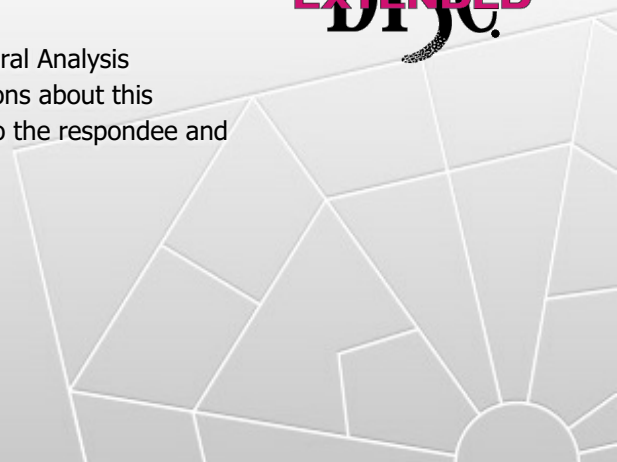


# Extended DISC® Behavioral Analysis - Team Member Report



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.



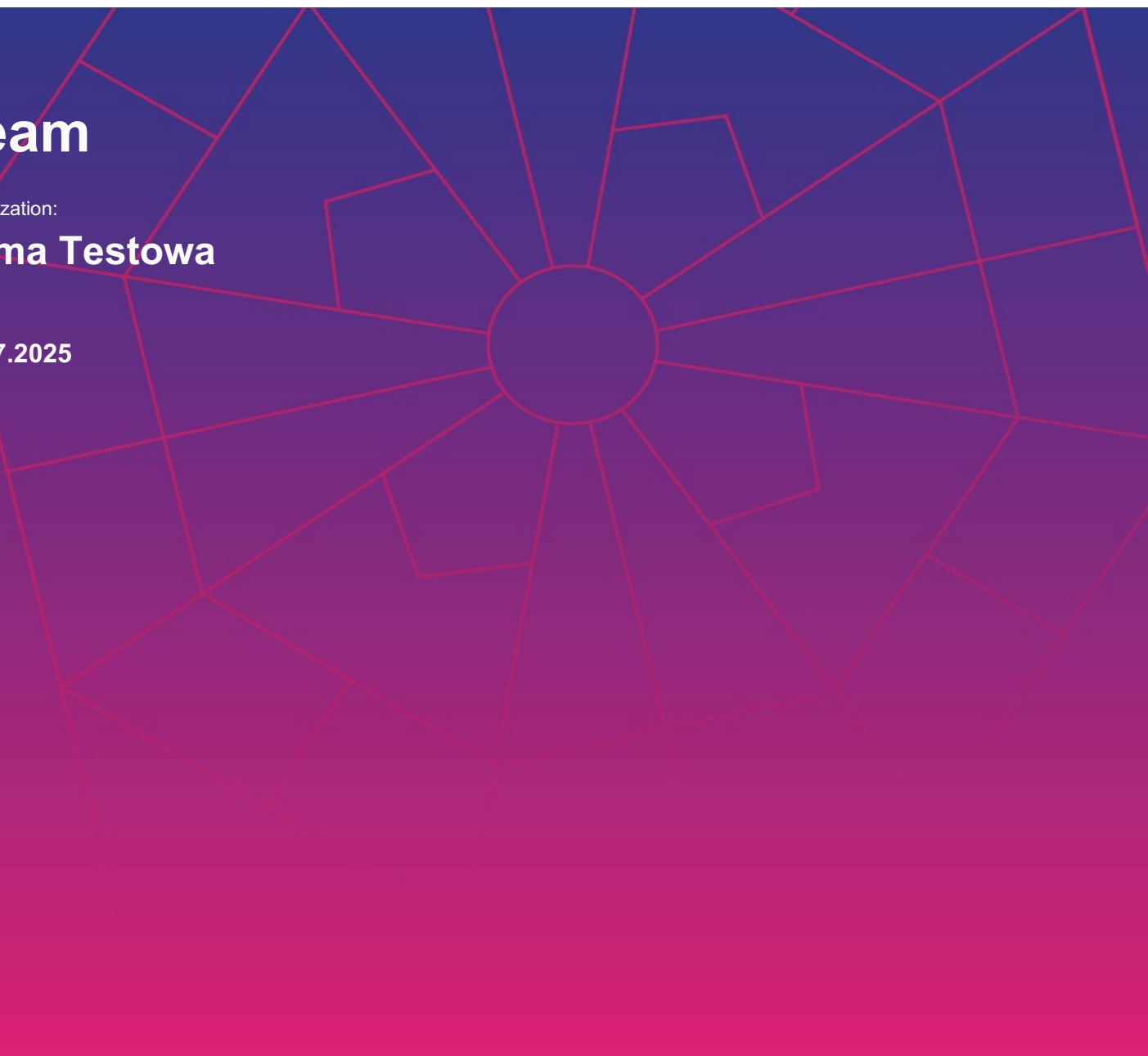
## Team

Organization:

**Firma Testowa**

Date:

**24.07.2025**



**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****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****Aneta Kolorowa**

Friendly, polite, positive, calm, nice, steady, patient, social, sociable, easy to approach, modest, adjustable, adaptive, exact.

**Krzysztof Niebywały**

Calm, steady, friendly, thorough, polite, helpful, undemanding, exact, follows instructions, adjustable, kind, detail-oriented, peaceful, positive, careful, correct.

**Mateusz Niezwykły**

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

**Ala Przykładowa**

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

**Marta Robocza**

Friendly, polite, positive, calm, nice, steady, patient, social, sociable, easy to approach, modest, adjustable, adaptive, exact.

**Czarek Stalowy**

Busy, active, extroverted, people-oriented, inspiring, participating, goal-oriented, outspoken, talkative, organization-oriented, accepts authority, decisive, ambitious.

**Aleksandra Testowa**

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

**Aldona Wyjątkowa**

Exact, logical, strong-willed, organized, meticulous, active, creative, detailed, considerate, seeks perfection, diplomatic, sometimes stubborn, calm speaker.

**Team**

Organization:

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**Firma Testowa****24.07.2025****Motivators****Aneta Kolorowa**

Aneta is motivated by the chance to work where everybody is treated equally, teamwork thrives and nobody fights for personal interests. She likes to help people, giving explanations and instruction until everybody agrees. She is motivated by a pleasant working atmosphere and having attention directed to her.

**Krzysztof Niebwywały**

Krzysztof is a reliable person who wants to be in a stable atmosphere doing work he is experienced in with familiar people. To work well, he needs to receive clear instructions and to know where help can be found if needed. Security and a peaceful future calm him down.

**Mateusz Niezwykły**

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.

**Ala Przykładowa**

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.

**Marta Robocza**

Marta gets the motivation from working with people in a pleasant, positive and well-established organization. She wants to work in the name of others, helping and supporting them. She values honesty, sincerity, reliability, security and continuity.

**Czarek Stalowy**

Czarek is effective in roles that challenge his skill but do not counter organized instructions or the organization. He likes a variety of places, people and tasks. Success and attained goals are important to him. He gets motivation from being where the directing is done.

**Aleksandra Testowa**

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.

**Aldona Wyjątkowa**

Aldona is motivated by the chance to see things from a different point of view. She likes variety and multifaceted tasks, but she may tend to get stuck in the details. She likes clearly specified and determined tasks. Aldona likes to work with practical people.

**Team**

Organization:

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**Firma Testowa****24.07.2025****Tries to Avoid****Aneta Kolorowa**

She does not like to interfere in others' business, although Aneta likes to talk with others. She avoids unpleasant matters and does not express her thoughts. Aneta does not like to compete with her friends.

**Krzysztof Niebwały**

He is not natural in situations where people compete for position and security. Krzysztof does not want to oppose his colleagues and hopes to avoid difficult and risky decision-situations. As a kind and helpful person, he is unwilling to oppress or command other people.

**Mateusz Niezwykły**

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.

**Ala Przykładowa**

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.

**Marta Robocza**

She tries to avoid too aggressive and quarrelsome people and situations. Marta prefers to be flexible with others' wishes than to start a quarrel. She also tries to avoid situations which demand big, complicated decisions that have to be made without explicit instructions and support.

**Czarek Stalowy**

Tasks that demand staying in one place, exactness and systematization, or must be performed outside the center of action are unpleasant to him ( he cannot follow the developing situation then). By nature Czarek is not a commanding-type and prefers to talk people into mutual understanding. Days that resemble each other start to bore him quite quickly.

**Aleksandra Testowa**

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.

**Aldona Wyjątkowa**

She tries to avoid similar, routine tasks. Aldona may be pedantic but she is not good at concentrating. She does not like people who operate intuitively (leaning on experience) nor who see things black-or-white.

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Ideal Supervisor****Aneta Kolorowa**

Her supervisor should be able to stand by her. She cannot be left alone if she is a newcomer or changes are planned. The supervisor should develop her self-confidence and courage to take responsibility even in insecure situations. The supervisor has to be reliable, honest and serious.

**Krzysztof Niebwywały**

When Krzysztof gets an unfamiliar task, he needs the support of the supervisor. Before starting the work he spends too much time focusing on unimportant details. The supervisor should appreciate the work he has done, as he needs to be respected and feel that his work is important. Sometimes the supervisor must encourage him to be more bold and independent.

**Mateusz Niezwykły**

A good supervisor gives him explicit instructions to perform the task, is not discursive and lets him work in peace. The supervisor motivates him best by giving him a chance to develop and concentrate on his actions - flattery does not work on him. Sometimes a more decisive and powerful grasp must be demanded of him.

**Ala Przykładowa**

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.

**Marta Robocza**

Her supervisor must be purposeful in her words and deeds. The supervisor has to keep her word and act accordingly. On the other hand, the supervisor cannot be too aggressive, impatient nor superficial. The supervisor's compliments for the employee's work must be deserved and not exaggerated.

**Czarek Stalowy**

A good supervisor gives him various tasks which he can complete with a feeling of independence. The supervisor should support him when in risky times and when it is obvious that some people are going to oppose the situation. The supervisor should not exhaust him with an overly punctual attitude, but specific goals and deadlines should still be set.

**Aleksandra Testowa**

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.

**Aldona Wyjątkowa**

She must have a patient supervisor. The supervisor has to listen to her meticulous thoughts and help her to distinguish between important and unimportant matters. The supervisor has to provide her with explicit instructions and at the same time make sure that the challenge does not disappear.

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Communication Style****Aneta Kolorowa**

She is a very nice and positive person. People who do not know her find her easy to approach. She succeeds in tasks that need contacts with new people. These situations should not be focused on results. She could be good in advising, teaching, training, etc.

**Krzysztof Niebwywał**

Most people like his friendly and open discussion style. In discussions, he is also peaceful and takes others' interests into account. He avoids embarrassing situations and tries to present things so that everyone can accept them. If he were expected to influence people directly, he would not necessarily like that.

**Mateusz Niezwykły**

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.

**Ala Przykładowa**

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.

**Marta Robocza**

Marta is rather kind in discussions. She enjoys company where positive and pleasant things are discussed. She avoids talking about lofty goals, as she finds a lot of other things much more important in life than plain numbers and facts. Negative and conflicting topics are unpleasant to her.

**Czarek Stalowy**

Czarek has good natural talents to sell his ideas to the opposite side. He behaves respectfully toward his partner and does not use force nor direct orders. This person seems to listen carefully, but in fact has so many things on his mind that he has no patience to listen to slower speakers.

**Aleksandra Testowa**

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.

**Aldona Wyjątkowa**

Her communication style is too organized and obedient to rules, decreasing her initiative (this can be her biggest danger). She is meticulous and even interesting, but only opens up with great difficulties.

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Decision-making****Aneta Kolorowa**

This person is quite careful in making decisions. She does not want to harm others nor break her promises. She needs time to deliberate and likes to ask for advice from someone who has experienced something similar.

**Krzysztof Niebwywały**

He is very careful in making decisions. He does not express his opinion about things with which he is not familiar. He is ready to trust others' professionalism and does not want to be the one who has to decide everything. He has problems making decisions that could affect his team or its members.

**Mateusz Niezwykły**

As he is not an emotional person, he never makes any emotional decisions. He may find a conflict between the wish to making decisions correctly and quickly. Sometimes he may forget to pay attention to softer values.

**Ala Przykładowa**

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.

**Marta Robocza**

She forms her opinion only when she is convinced in the matter (until then, she is respectful to other opinions and behaves accordingly). Actually she could be braver and express her opinion. Whenever she says something, she has considered all sides from everybody's point of view. She has a strong sense of right and wrong, and this may make the "absolute" decision very complicated.

**Czarek Stalowy**

He likes to make decisions when things are proceeding as planned and no radical decisions must be made. In sudden-conflict situations he may postpone the decision moment to find the best solution so that no one has to lose face. He is not good in decisions that demand detailed, basic analysis.

**Aleksandra Testowa**

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.

**Aldona Wyjątkowa**

She forms her opinions relatively quickly. As long as she has a chance to present things in a positive way, she is regarded as active and independently involved. If the decision requires deeper analysis, she may become careless and impatient and make the decision on the basis of superficial knowledge.

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****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.

**Aneta Kolorowa**

- Good atmosphere
- Discussions with other people
- Instructions for her own work
- Close people
- Feeling of security and calmness
- Honest encouragement
- Interpersonal communication
- Own position is clearly defined in the organization
- Possibility to help and be useful
- Enough time to make decisions
- Possibility to be heard and appreciated
- Possibility to avoid mistakes

**Mateusz Niezwykły**

- 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

**Marta Robocza**

- Good atmosphere
- Discussions with other people
- Instructions for her own work
- Close people
- Feeling of security and calmness
- Honest encouragement
- Interpersonal communication
- Own position is clearly defined in the organization
- Possibility to help and be useful
- Enough time to make decisions
- Possibility to be heard and appreciated
- Possibility to avoid mistakes

**Krzysztof Niebywały**

- Belonging to a team
- Helping others
- Controlled and considered renewal of things
- Adequate discussion before starting
- Team spirit
- Routines that bring security
- Working at his 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

**Ala Przykładowa**

- 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

**Czarek Stalowy**

- Possibility to get excited and join the gang
- People with good moods
- Situations requiring fast reaction
- Positive working atmosphere
- Need to renew and change
- Inspirational encouragement
- Planning and starting new projects
- Varying responsibilities
- Lot of time to spend with people
- Broad guidelines for difficult situations
- Diverse communications
- Having to talk more than to listen



**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Aleksandra Testowa**

- 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

**Aldona Wyjątkowa**

- Variety
- Freedom from routines
- Environment that generates new things
- Well-established organization
- Project type of working
- Creating ideas that have an effect on people
- Directness in communication
- Controlled quickness
- Possibility to prove things right
- Working with problems
- Aiming for goals
- Making people excited in a rational way

**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.

**Aneta Kolorowa**

- Competition against other people
- Boldness
- Toughness
- "Cold" thinking
- Distance
- Decisions requiring hard values
- Being pressured
- People who criticize
- Stubborn people
- Being alone
- Tedious solutions
- Having to communicate directly

**Krzysztof Niebwywały**

- 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

**Mateusz Niezwykły**

- Exaggeration
- Losing face because of mistakes
- Social discussion
- Failure
- Other people on his territory
- People who are incompetent
- Discussions and quarrels about opinions
- Being pressured to make decisions
- People who talk but do not make clear points
- Assignments that are too easy
- Arrogance
- Too broad-minded thinking

**Ala Przykładowa**

- 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

## Team

Organization:

Date:

**Firma Testowa**

**24.07.2025**

### Marta Robocza

- Competition against other people
- Boldness
- Toughness
- "Cold" thinking
- Distance
- Decisions requiring hard values
- Being pressured
- People who criticize
- Stubborn people
- Being alone
- Tedious solutions
- Having to communicate directly

### Aleksandra Testowa

- 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

### Czarek Stalowy

- Quarrelsome solutions
- Losing the right to speak
- Getting bored
- Too factual people
- Routines and repetitive tasks
- Full ignorance of direction
- People who depress with pessimism
- Bureaucrats who slow one down
- Coming back to the same thing again and again
- People not getting excited about his mission
- Unnecessary cruelty
- Decision making that forgets people

### Aldona Wyjątkowa

- Getting dulled or bored
- Routines
- Making a fool of herself
- Mistakes
- People entering into her territory
- Losing her position as an expert
- Losing all possibilities to influence people
- People having their feet on the break pedal
- Failure
- Losing power
- Less capable people
- Being a secondary person

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****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.

**Aneta Kolorowa**

- Puts people in a good mood
- Knows how to make things sound positive
- Does not pressure other people
- Has a conscientious attitude to work
- Appreciates differences
- Tries to avoid mistakes
- Is easy to approach
- Can listen without emphasizing herself
- Wants to help and guide
- Does not step on people's toes
- Easily adopts a serving role
- Works for the benefit of the team

**Mateusz Niezwykły**

- 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

**Marta Robocza**

- Puts people in a good mood
- Knows how to make things sound positive
- Does not pressure other people
- Has a conscientious attitude to work
- Appreciates differences
- Tries to avoid mistakes
- Is easy to approach
- Can listen without emphasizing herself
- Wants to help and guide
- Does not step on people's toes
- Easily adopts a serving role
- Works for the benefit of the team

**Krzysztof Niebwały**

- 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 his temper
- Avoids unnecessary risks
- Remembers his own and others' promises
- Has the persistence to do repetitive work
- Is a patient and peaceful initiator
- Moves along without emphasizing himself
- Avoids mistakes and fussing

**Ala Przykładowa**

- 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

**Czarek Stalowy**

- Is enthusiastic in finding and creating new
- Versatile in his thinking
- Can sell his ideas
- Doesn't give an immediate "No!" to new ideas
- Doesn't get stuck in one place
- Is inspired by challenge
- Can phrase his words in an inspiring format
- Handles several subjects simultaneously
- Is not afraid of meeting people
- Pays attention when talking to people
- Successfully influences people's emotions
- Is polite and inspiring

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Aleksandra Testowa**

- 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

**Aldona Wyjątkowa**

- Doesn't allow things to become routine
- Aims for high quality
- Communicates complicated matters
- Looks for constant changes and development
- Is goal-oriented
- Is not easily satisfied
- Holds all the strings in her own hands
- Tries to advance constantly
- Analyzes things from different angles
- Finds listeners for herself
- Develops her expertise
- Says it directly

**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.

**Aneta Kolorowa**

- Tries to please too much
- Can be talked into things
- Hesitates when making decisions
- Is too tolerant
- May look for personal popularity
- Requires encouragement and sympathy
- Is afraid to be alone
- Looks for support - doesn't want power
- Asks too many questions
- Believes in others too easily
- Doesn't know how to be critical
- Hesitates to begin quarrelsome things

**Krzysztof Niebwywały**

- Big on traditions and familiar procedures
- Is afraid of making big decisions
- Defends his 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 himself enough
- Is overly cautious

**Mateusz Niezwykły**

- Delays in taking responsibility
- Operates hesitantly and contradictorily
- Is hard and cold
- Analyzes things too much
- Drowns in the insignificant
- Builds complicated procedures
- Is too blunt
- Doesn't give power away
- Stays distant to many people
- Considers only facts - not feelings
- Cannot get people involved
- Is overly critical

**Ala Przykładowa**

- 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

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Marta Robocza**

- Tries to please too much
- Can be talked into things
- Hesitates when making decisions
- Is too tolerant
- May look for personal popularity
- Requires encouragement and sympathy
- Is afraid to be alone
- Looks for support - doesn't want power
- Asks too many questions
- Believes in others too easily
- Doesn't know how to be critical
- Hesitates to begin quarrelsome things

**Aleksandra Testowa**

- 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

**Czarek Stalowy**

- Is overly active
- Hassles here and there
- Has no patience to concentrate
- Concentrates on himself
- Jumps from one thing to another
- Talks too long
- Circumvents quarrelsome decisions
- Is overly optimistic
- Need for popularity overrules directness
- Does not really listen
- Talks about accuracy but forgets it himself
- Concentrates on nice things

**Aldona Wyjątkowa**

- Goes from one direction to another
- Becomes impatient, cannot wait
- Analyzes non-essential matters
- Fluctuates from one decision to another
- Exhausts others by endlessly justifying
- Is distant to many
- Doesn't identify herself with the team
- Doesn't show emotions of weakness
- May pressure people too much
- May get turned around by her own wit
- Appreciates only her own area of specialty
- Changes things that others value

## Team

Organization:

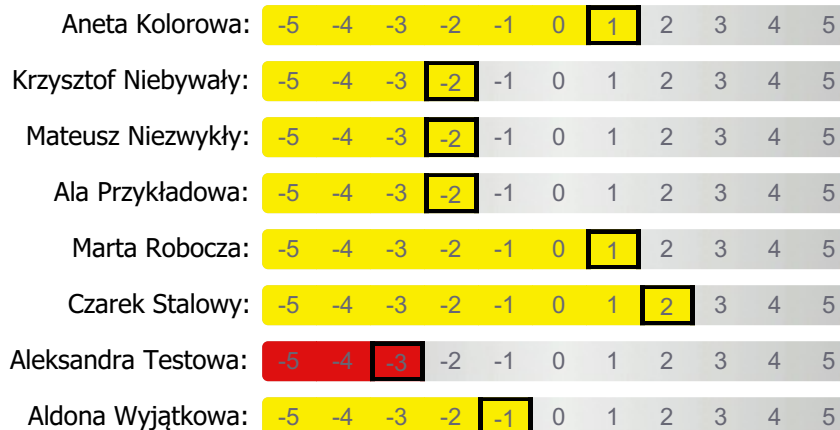
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Firma Testowa

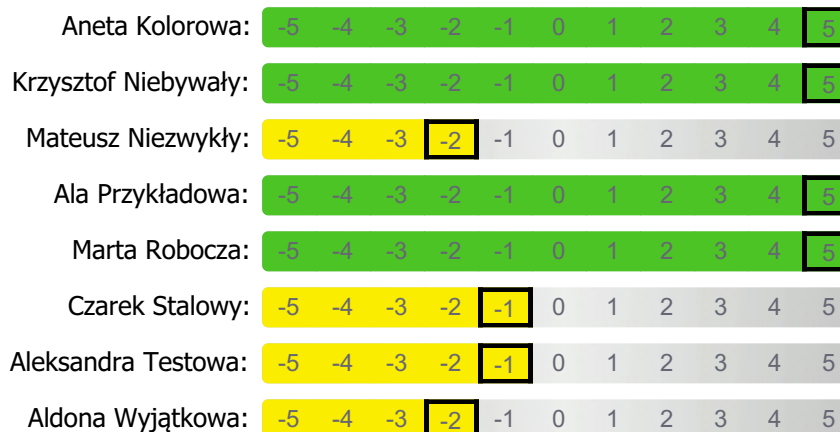
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## Team Member Style Competencies

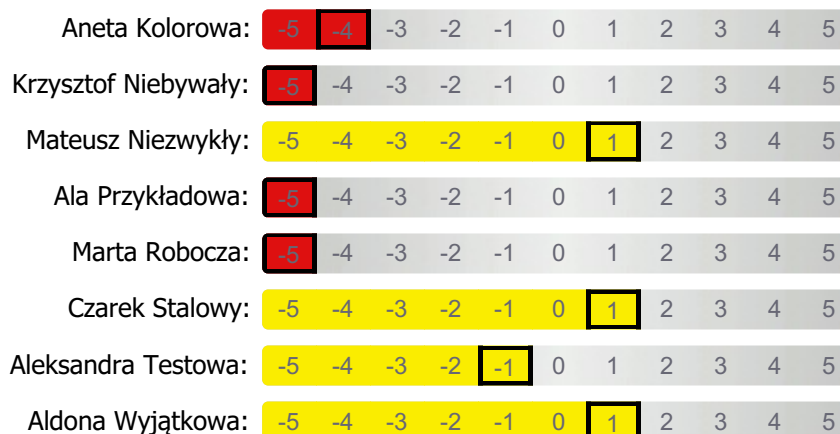
## Being a lively team member who involves others



## Being a participative and talkative doer



## Being a demanding goal-setter



## Team

Organization:

Date:

Firma Testowa

24.07.2025

## Organizing and ensuring team responsibilities

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebwywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being an independent, logical planner

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebwywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being a positive guide and advisor

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebwywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Team

Organization:

Date:

Firma Testowa

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## Being the compromiser and a supporter of others

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Determined speeding up of others

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being an introducer of a new perspectives

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5



## Team

Organization:

Date:

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## Being an accurate and demanding emphasize of quality

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being a steady doer and care-taker

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Reducing conflicts and guiding others

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Team

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## Moving teammates toward the goal

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being a reliable and participating care-taker

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Being a positive change agent, able to eliminate boredom

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Team

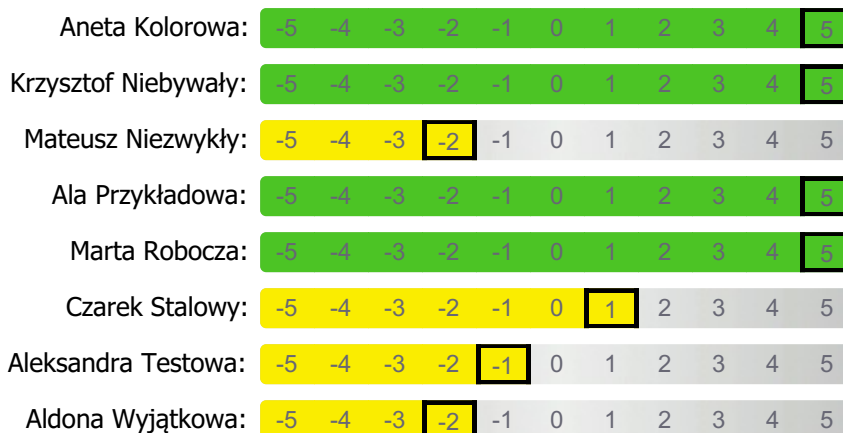
Organization:

Date:

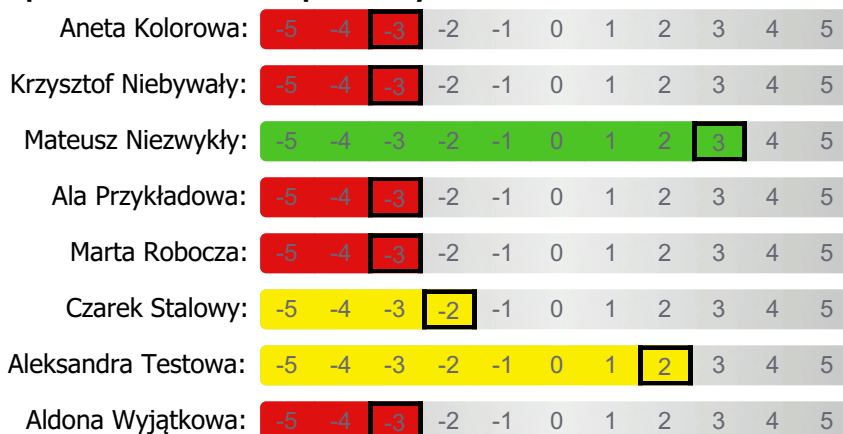
Firma Testowa

24.07.2025

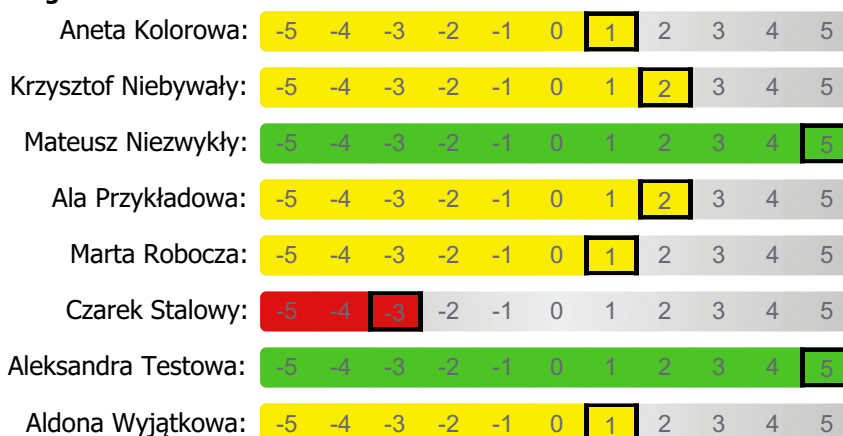
## Being a people-focused and conscientious doer



## Being an independent developer of one's area of responsibility



## Being a specialist concentrating on work alone



## Team

Organization:

Date:

Firma Testowa

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## Being a specialist who can show the bright side of things

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

## Pleasant in doing routine work and helping others

Aneta Kolorowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Krzysztof Niebywały:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mateusz Niezwykły:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ala Przykładowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Marta Robocza:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Czarek Stalowy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aleksandra Testowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aldona Wyjątkowa:	-5	-4	-3	-2	-1	0	1	2	3	4	5

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Relationship Roles****Your primary relationship role is:****Aneta Kolorowa**

Participator

**Krzysztof Niebywały**

Assurer

**Mateusz Niezwykły**

Developer

**Ala Przykładowa**

Assurer

**Marta Robocza**

Participator

**Czarek Stalowy**

Influencer

**Aleksandra Testowa**

Assurer

**Aldona Wyjątkowa**

Communicator

**Aneta Kolorowa**

A Participator is a pleasant and friendly conversationalist who likes to be with familiar people. He/she likes exchanging thoughts and feelings before moving into action. The Participator finds it important that everyone in the group gets to perform and express their feelings. Others find the Participator as a person who is easy to be with and who is honest toward everyone but also as a person who does not really express his/her honest opinion. In reality the Participator just finds it extremely unpleasant to bring up negative issues which would offend others, especially if they had to be justified. He/she likes working and being with others. He/she does not mind it if he/she has to guide, help or listen to others. His/her own priorities are not as important to him/her as the fact that others work well together. He/she does not want to decide for others.

**Krzysztof Niebywały**

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.

**Team**

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Date:

**Firma Testowa****24.07.2025****Mateusz Niezwykły**

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.

**Ala Przykładowa**

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.

**Marta Robocza**

A Participator is a pleasant and friendly conversationalist who likes to be with familiar people. He/she likes exchanging thoughts and feelings before moving into action. The Participator finds it important that everyone in the group gets to perform and express their feelings. Others find the Participator as a person who is easy to be with and who is honest toward everyone but also as a person who does not really express his/her honest opinion. In reality the Participator just finds it extremely unpleasant to bring up negative issues which would offend others, especially if they had to be justified. He/she likes working and being with others. He/she does not mind it if he/she has to guide, help or listen to others. His/her own priorities are not as important to him/her as the fact that others work well together. He/she does not want to decide for others.

**Czarek Stalowy**

An Influencer is someone who creates ideas and wants to move forward. He/she has a good ability to influence others. The Influencer does not hesitate and deliberate but believes in his/her instinct and spontaneity. He/she likes change and taking part in many different kinds of groups, situations and roles. Others see the Influencer as an open and sociable person but somewhat superficial and self-absorbed. In reality he/she is so active that he/she does not have time to stop and think about others, even if he/she would like to. The Influencer likes to express his/her opinions and tries to persuade others to agree. He/she is not a very patient listener. He/she has to stand out in a group somehow; he/she finds it awful to be an average person in an average group. Concentrating on one thing is difficult for the Influencer because he/she is better at creating and starting ideas than implementing them.

**Aleksandra Testowa**

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.

**Team**

Organization:

Date:

**Firma Testowa****24.07.2025****Aldona Wyjątkowa**

A Communicator is a sociable and genial person who also has an ability to understand the group's rules and regulations. He/she has an excellent ability to make boring matters interesting. The Communicator seeks change but not at the expense of people or the organization. Others find him/her very genial and easy-going but also a little mysterious and evasive. In reality the Communicator wants to avoid quarrels and does not want to interfere with other people. He/she is afraid of arguments, which is why he/she does not reveal all of his/her own feelings to people. The Communicator likes the fact that people know what they are expected to do. Meeting different kinds of people in positive situations is ideal to him/her. He/she enjoys investigating things, deliberating different points of view and creating new ideas. However, he/she does not always want to advance those ideas aggressively with others.

**An attitude toward teamwork****Aneta Kolorowa**

- An extremely important and efficient way to work
- A way to ensure everybody does what they should do
- Making sure that the group stays together

**Krzysztof Niebywały**

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

**Mateusz Niezwykły**

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

**Ala Przykładowa**

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

**Marta Robocza**

- An extremely important and efficient way to work
- A way to ensure everybody does what they should do
- Making sure that the group stays together

**Czarek Stalowy**

- A means to get people's attention
- A way to get the group motivated
- A possibility to delegate boring routines away

**Aleksandra Testowa**

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

**Aldona Wyjątkowa**

- A pleasant way to meet people
- A place to ask for and get information
- A means to ensure a good atmosphere remains

## Team

Organization:

Date:

**Firma Testowa**

**24.07.2025**

### A role in a team

#### Aneta Kolorowa

- The one who finds compromises
- A listener and a helper
- The one who participates and is present

#### Krzysztof Niebywały

- Often adapts to the role of a performer
- To make sure that you proceed according to the plan
- Keeps to the back

#### Mateusz Niezwykły

- The one who makes analytical summaries
- Maker of new interpretations
- Manager of one's own special field

#### Ala Przykładowa

- Often adapts to the role of a performer
- To make sure that you proceed according to the plan
- Keeps to the back

#### Marta Robocza

- The one who finds compromises
- A listener and a helper
- The one who participates and is present

#### Czarek Stalowy

- The one who gives a push to a conversation
- The one who introduces new thoughts
- The one who stops hesitation

#### Aleksandra Testowa

- Often adapts to the role of a performer
- To make sure that you proceed according to the plan
- Keeps to the back

#### Aldona Wyjątkowa

- The one who corrects errors positively
- Presents a familiar matter in a new way
- Is a team player



**Team**

Organization:

Date:

**Firma Testowa**

**24.07.2025**

**A role as a decision maker**

**Aneta Kolorowa**

- Makes decisions, at most, after having heard others
- Wants to make decisions together with others
- Makes cautious decisions

**Krzysztof Niebywały**

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

**Mateusz Niezwykły**

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

**Ala Przykładowa**

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

**Marta Robocza**

- Makes decisions, at most, after having heard others
- Wants to make decisions together with others
- Makes cautious decisions

**Czarek Stalowy**

- Wants to make quick decisions
- Brings up decisive ideas
- Does not analyze all the alternatives

**Aleksandra Testowa**

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

**Aldona Wyjątkowa**

- Cautiously and willingly gives responsibility to others
- Emphasizes the meaning of information
- They want to hear everybody's opinion first

**Team**

Organization:

Date:

**Firma Testowa**

**24.07.2025**

**A role as a motivator**

**Aneta Kolorowa**

- Understands people extremely well
- Manages to discuss and listen
- Brings up positive thoughts

**Krzysztof Niebywały**

- Motivates by giving information
- Holds on to one's own responsibility
- Often forgets motivation

**Mateusz Niezwykły**

- Believes people should be self-motivated
- Gives oneself possibility to develop
- Motivates by leaving in peace

**Ala Przykładowa**

- Motivates by giving information
- Holds on to one's own responsibility
- Often forgets motivation

**Marta Robocza**

- Understands people extremely well
- Manages to discuss and listen
- Brings up positive thoughts

**Czarek Stalowy**

- Creates group enthusiasm
- Motivates by speaking
- Supports and encourages

**Aleksandra Testowa**

- Motivates by giving information
- Holds on to one's own responsibility
- Often forgets motivation

**Aldona Wyjątkowa**

- Manages to see things in a positive way
- Guides people and at the same time praises positively
- Brings new ideas

## Team

Organization:

Date:

**Firma Testowa**

**24.07.2025**

### A role as a performer

#### Aneta Kolorowa

- Does what has promised to do
- Does not always manage to stay away from the other team members
- Is able to act according to other people's instructions

#### Krzysztof Niebywały

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

#### Mateusz Niezwykły

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

#### Ala Przykładowa

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

#### Marta Robocza

- Does what has promised to do
- Does not always manage to stay away from the other team members
- Is able to act according to other people's instructions

#### Czarek Stalowy

- Aims at simplicity
- Does not deliberate for long
- Applies own rules

#### Aleksandra Testowa

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

#### Aldona Wyjątkowa

- Wants to avoid errors
- May stay to discuss and think
- Gets bored if the job gets too routine

**Team**

Organization:

Date:

**Firma Testowa**

**24.07.2025**

**The benefit the group receives**

**Aneta Kolorowa**

- Taking notice of everybody's opinions
- Treating people equally
- Enough discussion and exchanging thoughts

**Krzysztof Niebywały**

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

**Mateusz Niezwykły**

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

**Ala Przykładowa**

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

**Marta Robocza**

- Taking notice of everybody's opinions
- Treating people equally
- Enough discussion and exchanging thoughts

**Czarek Stalowy**

- The group is able to be renewed - does not get stuck
- Group's atmosphere stays open
- Includes people

**Aleksandra Testowa**

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

**Aldona Wyjątkowa**

- Positive energy for pertinent people
- The one who levels down disagreements
- Information for everybody about issues

Team

Organization:

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24.07.2025

**The easiest way of finding the joint rhythm - convergent roles**

**Aneta Kolorowa**

Stimulator, Doer

**Krzysztof Niebywały**

Specialist, Doer

**Mateusz Niezwykły**

Changer, Specialist

**Ala Przykładowa**

Specialist, Doer

**Marta Robocza**

Stimulator, Doer

**Czarek Stalowy**

Changer, Stimulator

**Aleksandra Testowa**

Specialist, Doer

**Aldona Wyjątkowa**

Stimulator, Specialist

**The most difficult way of finding the joint rhythm - complementary roles**

**Aneta Kolorowa**

Developer, Changer, Specialist

**Krzysztof Niebywały**

Influencer, Changer, Stimulator

**Mateusz Niezwykły**

Participator, Stimulator, Doer

**Ala Przykładowa**

Influencer, Changer, Stimulator

**Marta Robocza**

Developer, Changer, Specialist

**Czarek Stalowy**

Doer, Assurer, Specialist

**Aleksandra Testowa**

Influencer, Changer, Stimulator

**Aldona Wyjątkowa**

Changer, Doer, Planner

Team

Organization:

Date:

Firma Testowa

24.07.2025



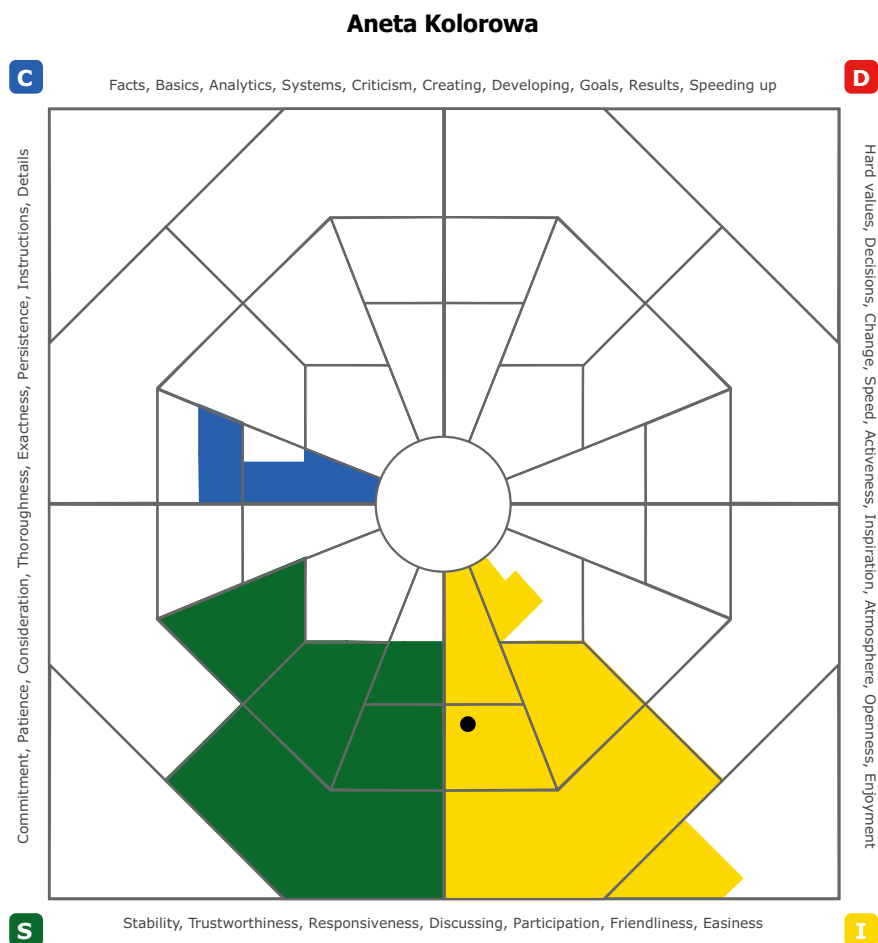
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## Flexibility Zones

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



Team

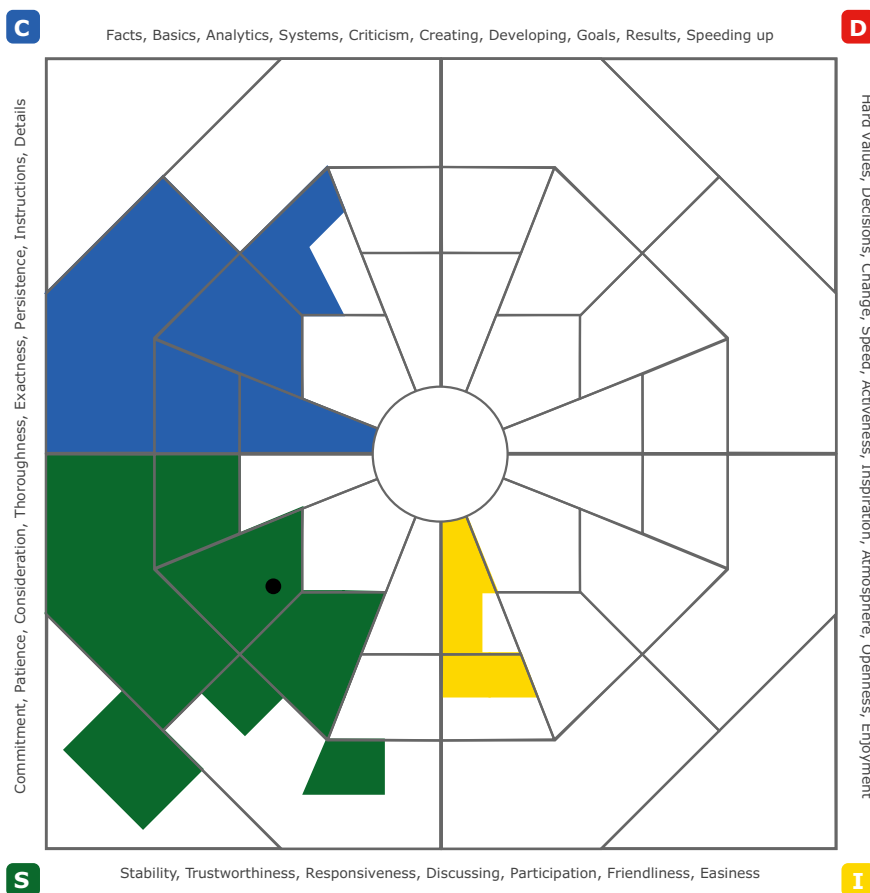
Organization:

Firma Testowa

Date:

24.07.2025

Krzysztof Niebywały





Team

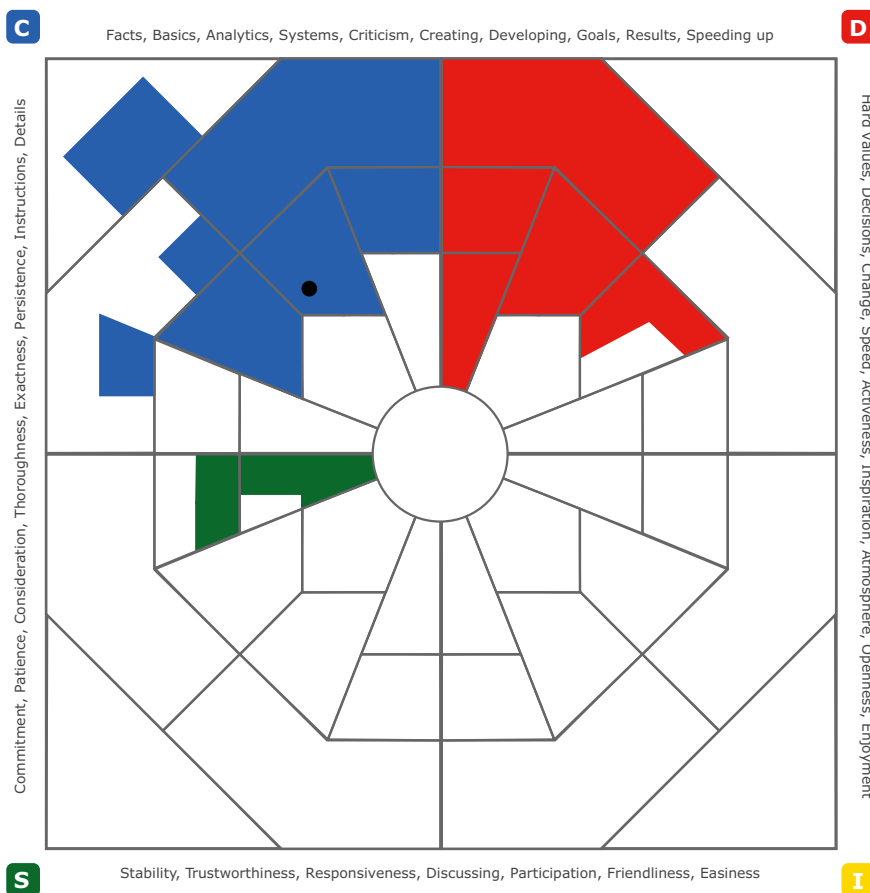
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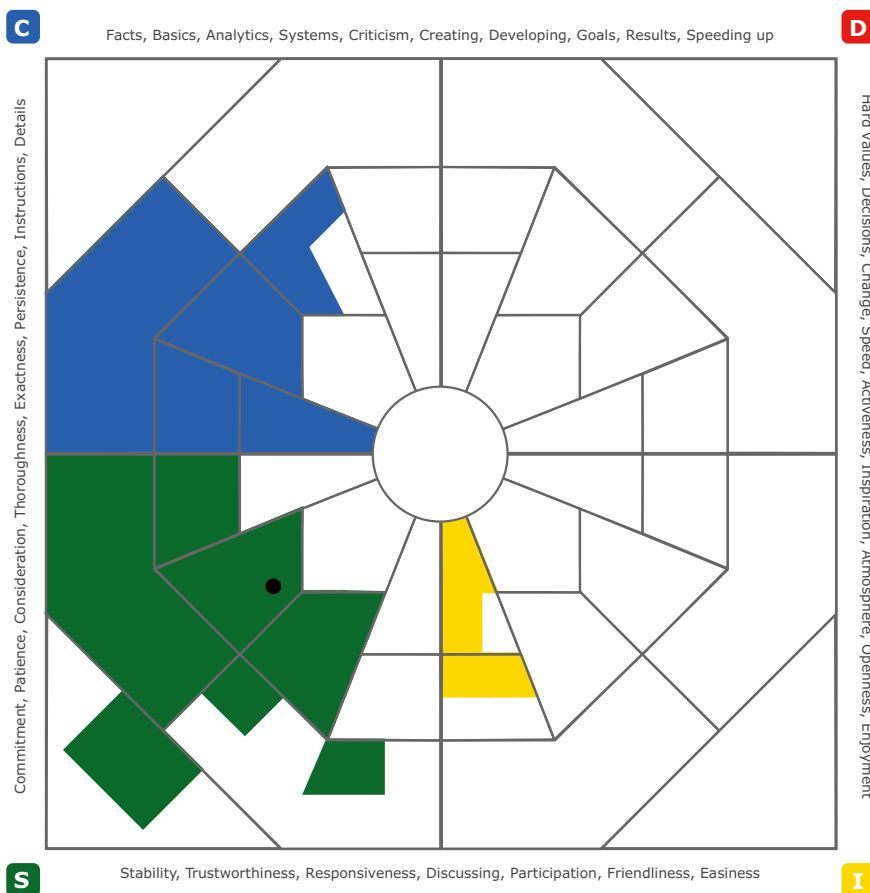
Date:

24.07.2025

Mateusz Niezwykły



### Ala Przykładowa



Team

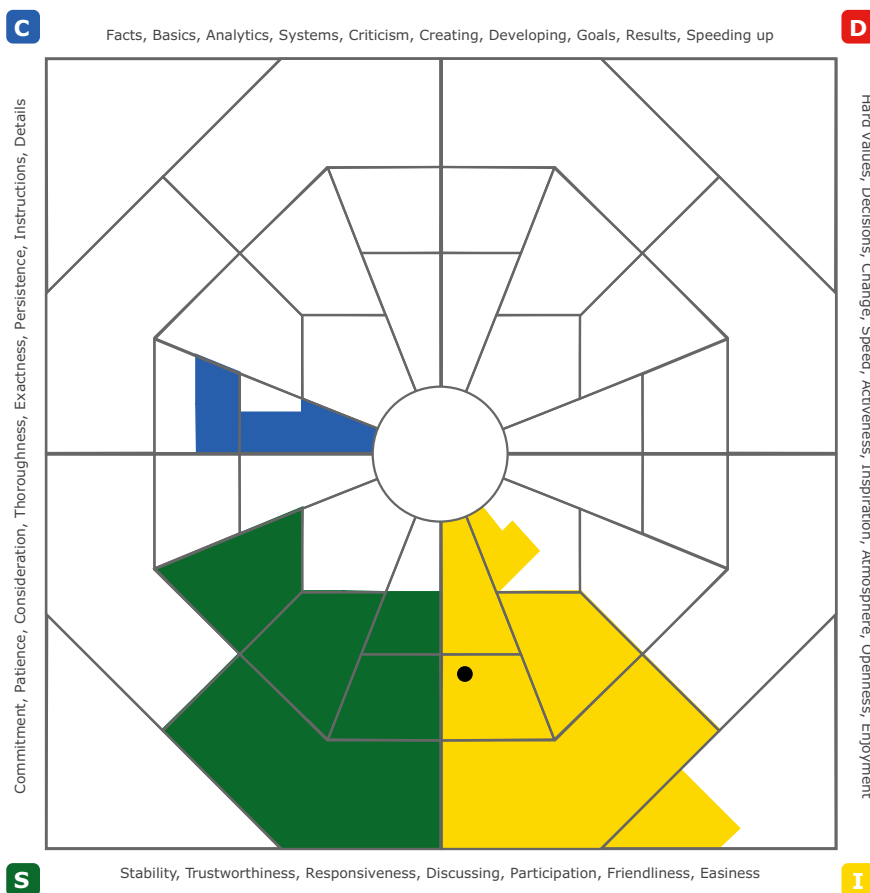
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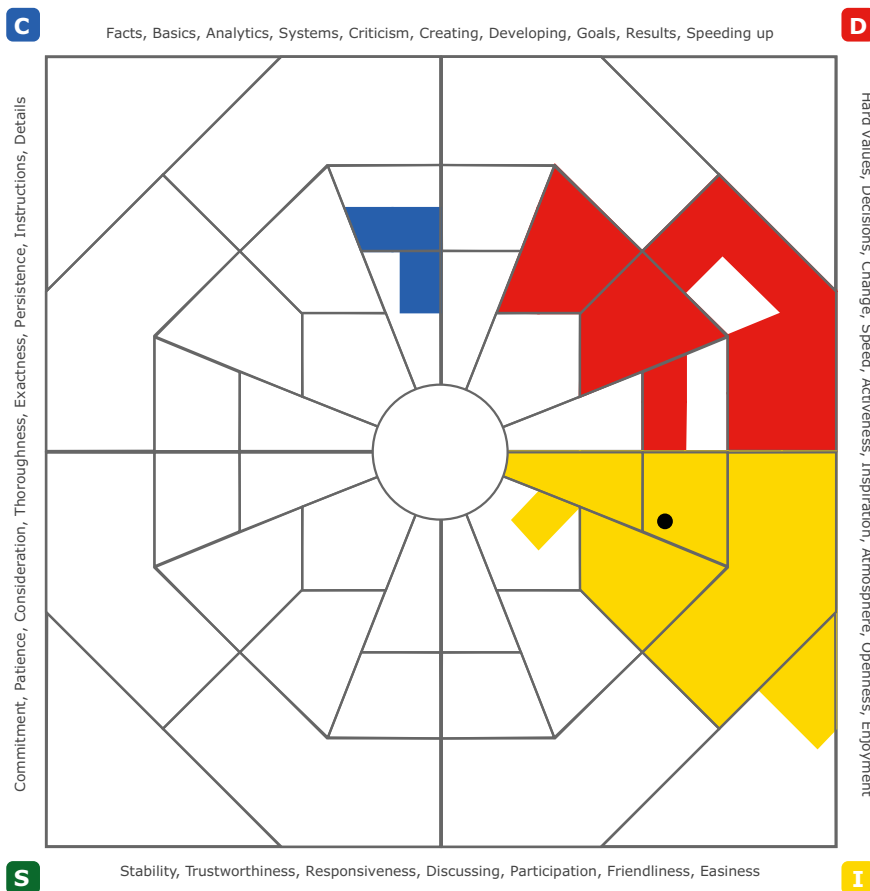
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Marta Robocza



Czarek Stalowy



Team

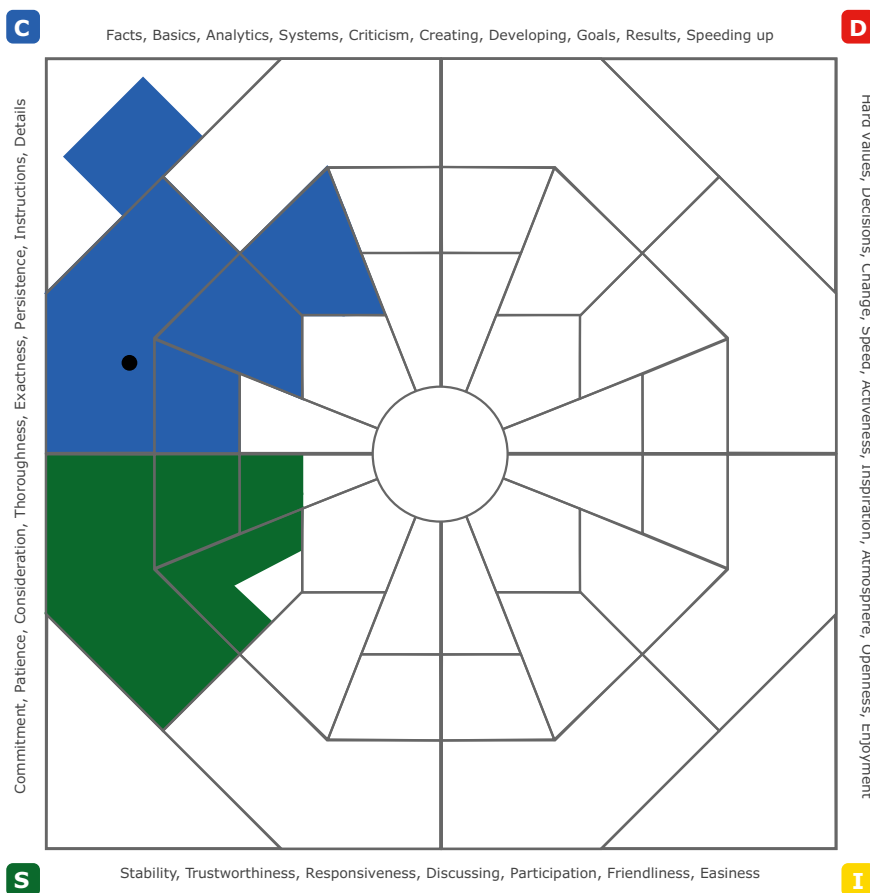
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Firma Testowa

Date:

24.07.2025

Aleksandra Testowa



Team

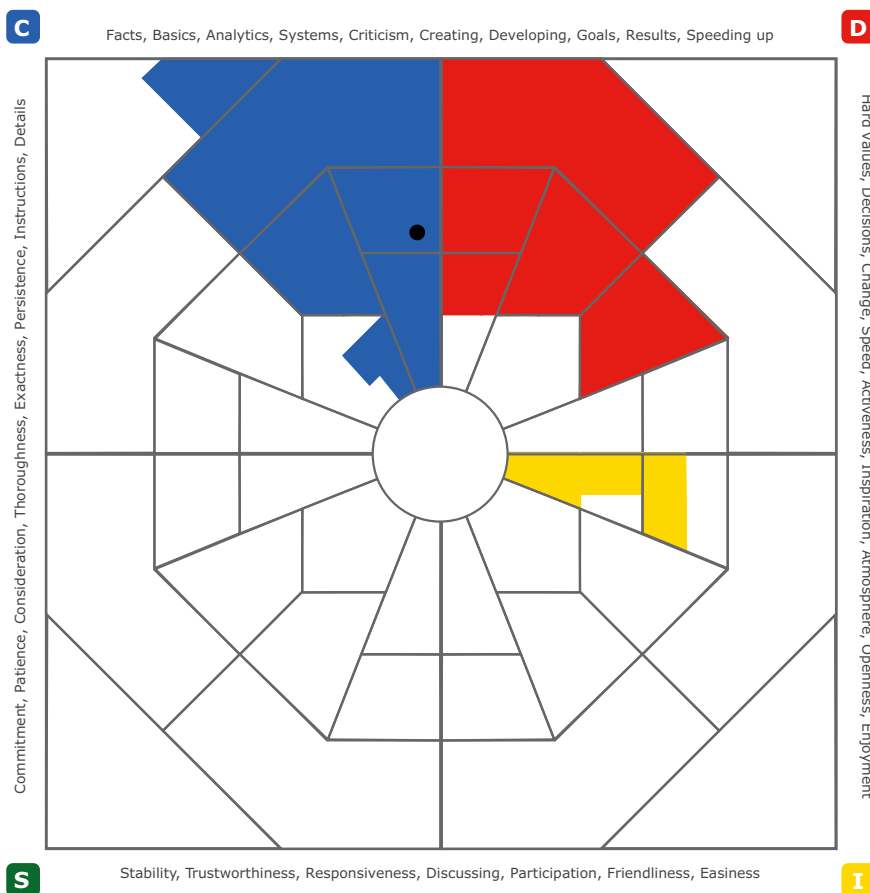
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Firma Testowa

Date:

24.07.2025

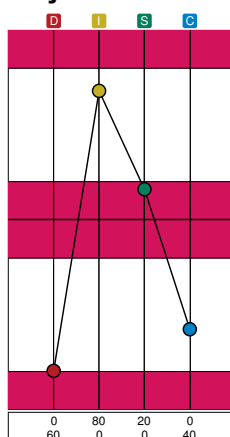
Aldona Wyjątkowa



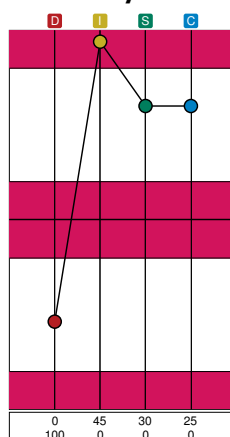
## Extended DISC® Profiles

### Aneta Kolorowa

Profile I - Perceived Need to Adjust

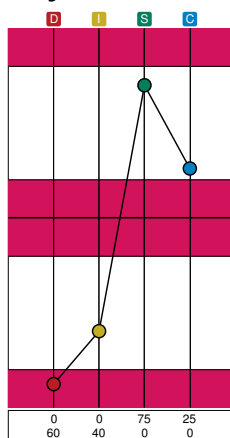


Profile II - Natural Style

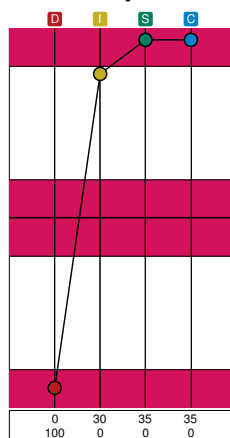


### Krzysztof Niebywały

Profile I - Perceived Need to Adjust

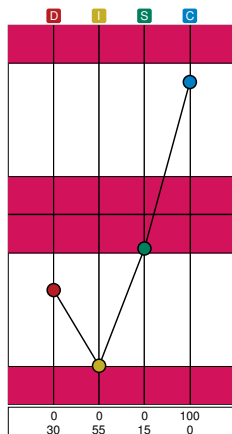


Profile II - Natural Style

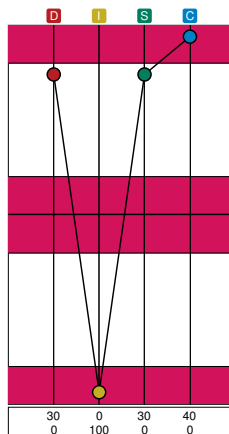


Mateusz Niezwykły

Profile I - Perceived Need to Adjust

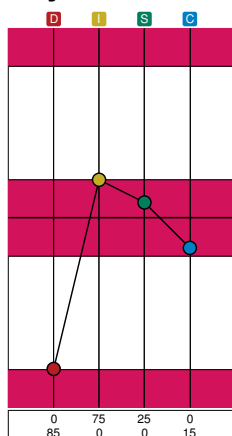


Profile II - Natural Style

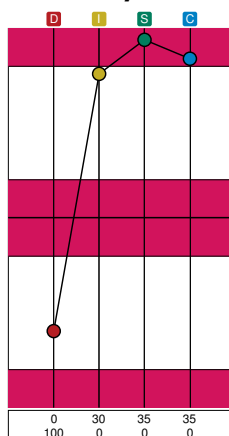


Ala Przykładowa

Profile I - Perceived Need to Adjust

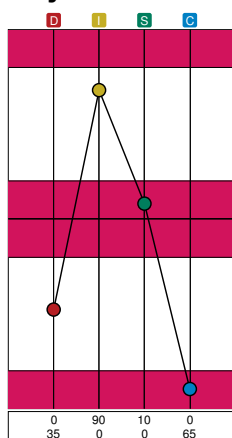


Profile II - Natural Style

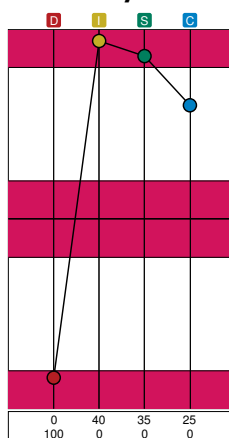


Marta Robocza

Profile I - Perceived Need to Adjust



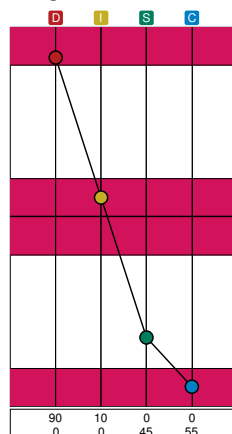
Profile II - Natural Style



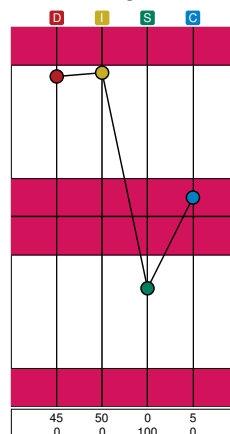


## Czarek Stalowy

Profile I - Perceived Need to Adjust

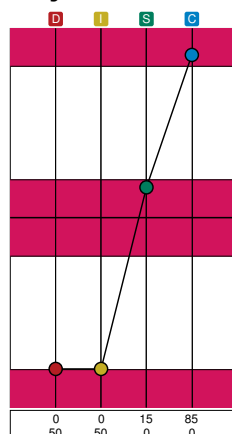


Profile II - Natural Style

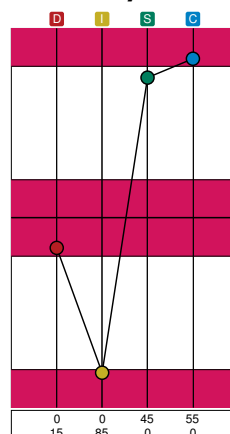


## Aleksandra Testowa

Profile I - Perceived Need to Adjust

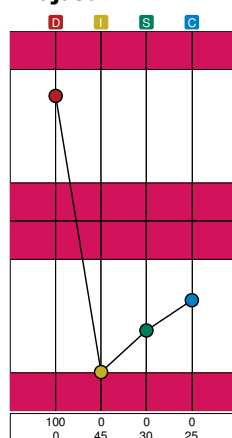


Profile II - Natural Style

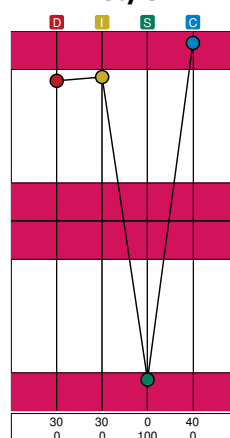


## Aldona Wyjątkowa

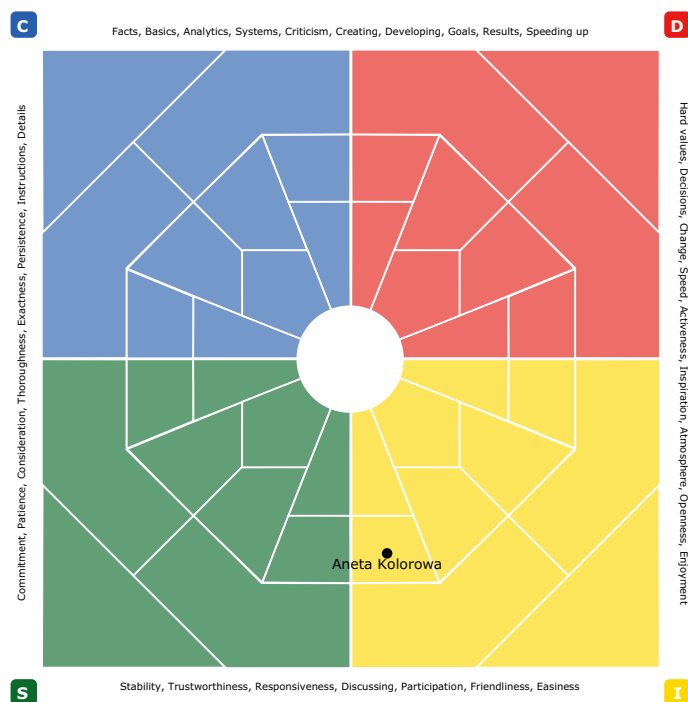
Profile I - Perceived Need to Adjust



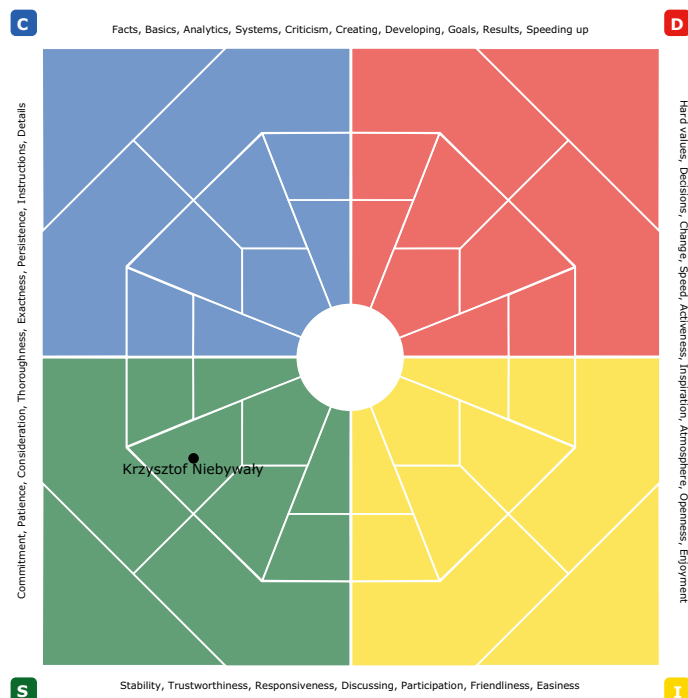
Profile II - Natural Style



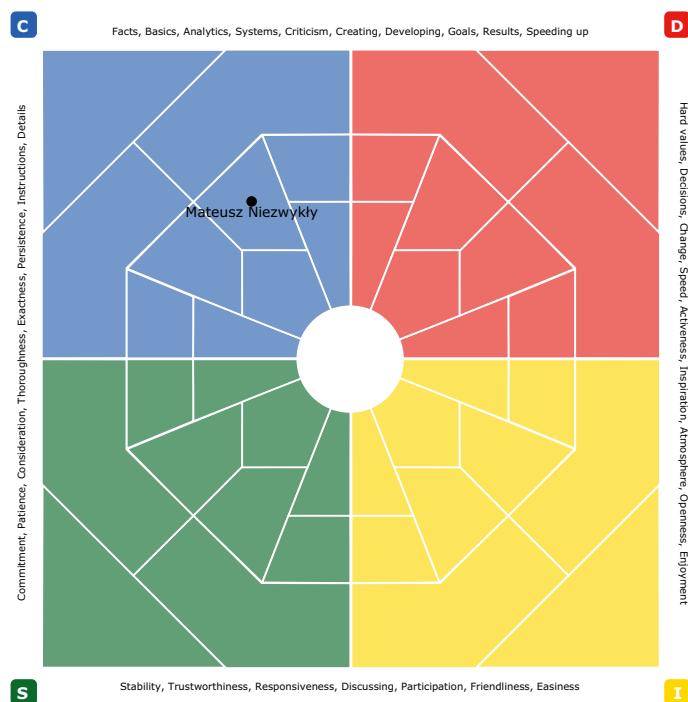
### Aneta Kolorowa



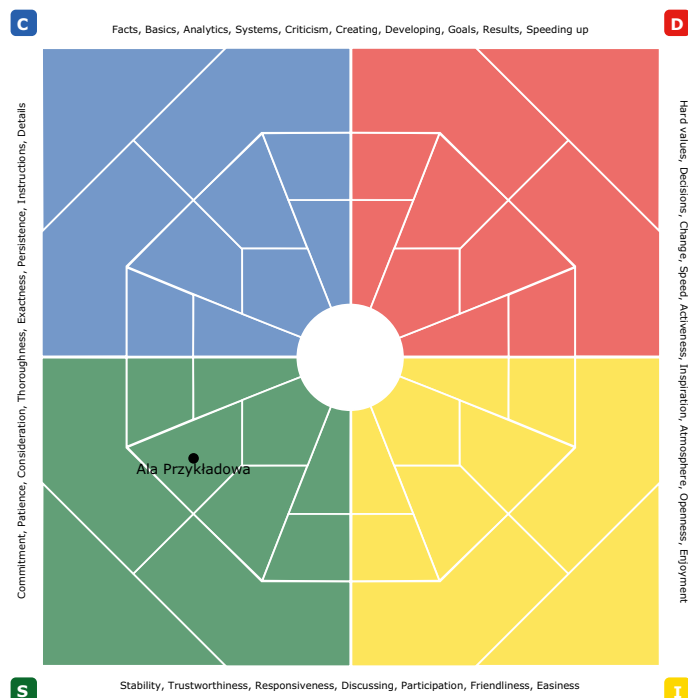
### Krzysztof Niebywały



### Mateusz Niezwykły



### Ala Przykładowa



Team

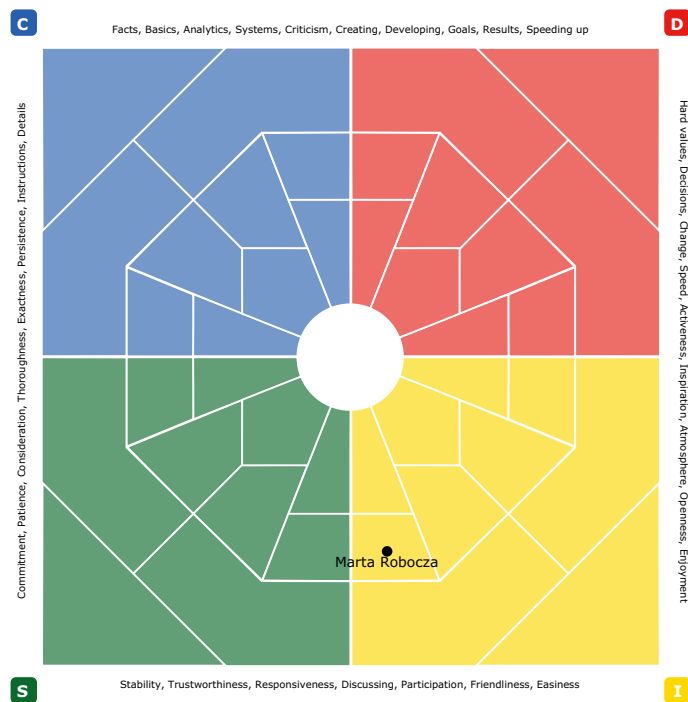
Organization:

Firma Testowa

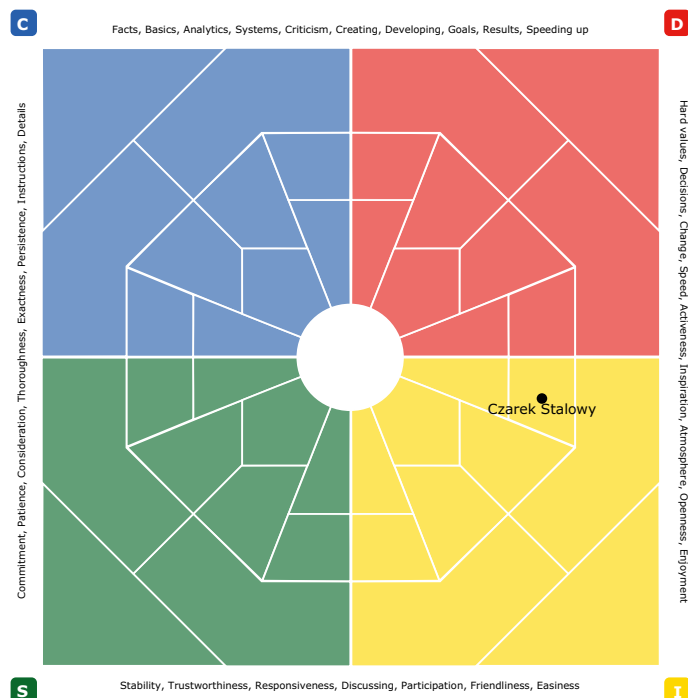
Date:

24.07.2025

Marta Robocza



Czarek Stalowy



Team

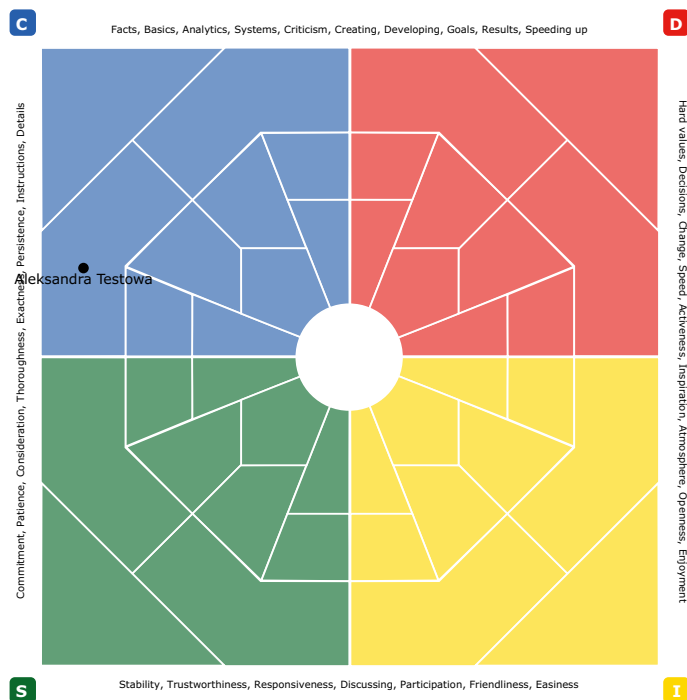
Organization:

Firma Testowa

Date:

24.07.2025

Aleksandra Testowa



Aldona Wyjątkowa

