Mateusz Niezwykły

Organization:

Firma Testowa

Date:

19.09.2024

#SiłaBiznesuToLudzie

Siła dopasowania w rekrutacji

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INTRODUCTION

Thank you for your participation in the recruitment process. 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.

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 wish you pleasant reading!

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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.

Attributes

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

Motivators

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.

Tries to Avoid

Mateusz does not like indefinite and empty words. It may happen that he does not want to participate in teamwork. He does not want to start operating at random. Sometimes overly-social people make him nervous.

Communication Style

He is quite demanding in communication. In his speech he uses numbers, logic and many details. The listener has to concentrate to understand him. As he is not trying to please, he may sometimes be a bit insulting or distant and people may find him difficult to approach. He has a habit of beating around the bush from different viewpoints.

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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.

- Emphasizing facts
- Understanding the whole picture
- Explanations for what is happening
- Organized planning
- Knowledge about the future
- Analyzing the problems
- Working alone or in an expert team
- Working thoroughly
- Progress in stages
- Attempts to always improve
- Consistent behavior
- Enough time to become familiar with the subject

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

Strengths

Behaviour listed below constitutes your natural strengths.

- Looks at things from new angles
- Can think critically
- Can also be alone
- Concentrates on facts
- Makes plans and follows them
- Limits the area one is interested in
- Builds systems
- Communicates only facts
- Tries to find perfect solutions
- Doesn't allow anything to influence his opinions
- Absorbs information
- Doesn't compromise with the quality standards

What are your most important advantages?
How do you use them in your job?

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Preferred Role in the Team

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

Developer

A Developer is a very issue-centered and rational person. Even in a group the Developer emphasizes his/her own individuality, sees things his/her way and does not typically let other people get close to him/her. The Developer likes an opportunity to develop, plan and create something new. The Developer responds according to facts - not feelings. Others see the Developer as someone who knows his/her business and requires a lot from himself/herself, but someone who is also critical and peculiar. In reality he/she just does not believe in one truth. The Developer fears that when others get excited they lose the ability to think rationally. That is why he/she usually wants to discover something that others have not. The Developer does not want to share tasks with others because he/she does not believe that the others can do them the way he/she wants them done. The Developer finds it important not to identify with 'the masses' because he/she believes in his/her own uniqueness.

An attitude toward teamwork

- Inefficient way to do things
- A means to get more information for oneself
- Sociable people's way of avoiding work

The benefit the group receives

- Continuous evaluation of one's own work result
- Clear opinions and reasons
- A lot of new thoughts

A role as a decision maker

- Wants to have the last word
- Takes notice of facts - not wishes
- Does not take part in joint discussion

A role as a performer

- Does everything in one's own area
- In one's own estimation does not do overly easy work
- Does not settle for staying put