

My facilitation potential

The report is intended for people working as facilitators to help them identify their natural style of behaviours which support this role. The information contained in the report should serve the purpose of improving the efficiency when achieving training goals and building relationships with the trainees.

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#SiłaBiznesuToLudzie

Siła doceniania różnorodności

Introduction to the report

This report has been designed to help you get to know and better understand your natural behaviour style in the context of the role of a facilitator. The information contained in the report are based on the Extended DISC model, which helps people to communicate, understand differences in behaviours and improve their behaviours. Supporting other people in developing their knowledge, skills and attitudes is a complex task. There is no single style that works for all efficient facilitators. Each of us builds their professional efficiency based on natural predispositions, development of their professional competence and gaining new experience and working tools.

The purpose of the report is to identify your most natural behaviours that are important from the point of view of facilitation tasks and the areas which may require more effort. It supports the preparation to working efficiently as a facilitator. On the following pages, you can look at your natural predispositions and areas of potential effort in such important elements as:

- Communication in a group
- Listening
- Working with a group
- Supporting others in their development
- Influencing

The goal of the report isn't to replace experience or facilitation methods. The report is based on Extended DISC Individual Analysis. Please be aware that it is not a TEST. It does not provide results with the aim of dividing people into "good" and "bad" categories. The system does not classify people in any way. It does not measure anyone's full personality and should not be used for such purposes. It doesn't measure professional skills, gained knowledge or experience.

The report describes your natural behaviour style, which is the style that requires from you the least energy and effort, the least concentration, and is usually the most pleasant for you. It is the way in which you usually react when there is no time for rational consideration. Your natural behaviour style is particularly visible in high-pressure situations where your ability to adapt your behaviour is limited. We recommend that you supplement the information from the report with participating in a workshop or an individual meeting with a Certified Extended DISC Consultant.

Before you move on to reading the report, think about the three most important goals you set for yourself when working as a facilitator.

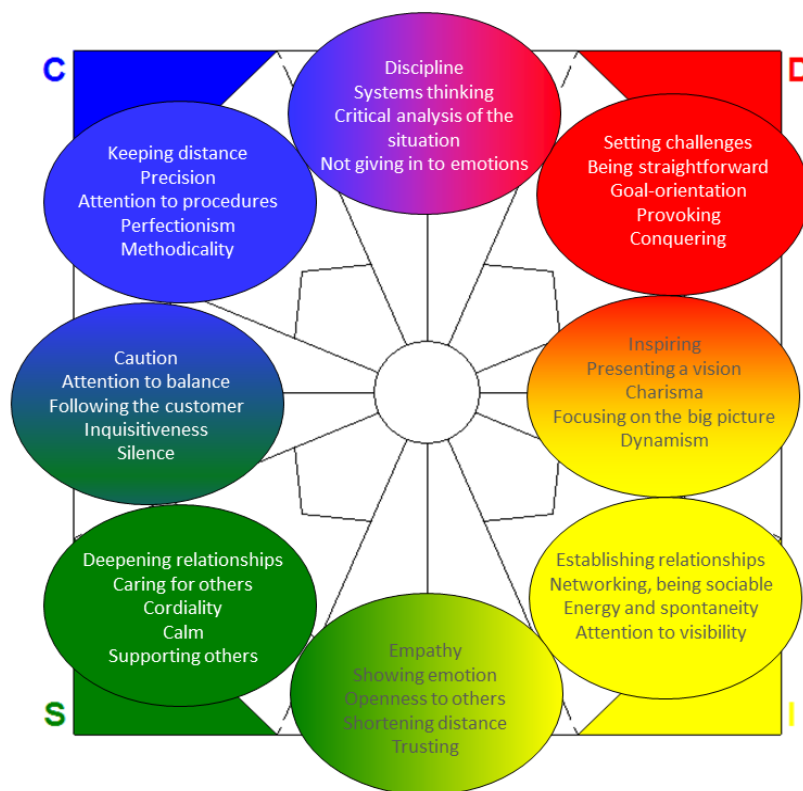
1 _____

2 _____

3 _____

Extended DISC Diamond

Below, you will find examples of behaviours characteristic of particular areas of the Extended DISC Diamond.

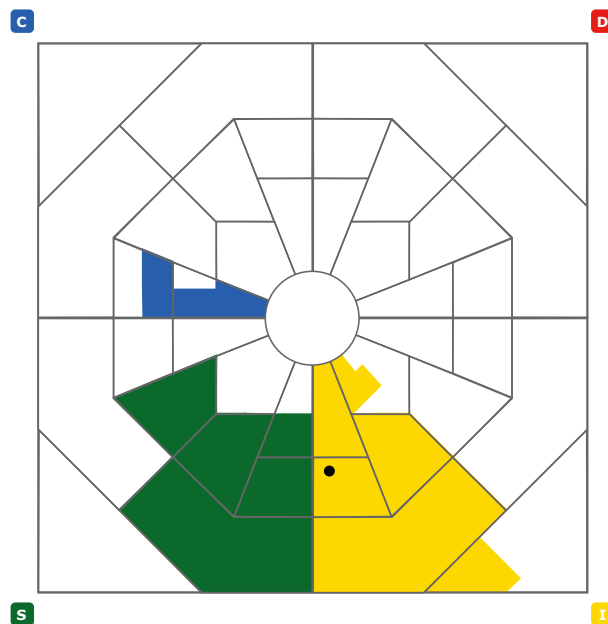


Think which of the behaviours / attitudes above come easy to you, and which require more effort and concentration?

What kind of behaviours / attitudes is particularly important to you?

Extended DISC Diamond - Yours Flexibility Zones

The Extended DISC diamond shows which behaviours are the most comfortable to you and which ones require more energy and concentration. The shaded areas are the behaviours which come to you the most naturally. They will be particularly visible in situations of increased stress. The white fields identify the areas where conscious effort, heightened concentration and more energy are required. The farther from the darkest area you need to go, the more energy it will require from you.



Your DISC style is: ISC (I - 45%, S - 30%, C - 25%)

Note down 3 most important behaviours / actions in your facilitation work. To what extent are your natural behaviours in line with the goals that you wrote down earlier?

1 _____

2 _____

3 _____

Your facilitation potential

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 with the group

The list below describes your most comfortable behaviours in situations related to communicating in a group.

Positive guiding and sharing of information: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Gaining confidence when talking about own area of expertise: -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

Positive, lively and inspiring communication: -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

The list below describes your least comfortable behaviours in situations related to communicating in a group.

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

Clear and fact-based communication: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Making dramatic, engaging and goal-focused presentations: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Very systematic and focused communication style: -5 -4 -3 **-2** -1 0 1 2 3 4 5

What is the most important to you when communicating with others as part of your facilitation tasks?

Listening

The list below describes your most comfortable behaviours in situations related to listening.

Allowing others to talk while expressing that he/she is listening: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Listening attentively and asking specifying questions: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Asking for feedback on own behavior: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Showing interest, listening and participating: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Listening by being present and available: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

The list below describes your least comfortable behaviours in situations related to listening.

Focusing only on the essential information: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being ready to challenge immediately: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being able to take over the conversation from where the other person stopped: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Trying to connect the details to the big picture: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Paying attention to the logic in what is being said: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Which of the natural predispositions when it comes to listening to others are the most helpful in your facilitation work?

Which of the least comfortable behaviours are sometimes useful in your work? How can you support yourself in such situations?

Working in a training room

The list below describes your most comfortable behaviours among the typical facilitating tasks.

Encouraging, participating, involving communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Long-term delivery of the same course:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing feedback during the training:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing individual attention to each trainee:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thorough, yet encouraging training:	-5	-4	-3	-2	-1	0	1	2	3	4	5

The list below describes your least comfortable behaviours among the typical facilitating tasks.

Providing hard facts in an authoritative manner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Strongly encouraging trainees to take action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing to large and diverse groups of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Describing the existing process thoroughly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inspiring the trainees about the subject:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Which of the natural predispositions when it comes to facilitation do you consider your greatest assets?

Which of the least comfortable behaviours are sometimes useful in your work? How can you improve these areas?

Supporting others in their development

Below, you will find a description of your most natural behaviours supporting the development of others.

Discussing details positively while providing support: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Supporting people with their need for understanding details: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being willing to accept and share personal learning goals: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Sharing of new learning with others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being mindful of one's style and its impact: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Below, you will find a description of behaviours supporting the development of others which may require the most effort on your part.

Understanding what skills an organization needs and it currently has: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Identifying the gaps between the required and the current skills within an organization: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Being able to identify all details needed to develop a certain skill: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Looking to the future and anticipating the required skills: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Understanding how a certain detailed skill can be developed: -5 -4 -3 **-2** -1 0 1 2 3 4 5

What conclusions can you draw from the information above? Which behaviours are worth keeping, improving, reinforcing?

Influencing

Below, you will find a list of your natural behaviours related to influencing others.

Finding a favorable solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating agreed information using agreed media:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Adjusting one's approach with different people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating complicated matters in an inspiring way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influencing by showing commitment to completing own responsibilities:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Below, you will find a list of behaviours related to influencing others that do not come naturally to you at all.

Communicating the goal and how details relate to it:	-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
Being active in contacting people via multiple channels:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Building openness and excitement:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Searching outside the organization to build strategic alliances:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Consider the importance of the behaviours above in your work. Which ones do you use? When can they prove helpful? Which behaviours are worth reinforcing and which ones are worth modifying?
