

# My Team

The report is prepared based on the answers to the Extended DISC Individual Analysis questionnaire. As such, the report should not be the only criterion when making decisions regarding the team. The purpose of the report is to provide additional information for the team and its supervisor.

## Team

Organization:

**Firma Testowa**

Date:

**24.07.2025**



**#SiłaBiznesuToLudzie**

## Siła skutecznych zespołów

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## Introduction

This report contains information about the team's natural style of behaviour.

It has been designed to analyse natural predispositions and talents on which one might rely when developing the team. We hope that the information contained in this report will help you make optimum decisions concerning team management.

The contents presented constitute the product of responses given by team members to questions contained in the Extended DISC behavioural analysis questionnaire. The results of the Extended DISC analysis should not constitute a sole criterion when making decisions evaluating the respondents. On the contrary, it should be treated as a supplementary source of information to be used by the respondent and their superior.

The contents presented constitute the product of answers to questions contained in the Extended DISC team analysis. Results of the Extended DISC analysis should not be the only criterion when making personal decisions. On the contrary, they should be treated as a complementary source of information for the use of the respondent and his supervisor.

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.

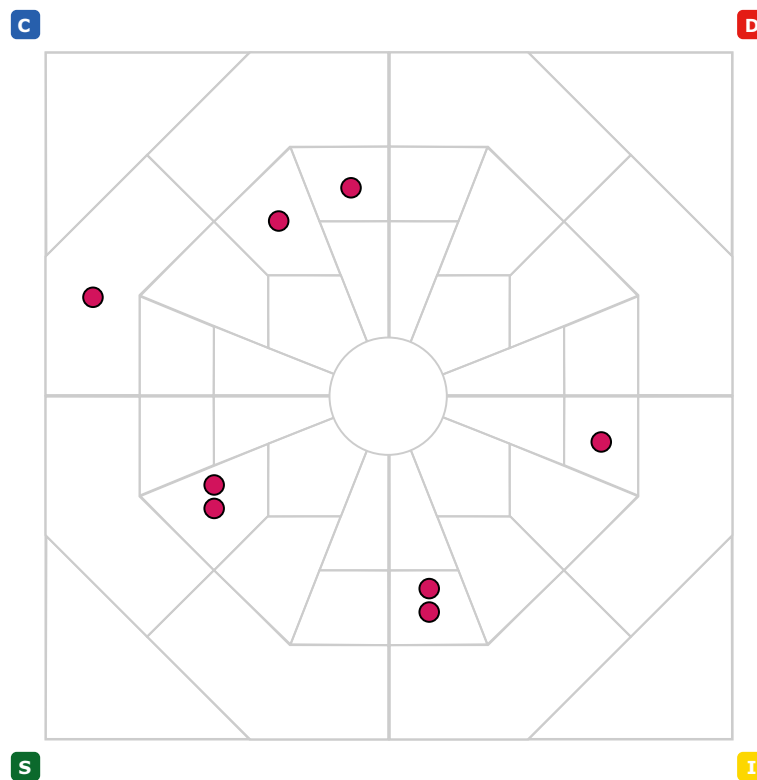
We recommend that the information contained in the report should be supported by the participation in a workshop or an individual interview with a Certified Extended DISC Consultant.

We wish you pleasant reading!

## Behavioral Styles of Team Members

On the following pages of the report you can find information presenting characteristics of the team. You can find out from them what the intensity of individual styles in the team is and, which follows, predict the tendency to specific behaviours and responses. Also think what the strengths of the team are and its potential traps. Is there a concentration of some behaviours in the team? How does it affect it?

The following map presents natural styles of team members' behaviour.



## Questions Help to Team Analysis

- What are the team's strengths? In which area are there the largest number of points?
- How does the general distribution of results compare to tasks and objectives placed before the team?
- Are there any areas on the diamond in which there is no one? What is the effect of this on the efficiency of the team?
- What is the best way to communicate with such a team? What is it worth noting?

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## Team

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Firma Testowa

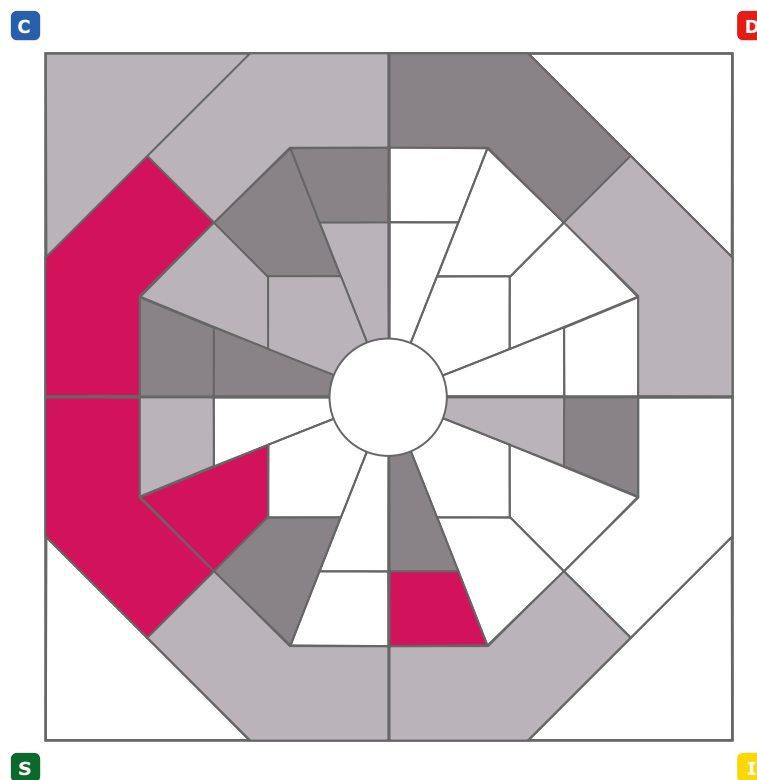
Date:

24.07.2025

### Team Characteristics

The Diamond below shows which behaviours are the most characteristic for the team and which require higher energy and more attention.

The shaded areas show behaviour styles which are the most visible ones in the team. Due to the significant intensity of those styles, the team may be perceived this way outside. Behaviours characteristic for the most intensive styles may also become apparent particularly in situations of increased stress, pressure or tension. White fields show behaviour areas which may also be undertaken by the team but may require conscious effort and concentration.



What conclusions may you draw from the above map as a team leader?

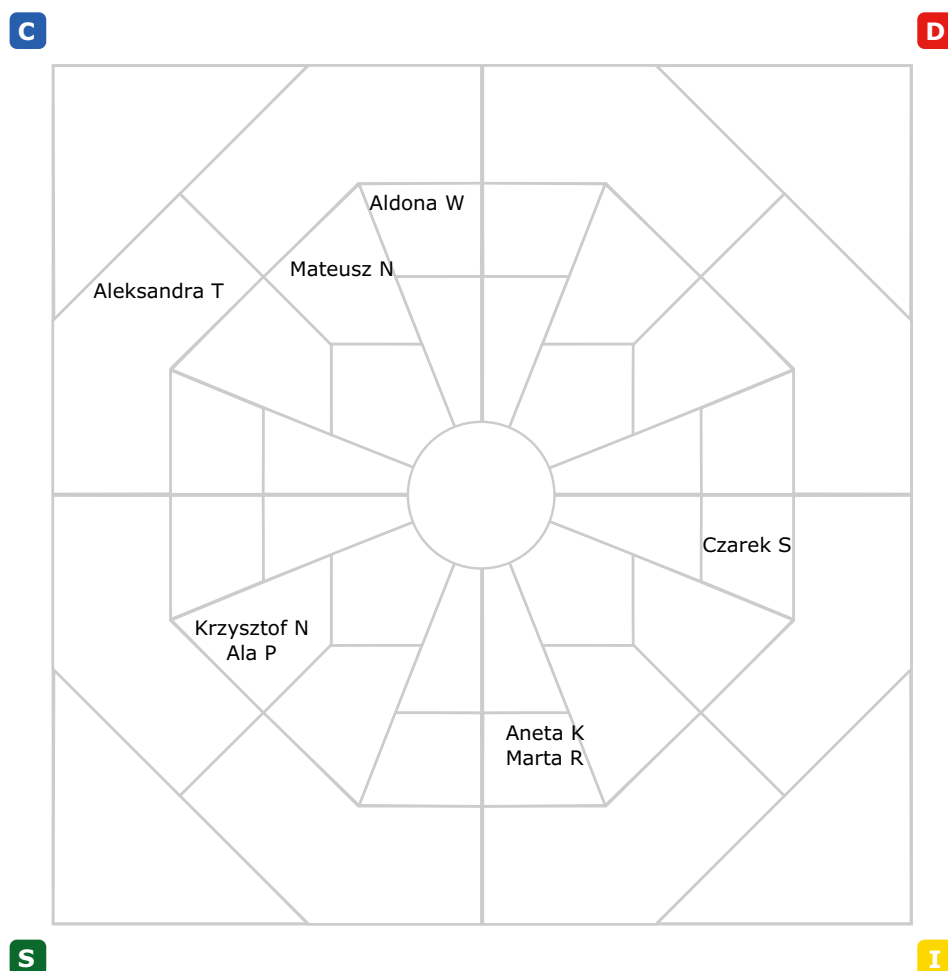
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## Natural Behaviour Styles

The following map presents natural behaviour styles of individual persons.



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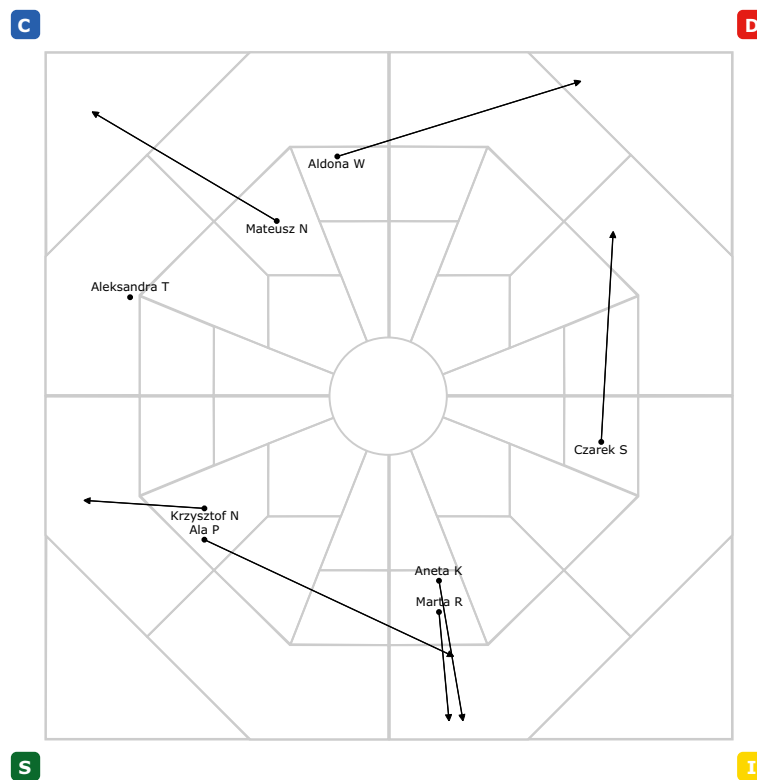
A precise list of percentage intensification of natural styles of individual members of the team may be found in the table below.

### Questions Useful in the Team Analysis

- What are the specific strengths of individual persons?
- Are current tasks of individual persons consistent with their predispositions?
- Is there a possibility of using the employees' potential better?
- What can relationships between individual persons be like?
- Is the team diverse or rather homogenous? What does it mean for us?
- Are there sub-groups in the team? Don't similar persons excessively seek each other's company?
- As a team, do we fully utilise our potential?
- Can potential risks in efficient communication and cooperation between individual persons be noticed?
- How can we avoid those threats?

## Natural and Adjusted Styles of Team Members

The following map on the Extended DISC Diamond shows both the natural style of behaviour (beginning of the arrow) and the adapted style of behaviour (tip of the arrow) of all team members.



## Questions Useful to Team Analysis

- What direction is shown by the arrows?
- Can some regularity be noticed in this respect?
- Do most arrows point in the same direction?
- Do arrows have two main directions?
- Is there some clear direction from which the arrows point? What can be the reason for this?

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Percentage Table

Person	Profile I				Date Analyzed	Profile II			
	D	I	S	C		D	I	S	C
Aneta Kolorowa	0	80	20	0	12.09.2024	0	45	30	25
Krzysztof Niebyszały	0	0	75	25	09.09.2024	0	30	35	35
Mateusz Niezwykły	0	0	0	100	19.09.2024	30	0	30	40
Ala Przykładowa	0	75	25	0	09.09.2024	0	30	35	35
Marta Robocza	0	90	10	0	09.09.2024	0	40	35	25
Czarek Stalowy	90	10	0	0	09.09.2024	45	50	0	5
Aleksandra Testowa	0	0	15	85	09.09.2024	0	0	45	55
Aldona Wyjątkowa	100	0	0	0	03.10.2024	30	30	0	40

D	0%	0
I	38%	3
S	25%	2
C	38%	3
Total	100%	8



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## Brief Characteristics of the Natural Style of Team Members

### Attributes

#### **Aneta Kolorowa**

Friendly, polite, positive, calm, nice, steady, patient, social, sociable, easy to approach, modest, adjustable, adaptive, exact.

#### **Krzysztof Niebywały**

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

#### **Mateusz Niezwykły**

Exact, calm, logical, organized, thorough, carefully ambitious, shy, quiet, considerate, reliable, concentrating, specializing.

#### **Ala Przykładowa**

Reliable, calm, undemanding, follows instructions, concentrates on work, finisher, exact, people-oriented, good listener, polite, sociable, steady, patient.

#### **Marta Robocza**

Friendly, polite, positive, calm, nice, steady, patient, social, sociable, easy to approach, modest, adjustable, adaptive, exact.

#### **Czarek Stalowy**

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

#### **Aleksandra Testowa**

Calm, exact, punctual, thorough, logical, organized, modest, adaptive, shy, quiet, considerate, careful, emphasizes instructions, perfectionist.

#### **Aldona Wyjątkowa**

Exact, logical, strong-willed, organized, meticulous, active, creative, detailed, considerate, seeks perfection, diplomatic, sometimes stubborn, calm speaker.

## **Motivators**

### **Aneta Kolorowa**

Aneta is motivated by the chance to work where everybody is treated equally, teamwork thrives and nobody fights for personal interests. She likes to help people, giving explanations and instruction until everybody agrees. She is motivated by a pleasant working atmosphere and having attention directed to her.

### **Krzysztof Niebwały**

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.

### **Mateusz Niezwykły**

If Mateusz has enough background information, he gets motivation from clearly specified, challenging responsibilities. He wants to do what he is doing well. Mateusz likes people who do not use empty words and who keep focused on the thing. Usually he needs to know about the subject beforehand to get thoroughly prepared.

### **Ala Przykładowa**

Ala values good team-spirit, explicit (usually written) instructions, and a feeling of security. She likes to have a long-term perspective so that she does not have to rush nor worry that the ice will melt under her. Although she is not pushy, Ala likes to be paid attention to and is happy when her wishes are taken into account.

### **Marta Robocza**

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.

### **Czarek Stalowy**

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.

### **Aleksandra Testowa**

Aleksandra gets motivation from working in an organized environment where each team member has a clearly specified task. She is not very emotional but rather analytical, and for that reason prefers to discuss subjects in which she is competent.

### **Aldona Wyjątkowa**

Aldona is motivated by the chance to see things from a different point of view. She likes variety and multifaceted tasks, but she may tend to get stuck in the details. She likes clearly specified and determined tasks. Aldona likes to work with practical people.

## **Ideal Supervisor**

*The following information is aimed at supporting the superior in understanding specific needs of individual persons, and which follows – better adaptation of the method of communication and behaviour of the leader.*

### **Aneta Kolorowa**

Her supervisor should be able to stand by her. She cannot be left alone if she is a newcomer or changes are planned. The supervisor should develop her self-confidence and courage to take responsibility even in insecure situations. The supervisor has to be reliable, honest and serious.

### **Krzysztof Niebwywały**

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.

### **Mateusz Niezwykły**

A good supervisor gives him explicit instructions to perform the task, is not discursive and lets him work in peace. The supervisor motivates him best by giving him a chance to develop and concentrate on his actions - flattery does not work on him. Sometimes a more decisive and powerful grasp must be demanded of him.

### **Ala Przykładowa**

She respects a supervisor who is honest, reliable and friendly. It would be good if the supervisor has a talent to make correct decisions and carry the responsibility. The supervisor cannot behave in a way that makes the employee's life restless and unstable. The supervisor has to recognize that she takes the future very carefully and does not set up bold goals.

### **Marta Robocza**

Her supervisor must be purposeful in her words and deeds. The supervisor has to keep her word and act accordingly. On the other hand, the supervisor cannot be too aggressive, impatient nor superficial. The supervisor's compliments for the employee's work must be deserved and not exaggerated.

### **Czarek Stalowy**

A good supervisor gives him various tasks which he can complete with a feeling of independence. The supervisor should support him when in risky times and when it is obvious that some people are going to oppose the situation. The supervisor should not exhaust him with an overly punctual attitude, but specific goals and deadlines should still be set.

### **Aleksandra Testowa**

Once the tasks are divided, she usually does not want the supervisor to interfere in her actions. The supervisor should make sure that she is quick enough in changing circumstances. A good supervisor respects her professionalism and does not involve her in things that do not concern her.

### **Aldona Wyjątkowa**

She must have a patient supervisor. The supervisor has to listen to her meticulous thoughts and help her to distinguish between important and unimportant matters. The supervisor has to provide her with explicit instructions and at the same time make sure that the challenge does not disappear.

## Communication

3 most comfortable and 3 least comfortable behaviours in the area of communication of individual persons have been listed below.

### Most Comfortable Behaviour Connected with Communication

#### Aneta Kolorowa

Encouraging, participating, involving communication: -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

#### Krzysztof Niebywały

Repetitive talking about the same topic: -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

Encouraging, participating, involving communication: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

#### Mateusz Niezwykły

Building distance to other people: -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**

Facts-based, goal-oriented and direct communication: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Ala Przykładowa

Repetitive talking about the same topic: -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

Encouraging, participating, involving communication: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

#### Marta Robocza

Encouraging, participating, involving communication: -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

#### Czarek Stalowy

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

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### Aleksandra Testowa

Very systematic and focused on the exact topic in hand:

-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**

Building distance to other people:

-5 -4 -3 -2 -1 0 1 2 3 **4** 5

### Aldona Wyjątkowa

Active sharing of factual information:

-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

Building distance to other people:

-5 -4 -3 -2 -1 0 1 **2** 3 4 5

## Least Comfortable Behaviour Connected with Communication

**Aneta Kolorowa**

Direct, goal focused communication: -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

Building distance to other people: -5 -4 -3 -2 -1 0 1 2 3 4 5

**Krzysztof Niebwały**

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

Facts-based, goal-oriented and direct communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

**Mateusz Niezwykły**

Positive, lively and inspiring 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

**Ala Przykładowa**

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

Facts-based, goal-oriented and direct communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

**Marta Robocza**

Direct, goal focused communication: -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

Building distance to other people: -5 -4 -3 -2 -1 0 1 2 3 4 5

**Czarek Stalowy**

Considerate and careful 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

Repetitive talking about the same topic: -5 -4 -3 -2 -1 0 1 2 3 4 5

**Aleksandra Testowa**

Active sharing of positive information: -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

Direct, goal focused communication: -5 -4 -3 -2 -1 0 1 2 3 4 5

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### Aldona Wyjątkowa

Considerate and careful 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

Encouraging, participating, involving  
communication:

-5 -4 -3 -2 -1 0 1 2 3 4 5

## Teamwork

3 most comfortable and 3 least comfortable behaviours in the area of team work of individual persons have been listed below.

### Most Comfortable Behaviour Connected with Teamwork

#### Aneta Kolorowa

Being a people-focused and conscientious doer: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a reliable and participating care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Reducing conflicts and guiding others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Krzysztof Niebywały

Being a people-focused and conscientious doer: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a reliable and participating care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Reducing conflicts and guiding others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Mateusz Niezwykły

Being a specialist concentrating on work alone: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Organizing and ensuring team responsibilities: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Ala Przykładowa

Being a people-focused and conscientious doer: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a reliable and participating care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Reducing conflicts and guiding others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Marta Robocza

Being a people-focused and conscientious doer: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a reliable and participating care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Reducing conflicts and guiding others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Czarek Stalowy

Being a positive change agent, able to eliminate boredom: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being an introducer of a new perspectives: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Determined speeding up of others: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

#### Aleksandra Testowa

Being a specialist concentrating on work alone: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being a steady doer and care-taker: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being the compromiser and a supporter of others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**



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### Aldona Wyjątkowa

Being a positive change agent, able to eliminate boredom:

-5 -4 -3 -2 -1 0 1 2 **3** 4 5

Being a specialist who can show the bright side of things:

-5 -4 -3 -2 -1 0 1 **2** 3 4 5

Being an accurate and demanding emphasize of quality:

-5 -4 -3 -2 -1 0 1 **2** 3 4 5

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### Least Comfortable Behaviour Connected with Teamwork.

#### Aneta Kolorowa

Being a demanding goal-setter: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Being an independent developer of one's area of responsibility: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being an accurate and demanding emphasize of quality: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Krzysztof Niebywały

Being a demanding goal-setter: **-5** -4 -3 -2 -1 0 1 2 3 4 5

Being a positive change agent, able to eliminate boredom: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Determined speeding up of others: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Mateusz Niezwykły

Being a positive change agent, able to eliminate boredom: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being an introducer of a new perspectives: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Determined speeding up of others: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Ala Przykładowa

Being a demanding goal-setter: **-5** -4 -3 -2 -1 0 1 2 3 4 5

Being a positive change agent, able to eliminate boredom: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Determined speeding up of others: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Marta Robocza

Being a demanding goal-setter: **-5** -4 -3 -2 -1 0 1 2 3 4 5

Determined speeding up of others: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being an independent developer of one's area of responsibility: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Czarek Stalowy

Being a steady doer and care-taker: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Being the compromiser and a supporter of others: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being a specialist concentrating on work alone: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Aleksandra Testowa

Being an introducer of a new perspectives: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Being a positive change agent, able to eliminate boredom: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Determined speeding up of others: -5 -4 **-3** -2 -1 0 1 2 3 4 5

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### Aldona Wyjątkowa

Being an independent developer of one's area of responsibility:

-5 -4 -3 -2 -1 0 1 2 3 4 5

Pleasant in doing routine work and helping others:

-5 -4 -3 -2 -1 0 1 2 3 4 5

Being the compromiser and a supporter of others:

-5 -4 -3 -2 -1 0 1 2 3 4 5