

# My potential and talents - Christmas edition

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.

## Aleksandra Testowa

Organization:

**Firma Testowa**

Date:

**09.09.2024**



## 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. Review of typical tasks and behaviours on a scale.
5. Preferred Role in the team and Development Tips.
6. Christmas bonus.
7. 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

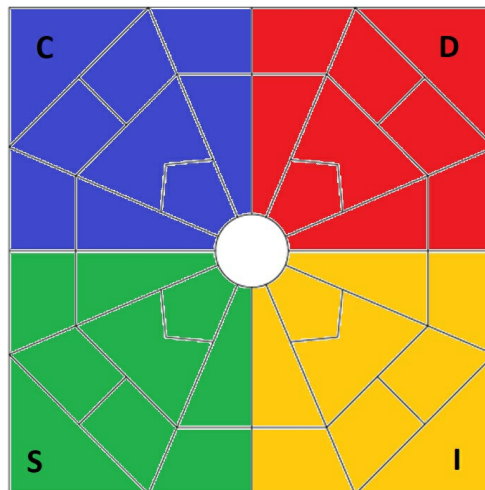
*In this part of the report you will find information which will help you understand the Extended DISC Model and characteristics of the behaviour styles. Study the model and style descriptions.*

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

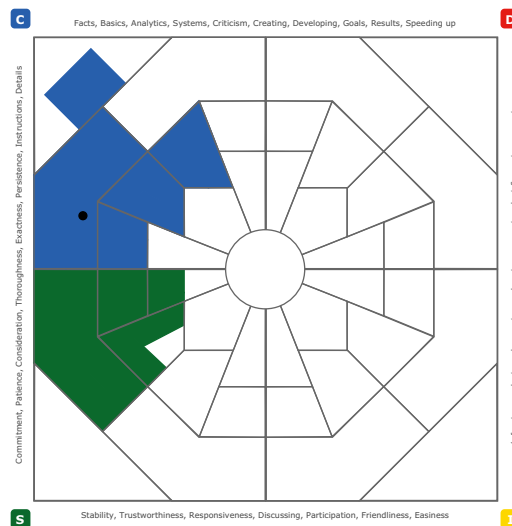


## 2. Extended DISC Analysis - Your Result

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: CS (C - 55%, S - 45%)

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.

**Comprehensive interpretation of these results requires the assistance of a Certified Extended DISC Consultant.**

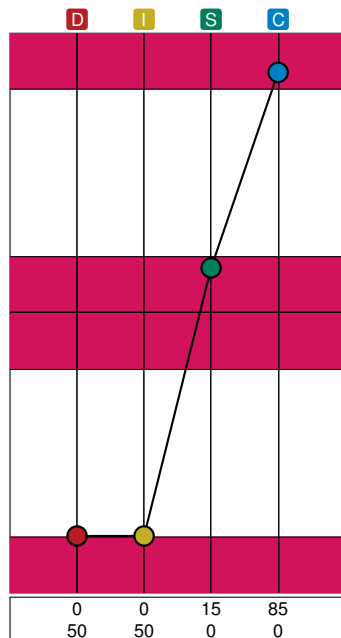
## Your DISC Styles

The following diagrams contain information about the intensity of DISC styles and their mutual dependencies in your potential.

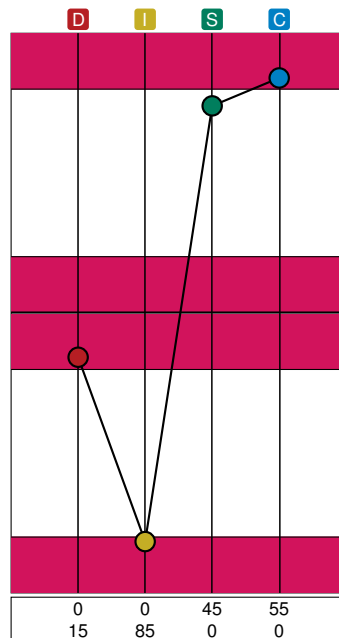
Profile II – Natural Style – shows behaviours which are the most comfortable for you.

Profile I – Perceived Need to Adjust – shows your feeling on how on the daily basis you want or have to adapt your behaviour to the surroundings in which you function.

**Profile I - Perceived Need to Adjust**



**Profile II - Natural Style**



### Profile II

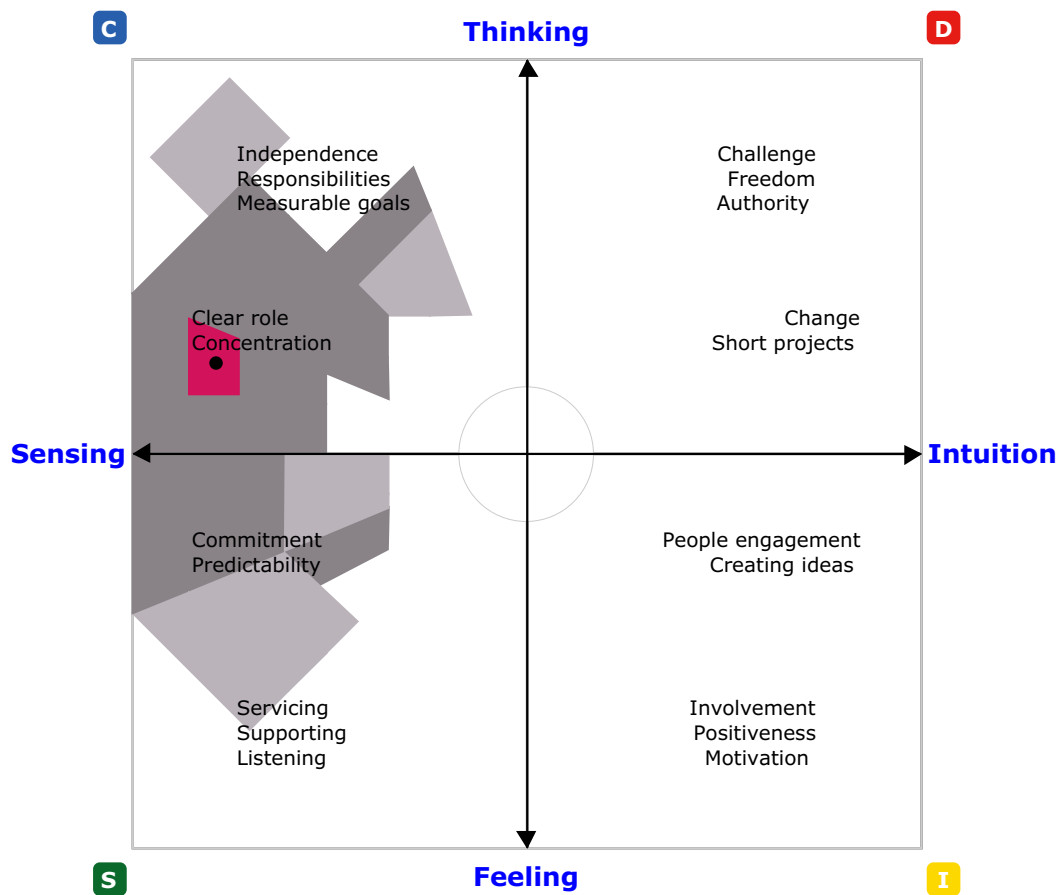
Table under diagrams – top line – shows the intensity and mutual relationships in % of behaviours comfortable for you, bottom line – shows the intensity and mutual relationships in % of behaviours uncomfortable for you.

### Profile I

Table under diagrams – top line – shows the intensity and mutual relationships in % of behaviour which in your opinion correspond to current requirements of the surroundings, bottom line – shows the intensity and mutual relationships in % of behaviours which in your opinion are not of crucial in the current situation.

## 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.

### 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

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

#### Motivators

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.

#### Tries to Avoid

She does not like to exaggerate. Aleksandra finds it unnecessary to waste more energy on things than circumstances demand. Very noisy people who jump from one thing to another and act unreasonably upset her, as she is a matter-of-fact person who wants to concentrate on her work. Aleksandra likes to put things in order systematically. She does not want attention unless she has something to say.

#### Communication Style

In familiar surroundings, she leads decent conversations, is undemanding and diplomatic, and lets others speak. Among strangers, she over-encourages others to speak, as she is shy and does not know how to start. She likes to lean on facts more than feelings, and is not able to inspire others.



## 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.*

- Businesslike way of working
- A thoroughly explained job
- Possibility to concentrate fully on her own work
- Feeling the presence of the rest of the team
- Peaceful and calm atmosphere
- Deliberate search for changes
- Duties requiring accurate performance
- As much information as possible about the job
- Enough time to adjust to change
- Support in the beginning and in creating ideas
- Freedom from unnecessary socializing
- Deliberate progress

Select 2-3 motivators which are particularly important for you in the work environment.

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## Situations that Reduce Motivation

*These are elements which you usually don't like and may have a negative response to.*

- Reckless statements
- Social occasions
- Consistent changes
- Ruling others without instructions
- Careless decision-making
- Impatient and restless people
- Taking risks
- Broad-mindedness
- Having to take responsibility all alone
- People who force her to talk
- Feeling of insecurity
- Carelessness

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

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## Strengths

*Behaviour listed below constitutes your natural strengths.*

- Follows instructions precisely
- Natural at producing quality instructions
- Works according to the system
- Has a businesslike appearance
- Doesn't look for personal power
- Doesn't overemphasize herself
- Sticks to the point
- Avoids mistakes and going solo
- Is not arrogant nor indifferent
- Stays where she is supposed to stay
- Requires the same from everyone
- Finds the shortcomings

What are your most important advantages?

How do you use them in your job?

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## 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 too easy to give orders to
- Can't see the forest for the trees
- Delays the start
- Doesn't react to others' attempts to inspire
- Retires to her thoughts
- Doesn't clarify her feelings
- Studies and analyzes for too long
- Looks for explanations, not solutions
- Concentrates on the nitty-gritty
- Concentrates on rules and forgets the people
- Talks in a too complicated way
- Doesn't simplify

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

How do you cope with them?

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#### 4. Natural Behaviour

The following fragment of the report contains a review of typical tasks and behaviours. Here, you can find answers to a question which of them are effortless and which ones may require more effort. Analyse this information and think about situations you should be particularly prepared, which elements of the work that you perform will help you fully utilise your natural potential, and which ones involve increased attention and energy?

#### Scale of Preferred Behaviour - Comfortable tasks

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.

#### Comfortable Tasks

Working independently with no instructions provided:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Handling a variety of different contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conducting systematic planning:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive routines/tasks:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following instructions precisely:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facing a tough and competitive environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Searching continuously for change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Concentrating on encouraging people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following rules exactly:	-5	-4	-3	-2	-1	0	1	2	3	4	5

#### Reflections and Conclusions

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## Scale of Preferred Behaviour - Communication

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

Active listening, paying attention to understanding everything:	-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
Detailed and logical communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Considerate and careful communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating in a compelling and positive way:	-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
Direct, goal focused communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thoughtful, fact-based 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
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inspiring and motivating influencing of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5

### Reflections and Conclusions

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## 5. Preferred Role in the Team and Development Tips

*In this part of the report you can find information about typical roles which are easily taken by a person with the style similar to yours in the team.*

### Preferred Role in the Team

#### Assurer

An Assurer is thorough and calm and concentrates on his/her work. He/she does not like when people disturb him/her, and he/she does not disturb others. The Assurer dreads mistakes and wants to work at his/her pace. Others find him/her accurate and someone who observes everything. The Assurer is also seen as quiet and private. In reality he/she is a considerate person and often does not speak out until the conversation has already taken place. The Assurer finds it extremely important to know what others expect from him/her and how they want him/her to proceed. He/she finds it uncomfortable to jump into the unknown without the support of others. He/she wants matters to proceed systematically and does not tolerate surprises unless their effects to the overall context are deliberated upon carefully. He/she does not find it important to be actively involved with others. However, the Assurer finds it important he/she can rely on others if help is needed.

#### An attitude toward teamwork

- An important means to delegate tasks correctly
- Getting everybody to take responsibility
- A way to make the right decisions

#### The benefit the group receives

- Things get done
- Recognizing possible errors
- Staying on schedule

#### A role as a decision maker

- Helps rather than makes decisions
- Makes sure of all possible outcomes first
- Delays as long as possible

#### A role as a performer

- An extremely trustworthy doer
- Enters into one's matter carefully
- Stays on the same thing a bit too much



## Personal Effectiveness – Development Tips

*You can find some tips which are worth using to improve your efficiency in the performance of daily tasks, both individual and team ones. They are adjusted to your individual result.*

### Your Job – Tips

- Be less critical of what you say
- Always remember to ask what the listener still wants to know
- Ask others for input and suggestions about how to design your daily routines
- When talking with others, learn to control the conversation when necessary
- Learn to express your opinions as well; do not just focus on doing the work
- Make sure the other people understand and accept what you are saying
- Learn to ask for other people's advice and to talk with others

### Cooperation with Others – Tips

- Avoid negative expressions - everything can be said in more than one way
- Learn to dream and show that you believe in them
- Dare to express your dreams about "impossible and unbelievable" achievements
- Try to get others to really participate in doing things
- When planning bigger issues, try to do so in many different physical places
- Take time to make sure everybody is with you
- Assume a role of quality assurer, but remember that this role does not fit everybody

### Principles and Procedures – Tips

- By sharing information you enable others to become more effective
- Being aware also of the positive side of situations helps to create a more realistic and balanced view of how things are
- Don't forget that rules and regulations may need to be modified to take newly acquired information into account
- Get help from others when developing safer and healthier ways of doing things
- In developing a more mature safety environment collaboration is important - so you may have to accept periods of ambiguity
- It's important to actively engage in communication about health and safety
- Bring others together toward the goal of achieving a secure, trusting and healthy environment

*Analyse the above tips and select those you believe to be particularly useful. Think how to use them in everyday tasks.*

## 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 “*My Potential and Talents - Christmas edition*” report.**

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>

