

Me as a Coach / Mentor

The report is intended for the Coach to help them identify their natural behaviour style. The information contained in the report should serve as a means to improve the cooperation between the Coach / Mentor and the Client, as well as help to optimize the coaching / mentoring process.

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Organization:

Firma Testowa

Date:

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#SiłaBiznesuToLudzie

Siła doceniania różnorodności

INTRODUCTION

This report has been designed to help you get to know and understand better your natural behaviour style as a COACH / MENTOR.

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 coaching skills.

The report describes the natural style of behaviour of the given person, i.e. the behaviour which costs the least energy and effort, requires 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.

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!

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.

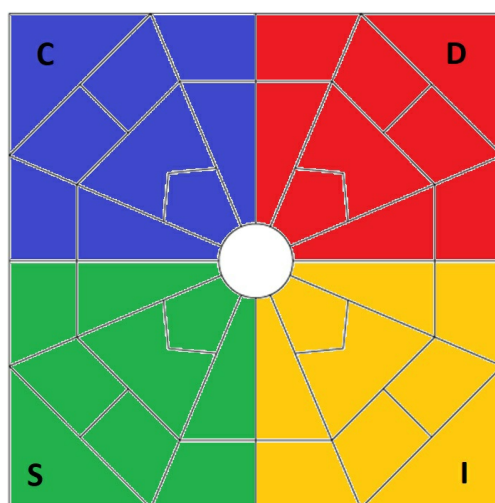
The Extended DISC behavioural analysis questionnaire has been used successfully for 20 years in over 40 countries worldwide. In every country it is used in detailed statistical research is conducted in order to make sure that we receive reliable and credible results.

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

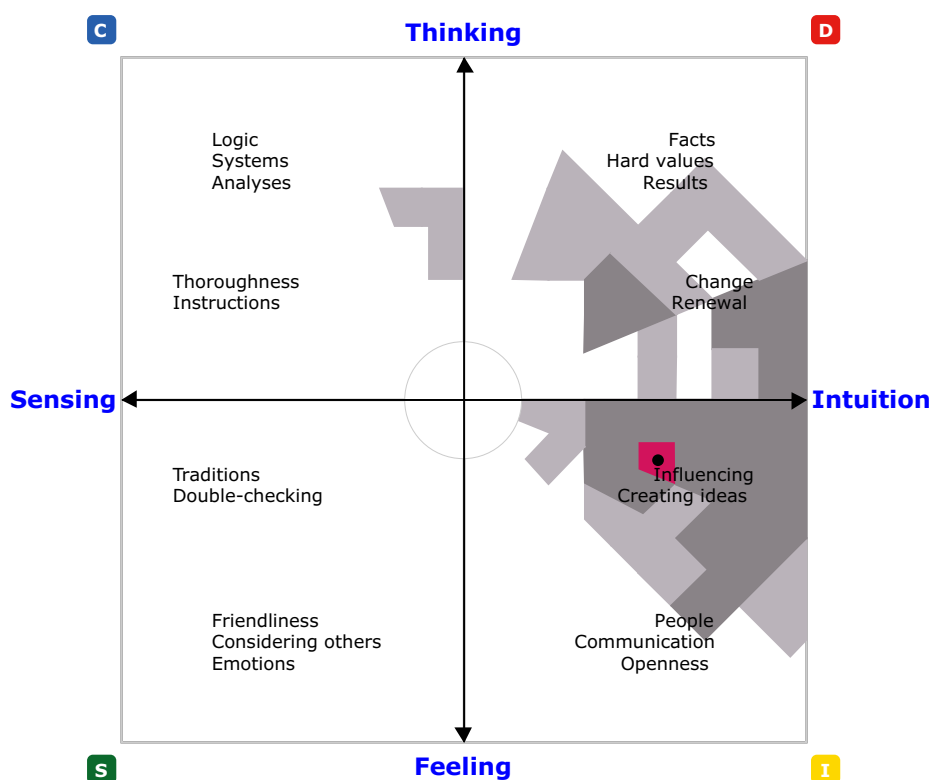


Calm, steady
Careful, patient
Good listener, modest
Trustworthy
Resists new ideas
Does not express
Stubborn
Does not seek change

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

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.



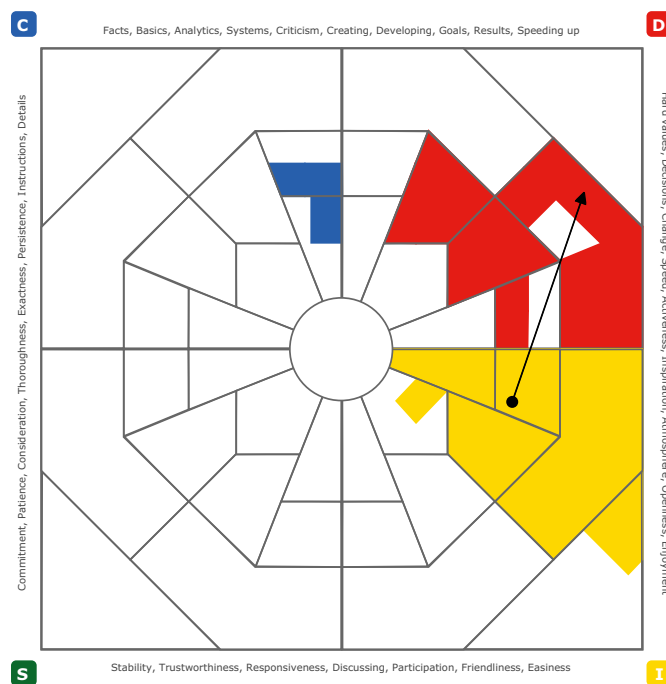
Behaviours characteristic for styles in which your flexibility zones are (shaded fields in the diamond) will not be too difficult for you. However, the ones connected with styles outside the flexibility zones (white fragments of the diamond) may require more attention and energy.

Think which of the tasks above come easy to you, and which require more effort and concentration.

What kind of tasks is particularly important to you?

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.

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.

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.

- 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

Motivation-reducing situations

Situations that you usually don't like and you may react negatively to them are included here.

- 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

Conclusions

Name 3 most important elements that motivate and demotivate you as a Coach/Mentor

Your communication style

Below, you will find a description of your 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.

	- 5 = Not Natural										5 = Natural									
Positive, lively and inspiring communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5									
Active sharing of factual information:	-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									
Active sharing of positive information:	-5	-4	-3	-2	-1	0	1	2	3	4	5									
Encouraging, participating, involving communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5									

What is the most important to you when communicating with others?

In coaching / mentoring situations:

In non-coaching / non-mentoring situations:

Me as a Coach/Mentor

Below, you will find a description of your natural behavior in coaching situations

- 5 = Not Natural

5 = Natural

The list below describes your most natural behaviours in coaching / mentoring situations.

Being a positive change agent and able to create excitement: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Brief, goal-oriented contacts with a coachee: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Strongly encouraging a coachee to take action: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Inspiring a coachee about the subject: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Assertively moving a coachee through the coaching process: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

The list below describes your least natural behaviours in coaching / mentoring situations.

Following of a process in a steady and exact way: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Coaching sessions requiring a lot of detailed preparation: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Thorough, yet encouraging coaching: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Maintaining a stable, long-term relationship with a coachee: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Listening to a coachee's needs: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Which element of your coaching / mentoring practice would you like to improve?
