

Extended DISC® - Sales Report



This analysis is based on the responses given in the Extended DISC® Behavioral Analysis Questionnaire. This analysis should not be the sole criterion for making decisions about this individual. The purpose of this analysis is to provide supporting information to the respondent and his/her supervisor.



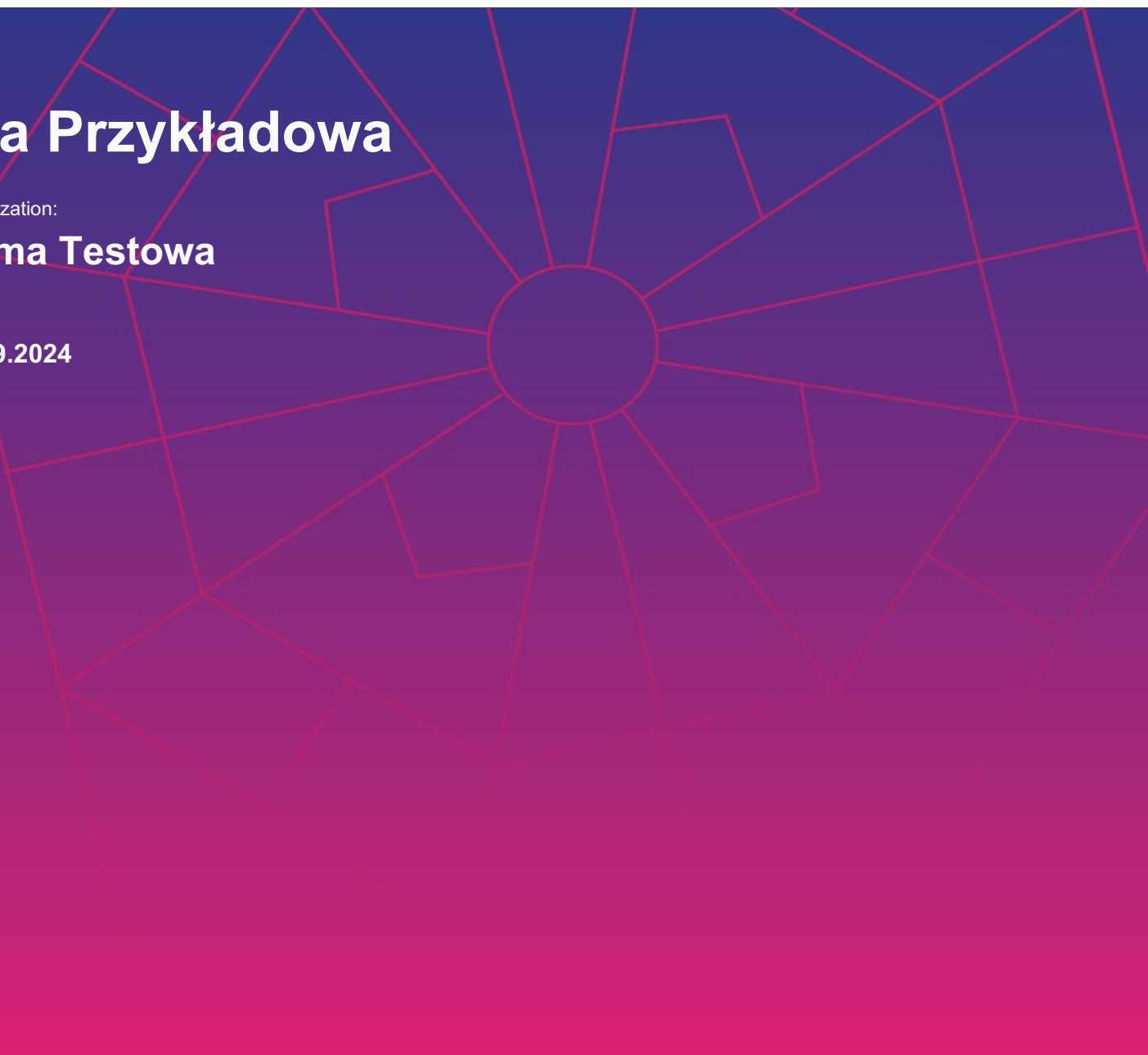
Ala Przykładowa

Organization:

Firma Testowa

Date:

09.09.2024



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Firma Testowa**09.09.2024****Text Page**

This page is a description of how this style of person is typically seen by others. Read the text as such and use it to develop an overall picture. In evaluating specific sentences, it is important to consider person's conscious ability to adapt behavior. In other words, while the text describes the typical behavior for individuals with this style, a person certainly can modify behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

Attributes

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

Motivators

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.

Tries to Avoid

Probably more than anything else, this type of person worries about not hurting nor insulting other people for no reason. Of course, when getting really angry she may state her real opinion but otherwise Ala does not want to behave in an aggressive way. She is careful not to take unnecessary risks since she believes that nothing needs to be pushed so harshly that people will suffer.

Ideal Supervisor

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.

Communication Style

She is very nice but rather careful and sensitive in associating. She has to completely trust a person when she tells how she really feels. She prefers to listen and leaves a feeling that she agrees with the partner. She is a trustful listener. She has a gift to present her stand in a soft easy-going way.

Decision-making

When her team must be defended or crises can be solved with familiar methods, she has no difficulty making the decision. With new or contentious cases, she thinks at least twice. Restless people may find her decision-making slow and overly careful.

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Motivators and Demotivators

Motivators - Comfort Areas

These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.

- Belonging to a team
- Helping others
- Controlled and considered renewal of things
- Adequate discussion before starting
- Team spirit
- Routines that bring security
- Working at her own pace
- Security about the future
- Encouragement
- Being with others
- Prefers to do the work, not to lead others
- Possibility to be honest and frank

Situations that Reduce Motivation

These are items that this style of person typically doesn't like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.

- Insecurity, uncertainty
 - Being forced to act without instructions
 - Quarrelsome work environment
 - Distant and commanding supervisor
 - Need to make sudden decisions
 - Doing several things simultaneously
 - Fast schedules
 - Being alone
 - Frequent, unexpected changes
 - Having to give orders
 - Insecurity about the future
 - Impatient people
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Strengths - Reactions to Pressure

Strengths

The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.

- Works according to a plan
- Doesn't make mistakes caused by arrogance
- Is patient and systematic
- Wants to help everyone
- Is friendly and doesn't quarrel
- Keeps her temper
- Avoids unnecessary risks
- Remembers her own and others' promises
- Has the persistence to do repetitive work
- Is a patient and peaceful initiator
- Moves along without emphasizing herself
- Avoids mistakes and fussing

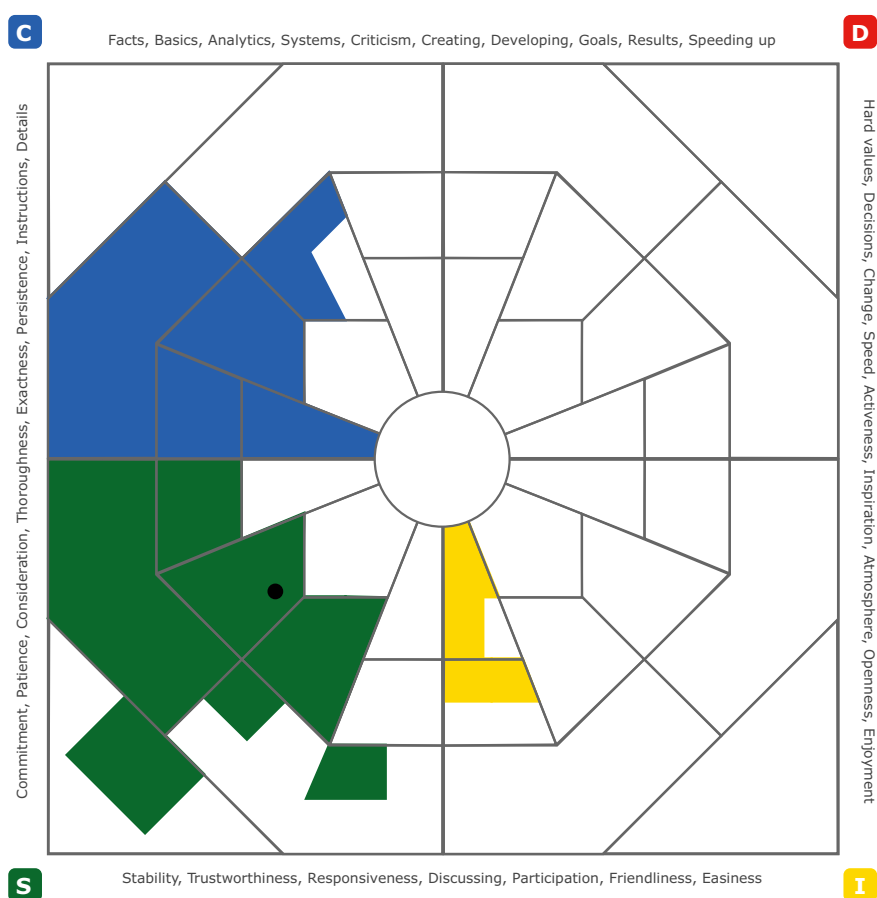
Reactions to Pressure Situations

These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.

- Big on traditions and familiar procedures
 - Is afraid of making big decisions
 - Defends her own personnel too much
 - Looks for rules even when there aren't any
 - Considers for a long time before begins to talk
 - Is slow to make changes
 - Is afraid to adjust to different situations
 - "Goes with the flow" too easily
 - Gives up too easily
 - Remains invisible
 - Doesn't believe in herself enough
 - Is overly cautious
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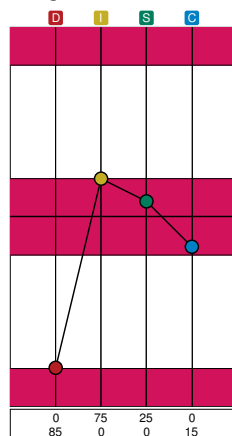
Flexibility Zones

Natural Flexibility Zone = The area where the profile will most probably shift

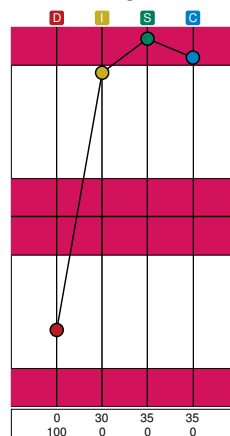


Extended DISC® Profiles

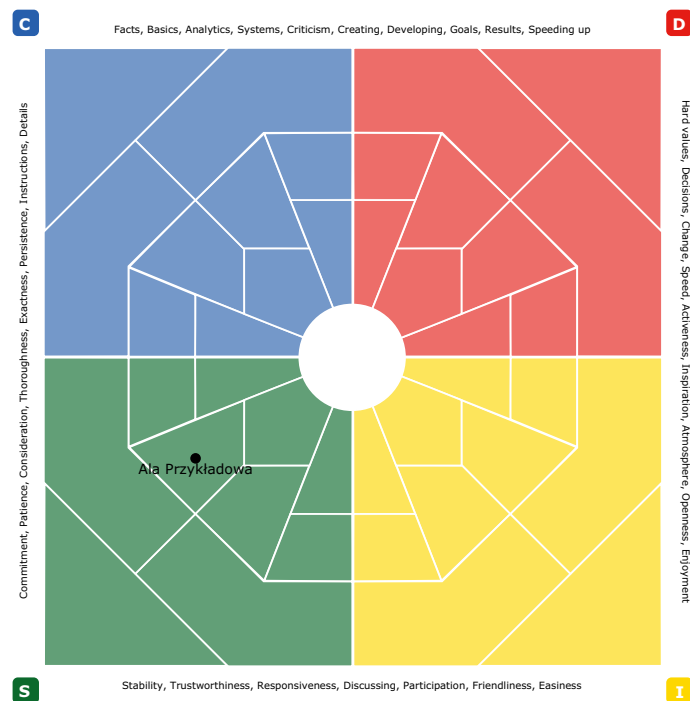
Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC® Diamond



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Sales Style Competencies

Direct, one-off selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Technical selling that requires expertise:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Contacting customers in an expert role:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Development & assessment of systematic sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-oriented selling while considering prospects' needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Engaging the buyer; relationship selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Short-term selling; inspiring and motivating buyers quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive bonding and building rapport with prospects:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive guidance and sharing of information in post-sale activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unique sales assignments requiring motivating of buyers:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of post-sale support activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Sales planning, reporting and documentation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening to the prospect's/customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following a systematic sales process consistently:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of after-sale activities with existing clients:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining and accumulating client information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Complex selling that requires custom product solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aligning an existing product to buyer's needs :	-5	-4	-3	-2	-1	0	1	2	3	4	5