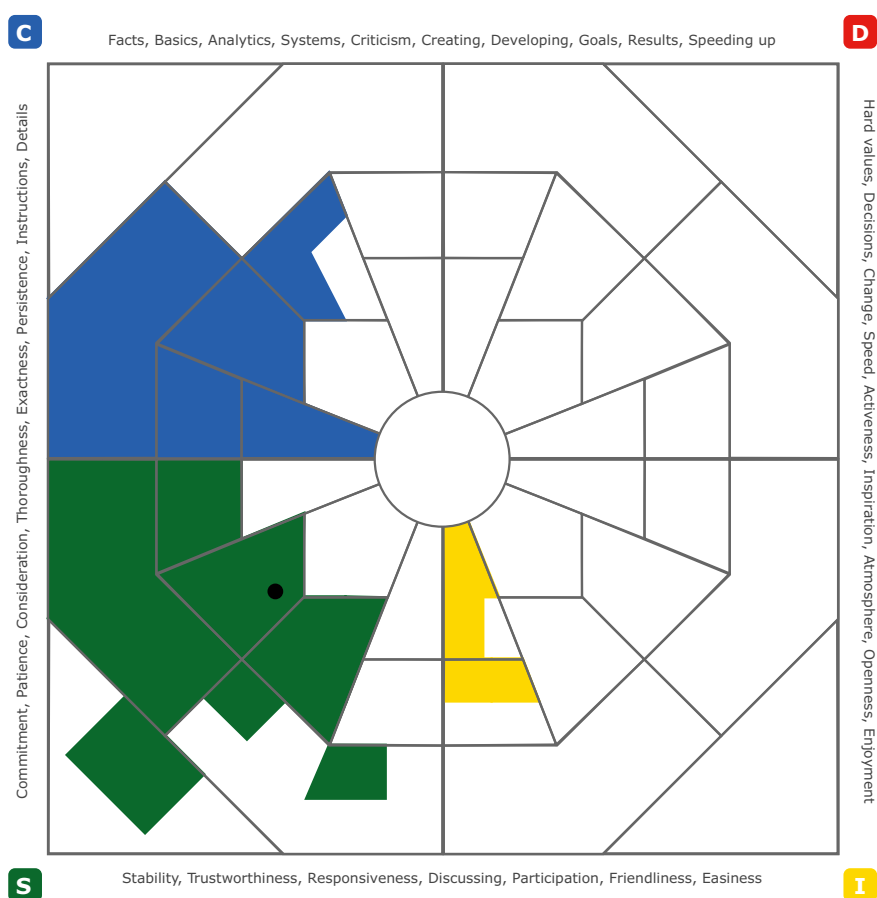
Reactions to Pressure Situations

These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.

- Big on traditions and familiar procedures
 - Is afraid of making big decisions
 - Defends his own personnel too much
 - Looks for rules even when there aren't any
 - Considers for a long time before begins to talk
 - Is slow to make changes
 - Is afraid to adjust to different situations
 - "Goes with the flow" too easily
 - Gives up too easily
 - Remains invisible
 - Doesn't believe in himself enough
 - Is overly cautious
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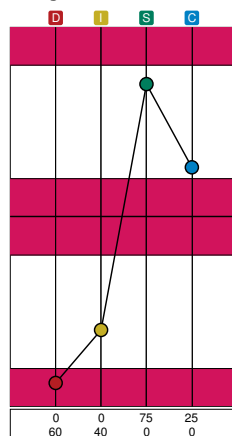
Flexibility Zones

Natural Flexibility Zone = The area where the profile will most probably shift

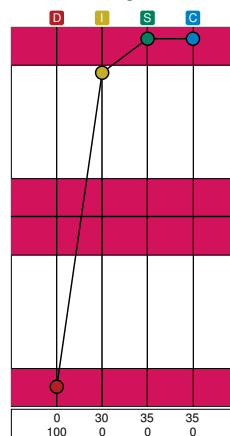


Extended DISC® Profiles

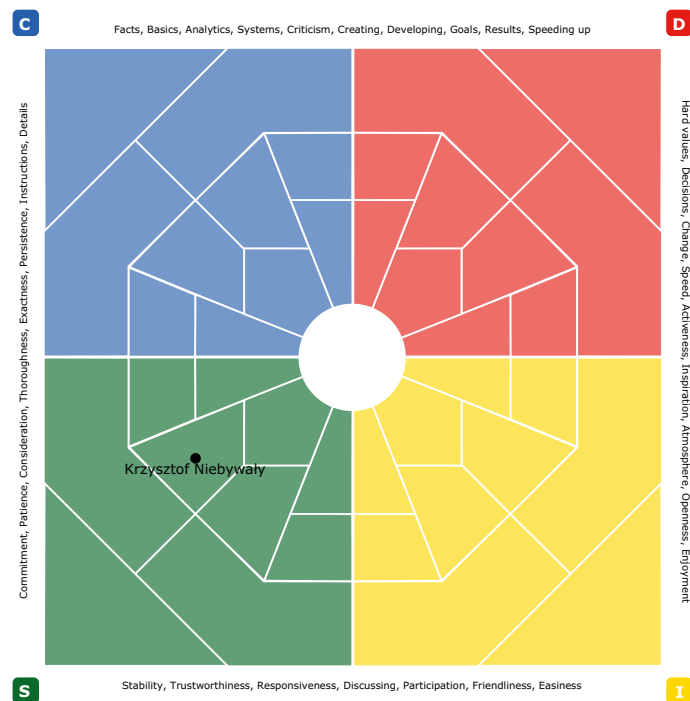
Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC® Diamond



Leadership Style Competencies

