

## Extended DISC® Behavioral Analysis



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.

# Aleksandra Testowa

Organization:

**Firma Testowa**

Date:

**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

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.

### Ideal Supervisor

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.

### 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.

### Decision-making

She is good at making decisions when she is familiar with all of the facts. If not, she feels insecure and asks others for advice. She does not make bold decisions but tries to maintain the existing situation. She is receptive to instructions and never acts on her own.

## 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.

- 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

### 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.

- 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
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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.

- 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

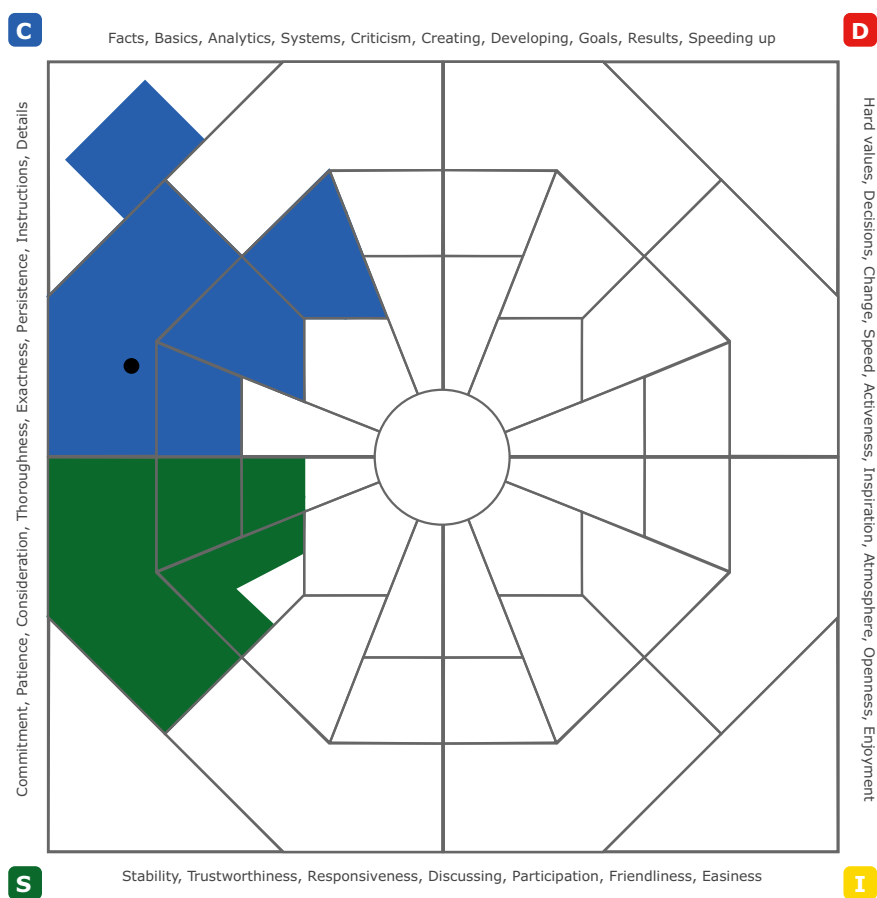
### Reactions to Pressure Situations

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.

- 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
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## Flexibility Zones

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




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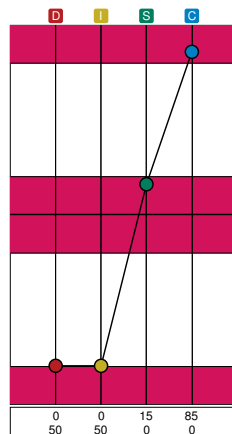
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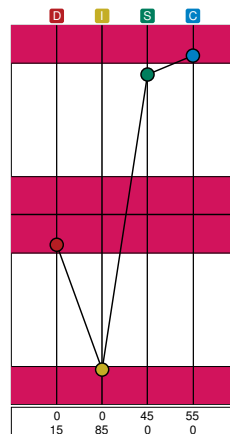
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## Extended DISC® Profiles

Profile I - Perceived Need to Adjust



Profile II - Natural Style



## Extended DISC® Diamond

