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Introduction to **Extended DISC**



Extended DISC
is used in more than 40 countries around the world.



We help



In making the right decisions in different areas of human resources management, e.g. **selection of employees, career planning, identification of training needs and improving teamwork.**

We deliver



Tools for **analysis of behavioural styles**, competence assessment, **employee engagement surveys**, organizational climate.



Talent diagnosis and competence assessment



Engagement and employee satisfaction



Team work



Recruitment decisions



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Application of **Extended DISC** in the life of organisation

Many tools in one place



Behavioral
analysis



Surveys
Open



360° Feedback



FinxS Sales
Assessment

Selected
applications of
Extended DISC
tools

Team Effectiveness

Competence
development
- training
programmes

Coaching,
Mentoring

Team potential
Audit

Recruitment
processes

Individual
development
planning

Talent development
programmes

Climate Surveys

Recruitment

Personal Analysis Extended DISC

Job Profile Extended DISC

Team analysis Extended DISC



Simpler HR communication with managers – who are we looking for?, "common language", use of the team map, **more complete information about the candidate** or new employee

Possibility **of comparing candidates**

Dedicated reports for different types of recipients: **recruiter, manager, candidate**

Definition of standard profiles for selected positions (job profiles, benchmarking)

Possibility **of connecting FinxS platform with e-Recruiter platform / ATS (via API)**

Job profile



— Individual development – feedback session, coaching, mentoring

Extended DISC Personal Analysis

FinxS 360° Feedback



What **natural predispositions and talents** does the Client/Manager/employee have?

In which areas does the Client/Manager/employee have the **greatest chances of success**?

What kind of job/career gives him the **greatest satisfaction**?

What goals can be **ineffective** or **non-ecological**?

What exactly should he **pay attention to when working on himself**?

— Competence development - training programmes (for managers, salespeople, employees)

Extended DISC Personal Analysis

Extended DISC Team Analysis



Be conscious of **the preferred styles** of your co-workers / customers, treat them in an **individualised way**, consider possible adjustments to your behaviour.

Get to know the Extended DISC model

Get to know **your strengths and areas for development**, in relation to your tasks

Learn to recognize the styles of others, employees/customers

Teach to adapt communication and motivations styles to **be more effective**.

— Audit of **the team's potential** (exemplary scope of the project)

Extended DISC Personal Analysis

Extended DISC Team Analysis



Behavioral analyses
for team members

Short presentation and summary reports for participants

Individual and group reports
for the Manager

Expert recommendation
eg. **HR BP** for the Manager

Option (in large teams):

Benchmarking Top 10 / Low 10

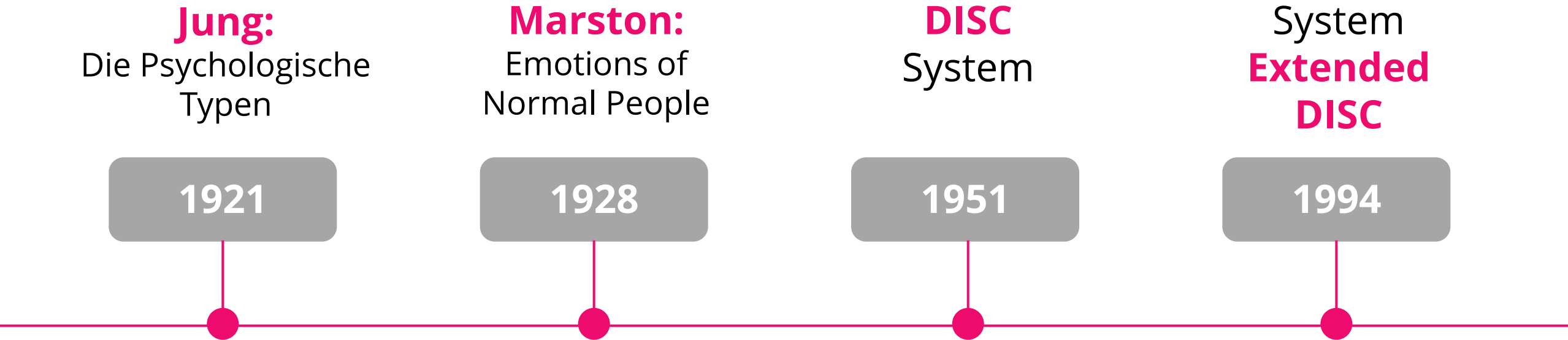


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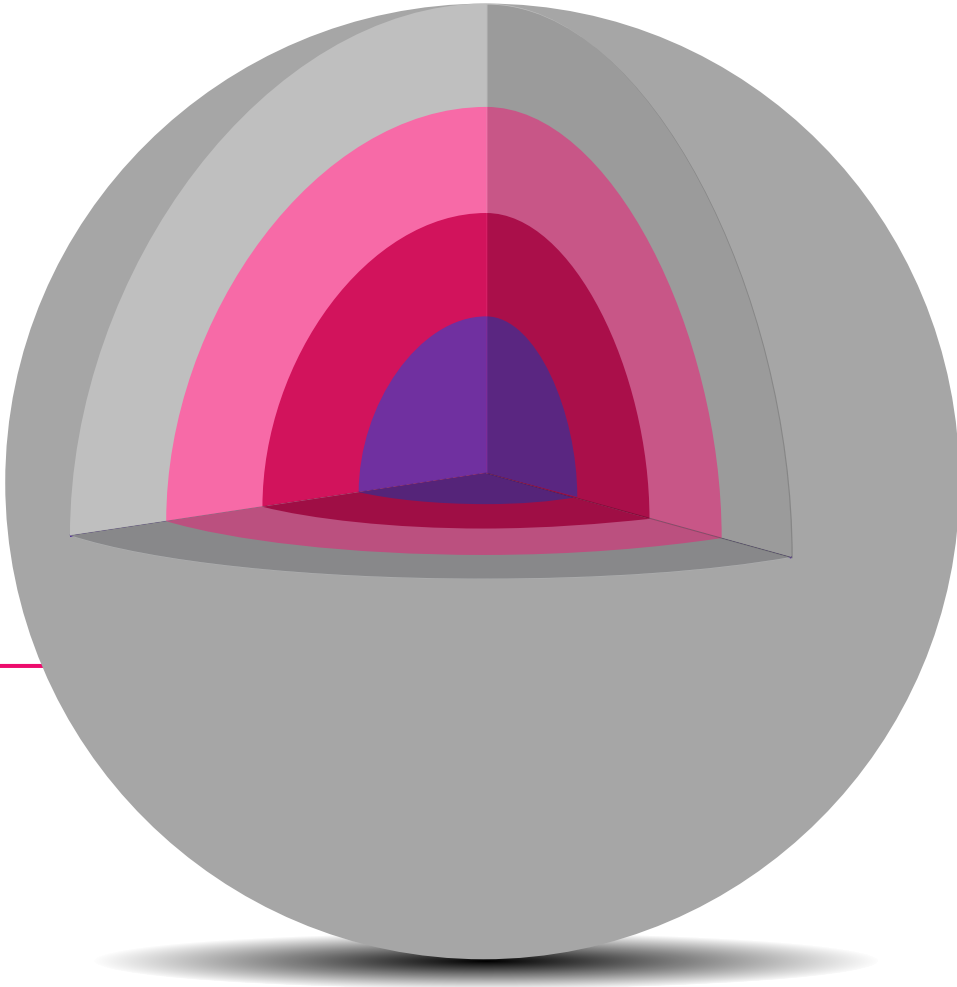
Extended DISC Theory

— History of Extended DISC



DISC model is based on the work of **Carl G. Jung**

Human capacity



Conscious behavior

Attitudes

Values

Skills

Knowledge

Experience

Expectations

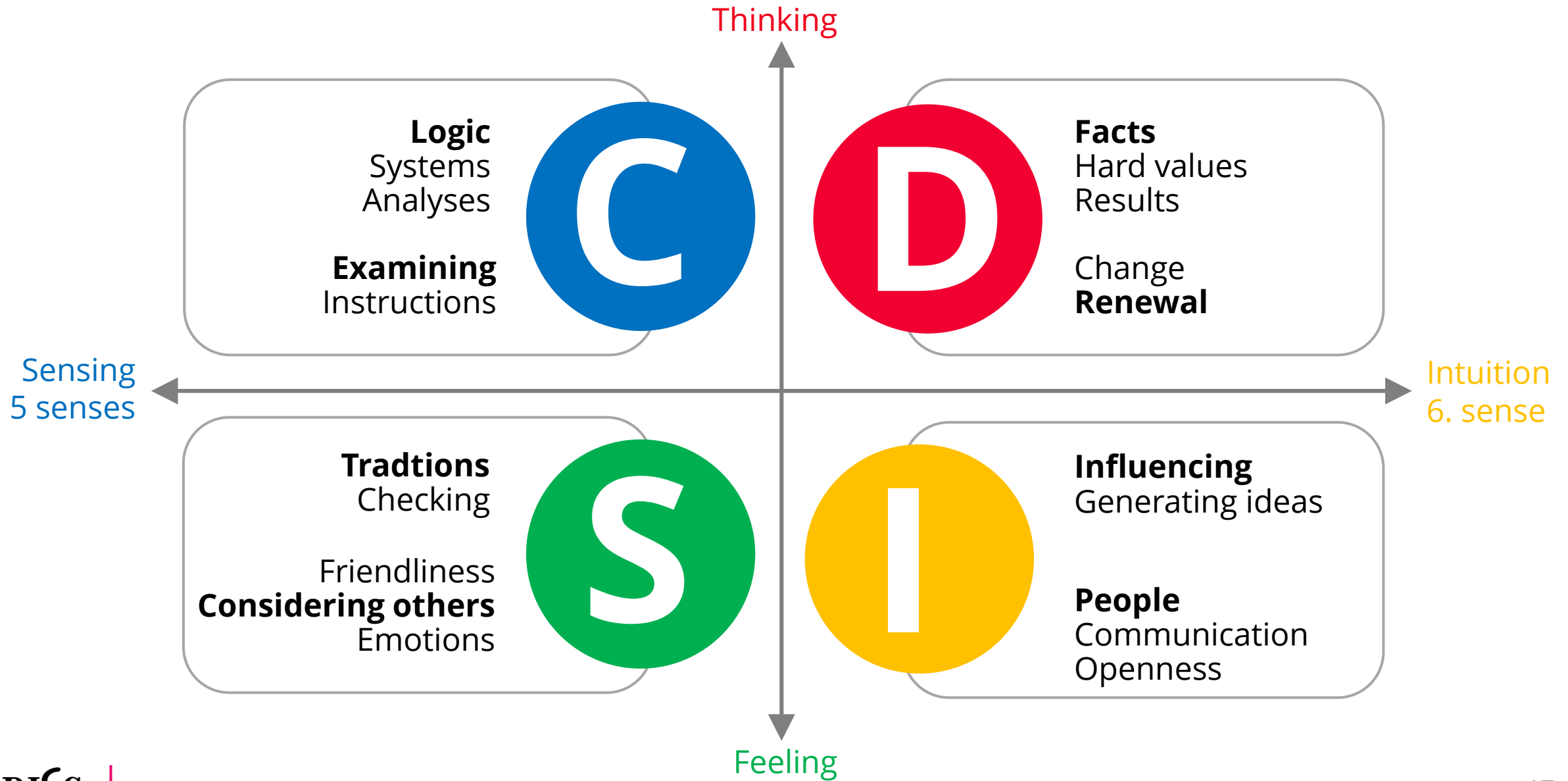
Physical Condition

Mental Condition

Unconscious behavior

Cultural heritage

— The Four Quadrant Model



— Extended DISC Model – 4 styles behavior



— Style D – Results-oriented



Describing terms

reorganizer, project leader, idea creator, pioneer



How to identify

often interrupts you, speaks on the telephone at the same time, is often in a hurry and has many projects, does not always appear polite



Communication

often one-way from him/her to listeners
presents its opinions as facts which are not subject to discussion
can be unceremonious, says what he thinks
feels comfortable in situations requiring discipline rather than compromise, e.g. in crisis situations



— Extended DISC Model – 4 styles of behavior



— Style I – people oriented



Describing terms

performer, merrymaker, idea generator, quick-witted



How to identify

- excited, open and friendly
- expresses when agrees with you
- emphasizes the positive side of issues and things

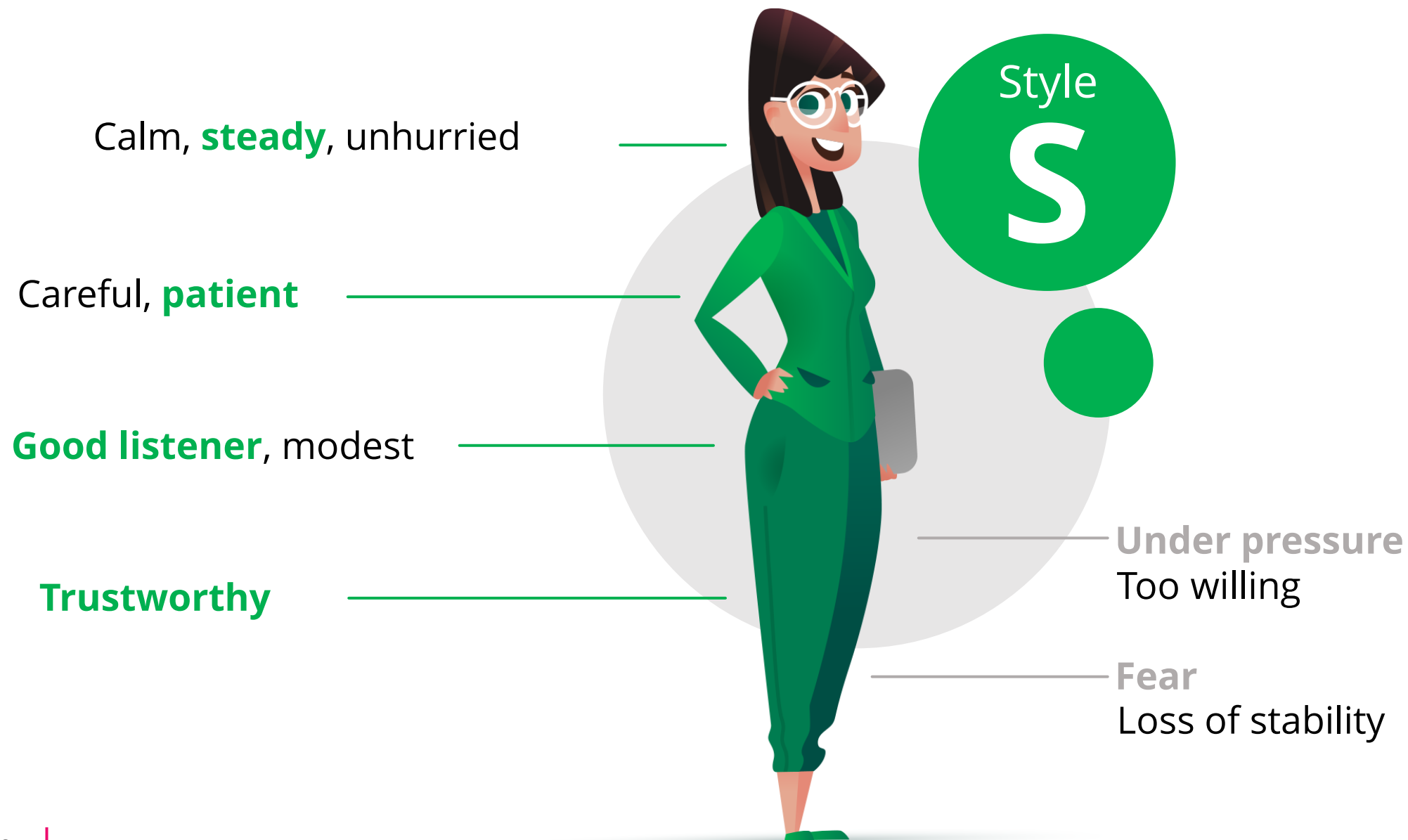


Communications

- inspires
- loves to talk a lot, but avoids details
- avoids raising difficult topics
- feels very comfortable giving positive feedback



— Extended DISC Model – 4 styles behavior



— Style S - steady



Describing terms

worker with a steady trend, does not get in your face, does not envy others, feet on the ground, balancing force



How to identify

secure and stable, proceeds carefully, listens and nods

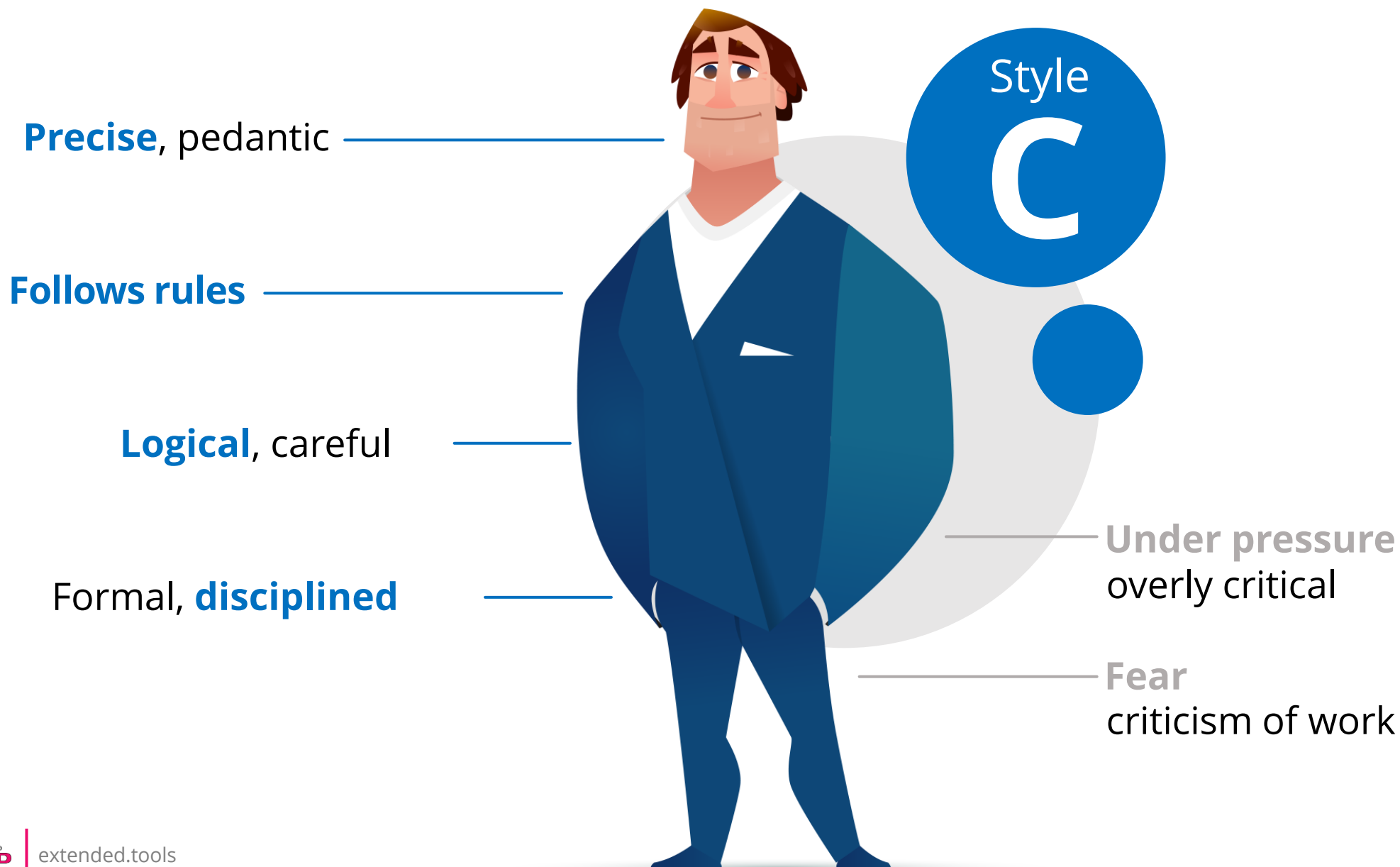


Communications

- S listens
- is more likely to speak when it is inquired
- speaks in a calm tone
- prefers to talk about topics on which he or she is familiar
- prefers to talk 1:1
- instructs well



— Extended DISC Model – 4 styles behavior



— Style C - Precise



Describing terms

fears to be wrong, follows the rules, performance criticizer



How to identify

things in order,
focuses on details,
polite in a diplomatic way

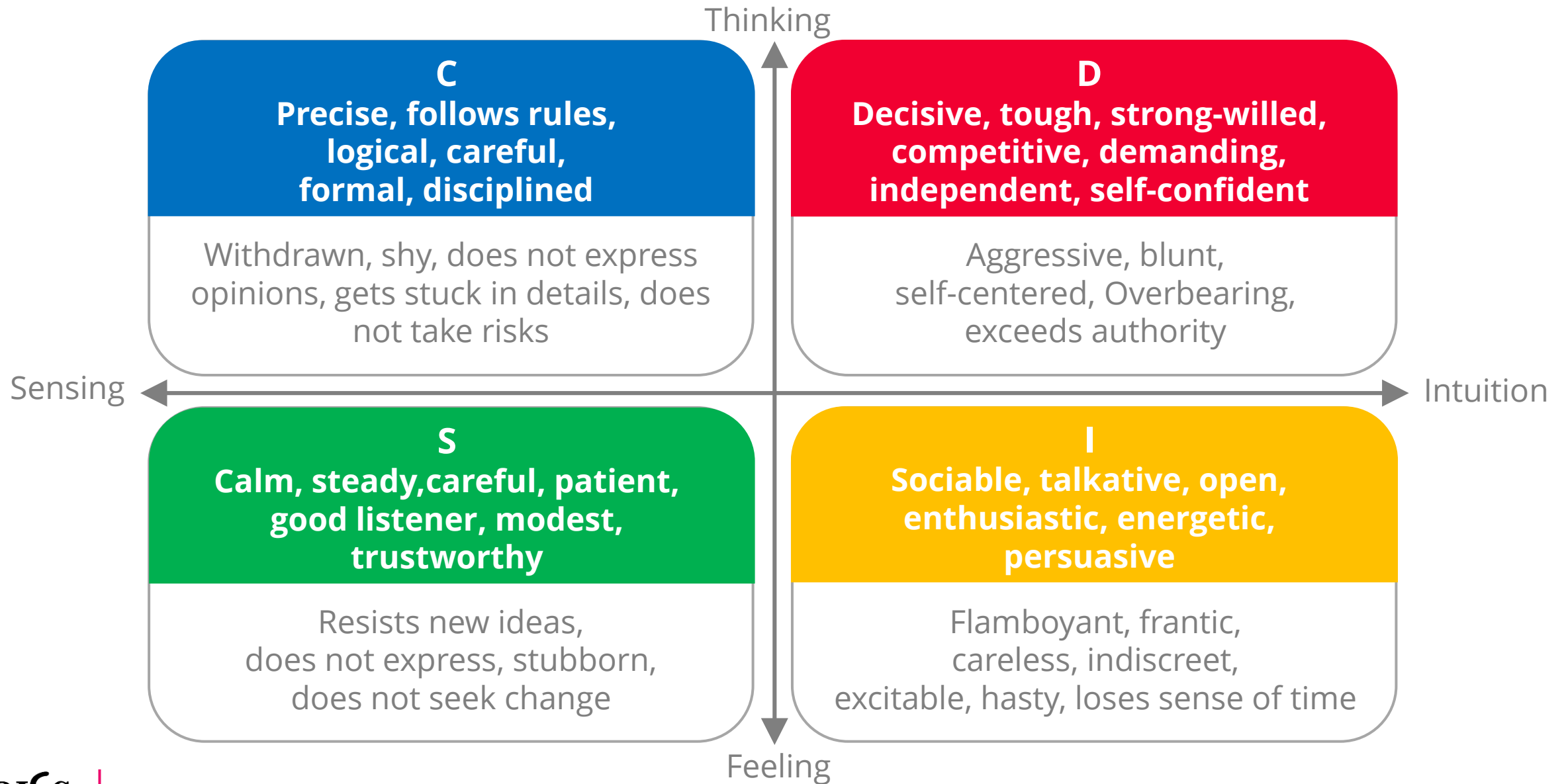


Communication

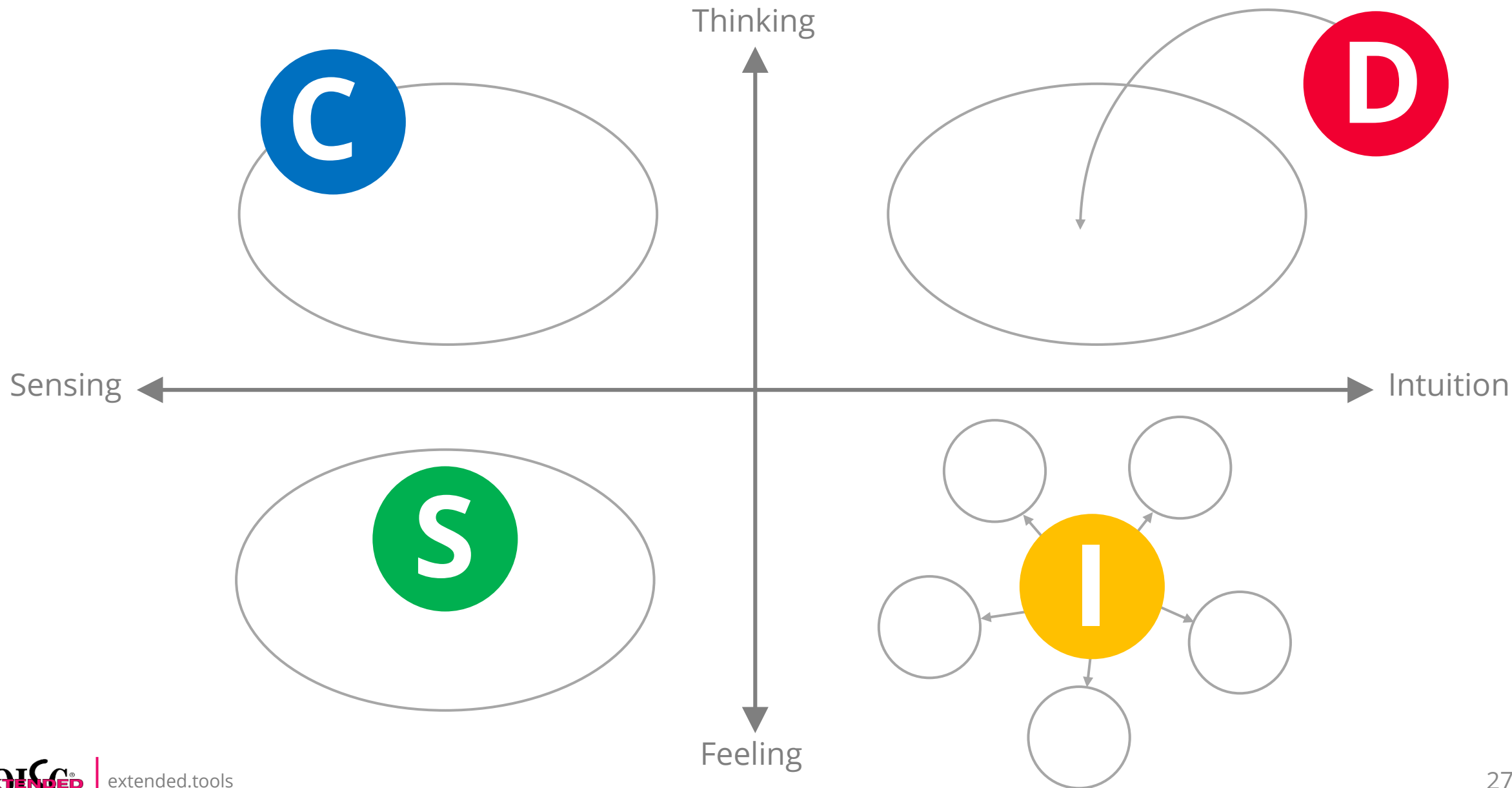
- prefers written communication
- may have difficulty in expressing opposing opinions
- fine-tune details
- may lose the main thread
- does not like to discuss opinions and abstract issues



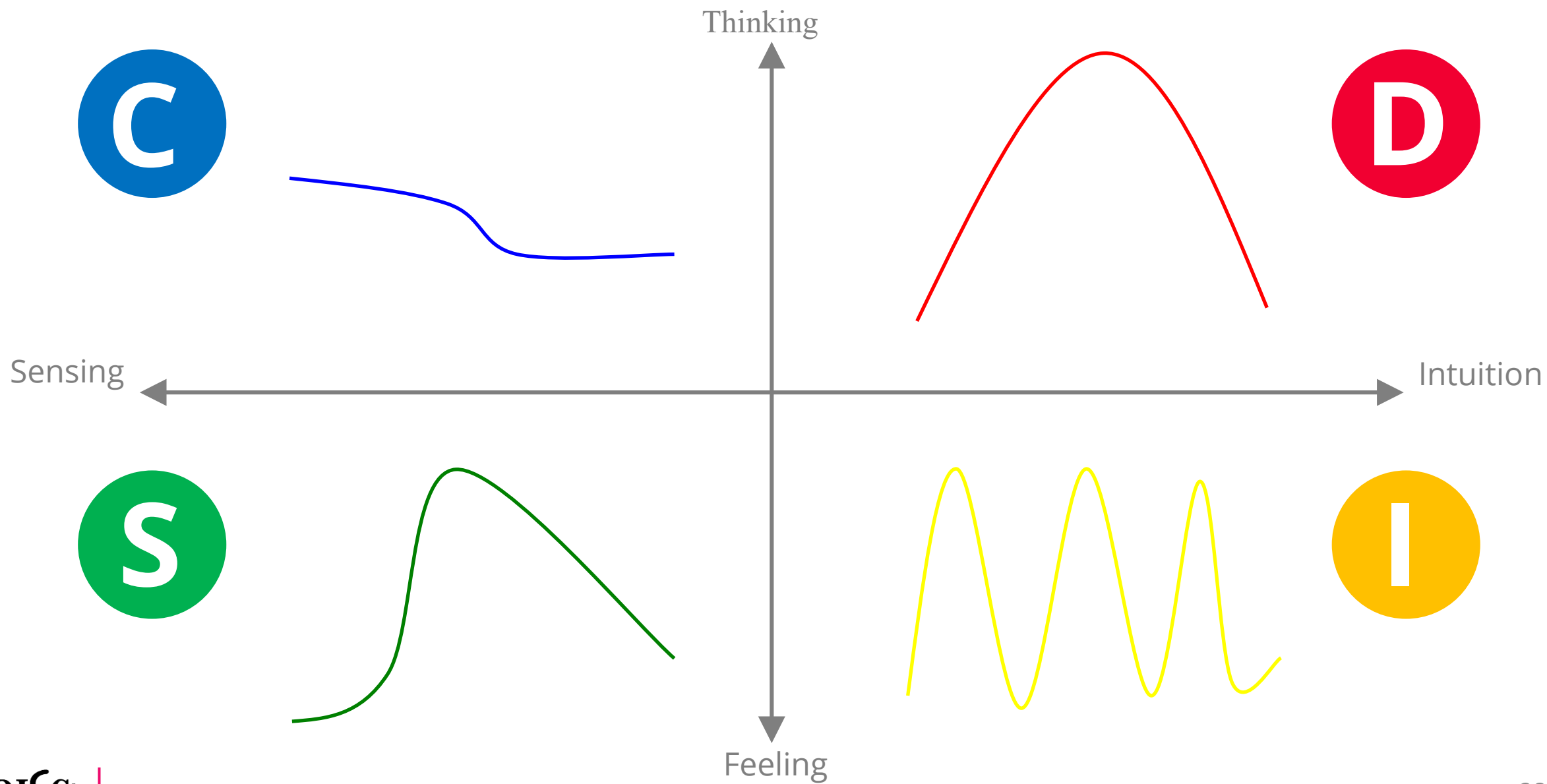
— The Four Quadrant Model



— The Four Quadrant Model – Teamwork



— The stress response





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Individual reports

Extended DISC

— Individual Analysis Extended DISC

What is it?



Simple model to identify
basic styles of behavior **that**
helps to improve
interactions between
people Inventory of natural
reactions of the respondent

What does it
measure?



It measures natural
(spontaneous) reactions of
respondent to the external
stimulators.



What it doesn't measure?



Extended DISC® Behavioral Analysis is a self-assessment tool for measuring the person's natural behavioral style – **not for professional full personality analysis**

What isn't doing?



It does **not classify** people into **good or bad categories or more or less intelligent**. It does not measure intelligence, professional skills. It does not in any other way classify people **into better or worse**.

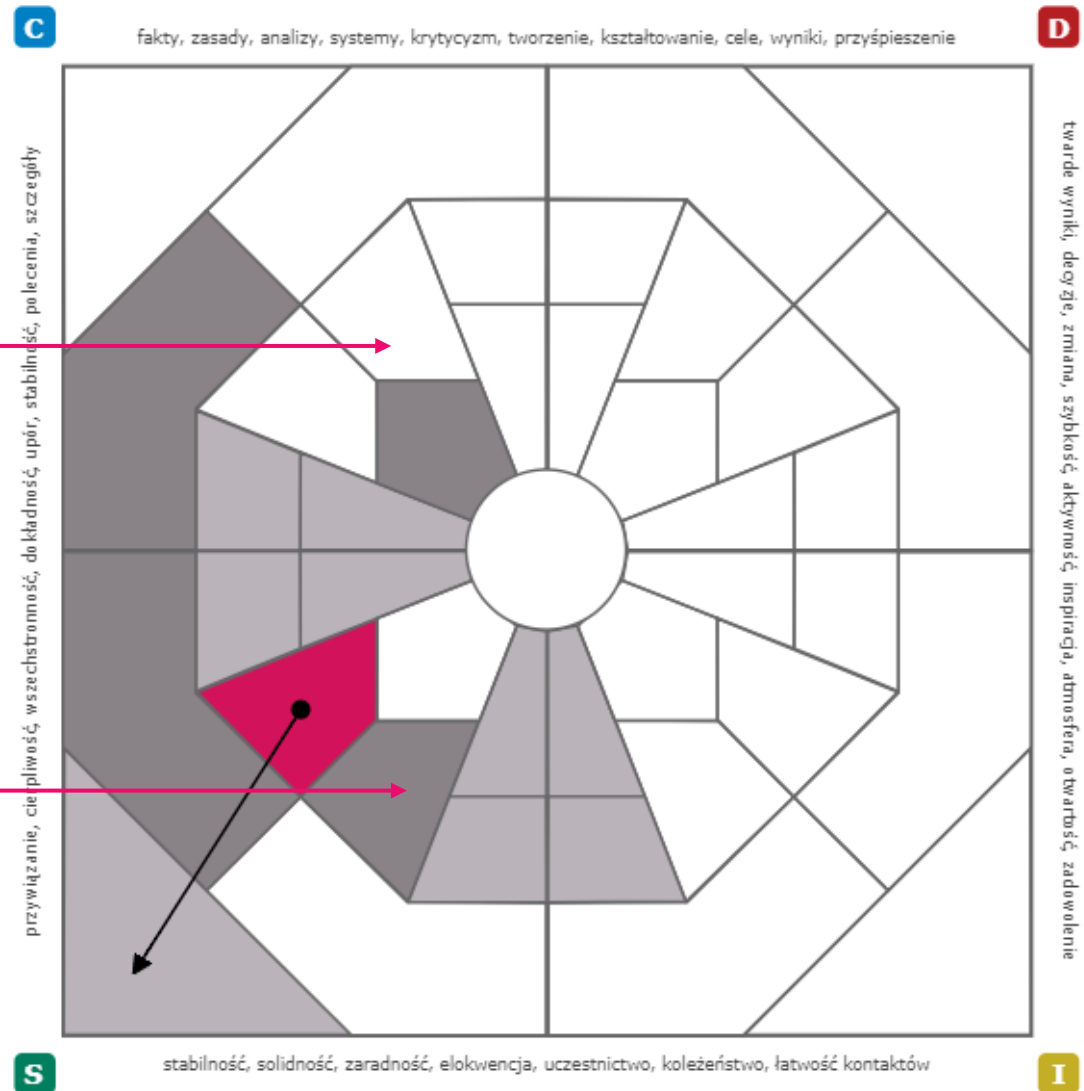


Extended DISC Diamond

Flexibility zones

Energy intensive
areas

Areas with **low energy**
requirements



Extended DISC Diamond



Flexibility zones – areas of comfortable behaviour
– painted sectors



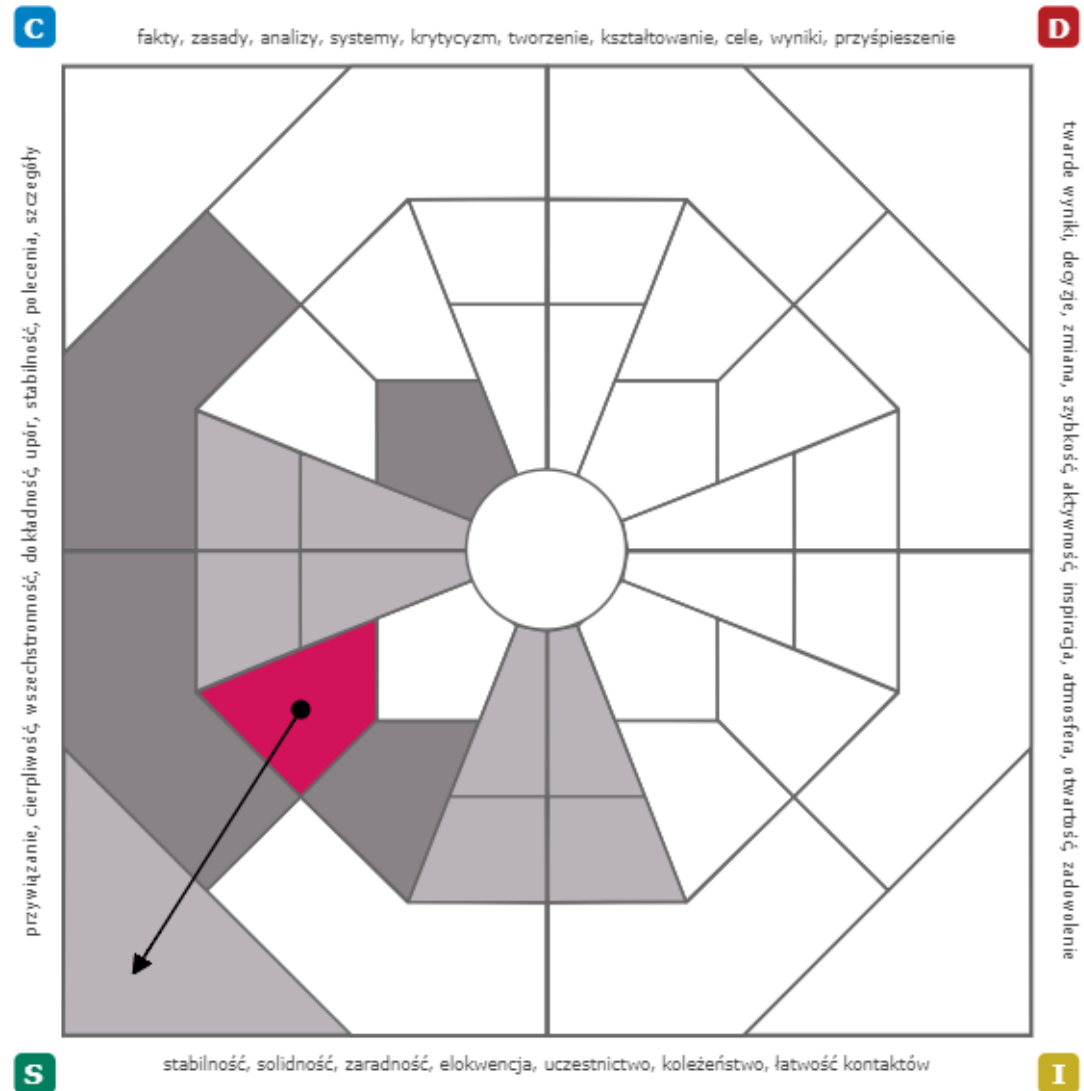
The most intense style
– dot



Adaptation needed
– arrow



Areas requiring the most energy
– white sectors



Text Page

Description of
typical behaviours
of people with a
similar style

–Ask others for
feedback and
comments!

Attributes

Calm, steady, patient, friendly, meticulous, thorough, modest, detail-oriented, dutiful, sincere, receptive conversationalist, careful, obedient, not irritating, teamworking.

Motivators

Marcin wants to work in a friendly team where he can do the work in which he is competent, so that his achievements are appreciated. Compliments are accepted if they come in time and are not exaggerated. The work in a group brings him a feeling of security and solidarity.

Tries to Avoid

He does not like to oppose others. Marcin is a friendly person who is even afraid of aggressive situations. He does not have a need to control nor change others' lives as if Marcin were doing a puzzle. He would rather remain true to his role and manage it as well as possible.

Ideal Supervisor

Motivators

Motivators

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
- Working for others
- Controlled and considered renewal of things
- Enough instructions before starting
- Team-spirit
- Routines that provide security
- Working at his own pace
- Security about the future
- Own office or work space
- Possibility to withdraw and be by himself
- Prefers to do the tasks, not to be the leader
- Possibility to be honest and frank

Strengths

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 agreements
- Knows his position and place
- Is thorough and systematic
- Wants to help everyone
- Is friendly and doesn't quarrel
- Asks for everyone's opinion
- Avoids unnecessary risks
- Makes only the necessary decisions
- Can concentrate on one thing at a time
- Is a patient and peaceful initiator
- Fulfills promises reliably
- Doesn't want to beat others

Reactions to Pressure Situations

This is a
description of the
potential risks,
And not the
current style of
behavior!

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.

- Wants things to remain the same
- Is afraid to make decisions
- Has difficulties in giving away anything
- Looks for rules even when there aren't any
- Expresses his opinion only when asked
- Is slow to accept changes
- Is afraid to adjust to a new situation
- Takes the safest path
- Doesn't speak to others, is too quiet
- Remains invisible
- Doesn't believe in himself enough
- Is overly cautious

Behavioral Criteria

It is **not a scale** of „what can and cannot”.





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Extended DISC

Team Analysis

Extended DISC Team analysis

What is it?



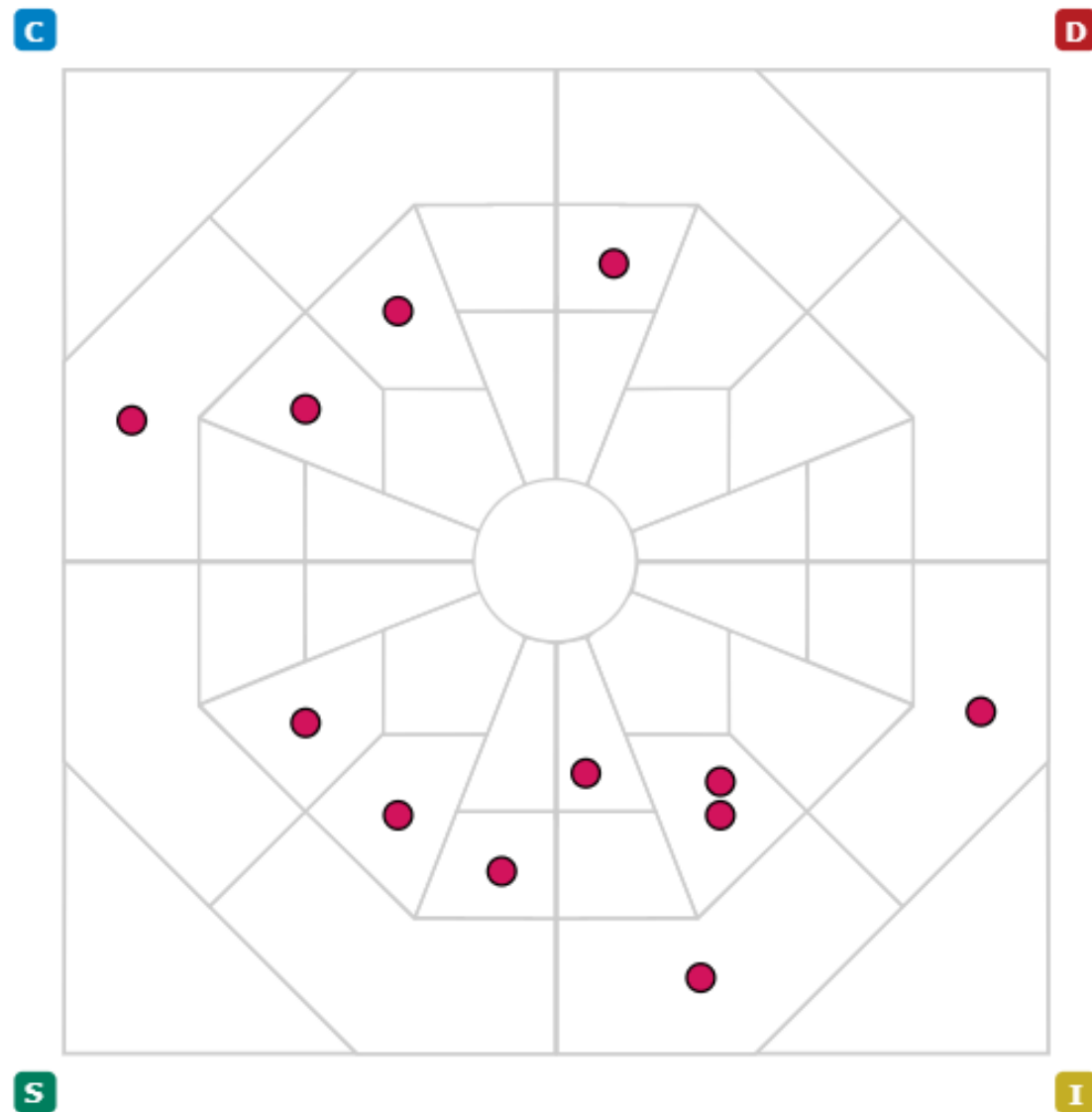
- **Team Analysis** is based solely on Individual Analysis results of team members
- Describes **the natural style of behavior** of the team
- Identifies **the strengths** of each team member

A tool for:

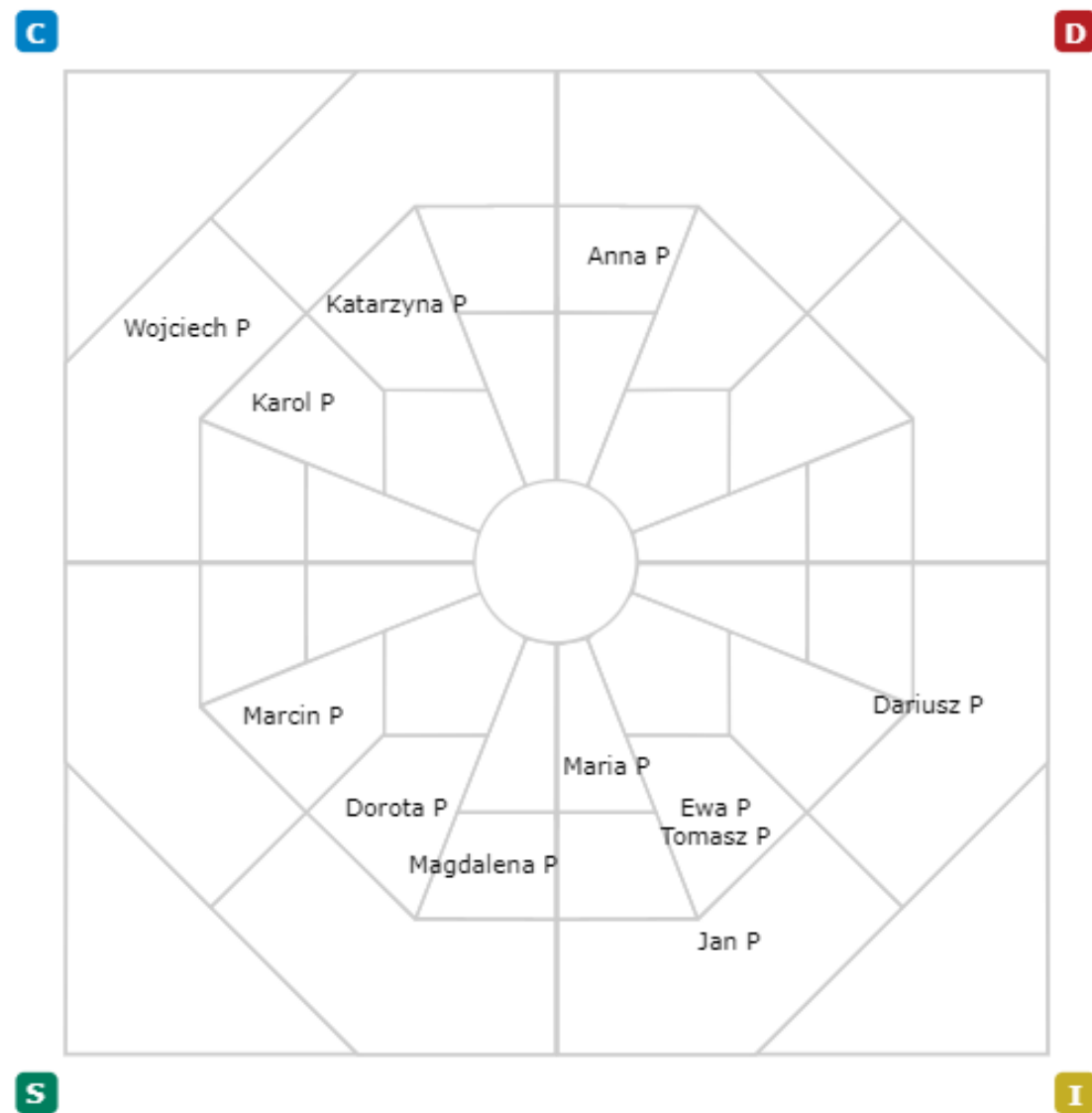


- **Team development**
- **Improving communication** within the team
- **increasing** effectiveness
- **troubleshooting**

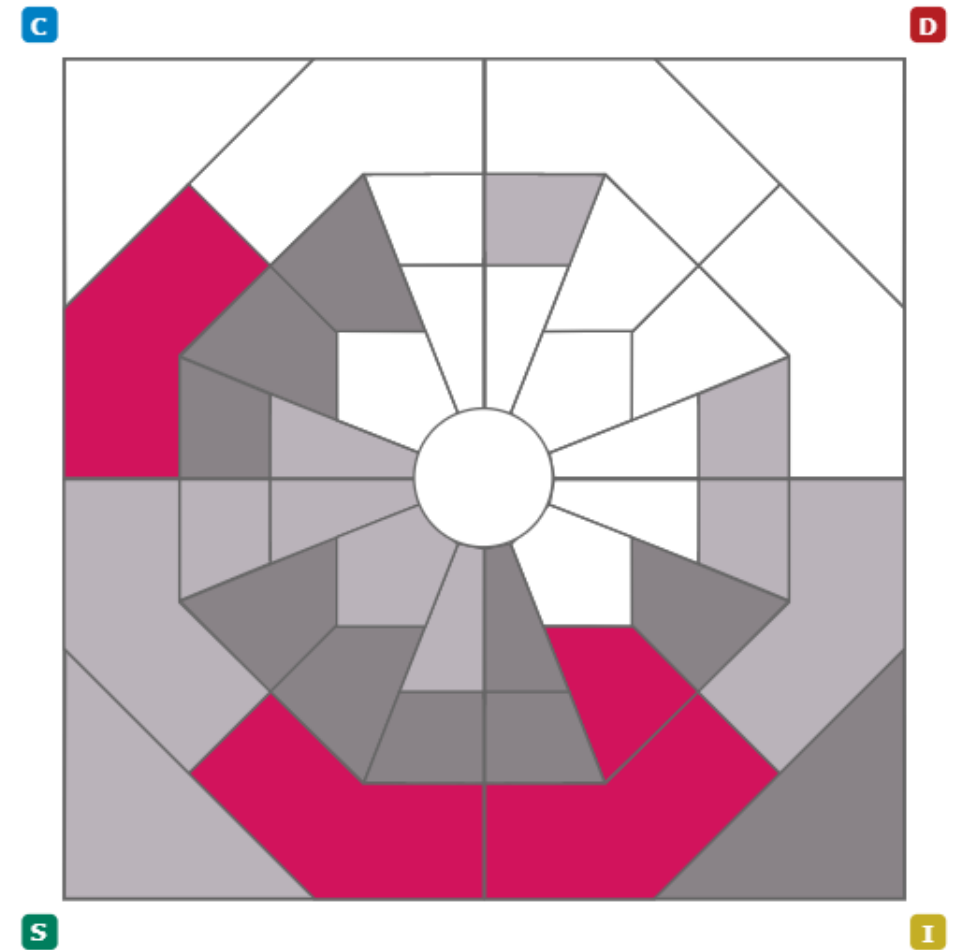
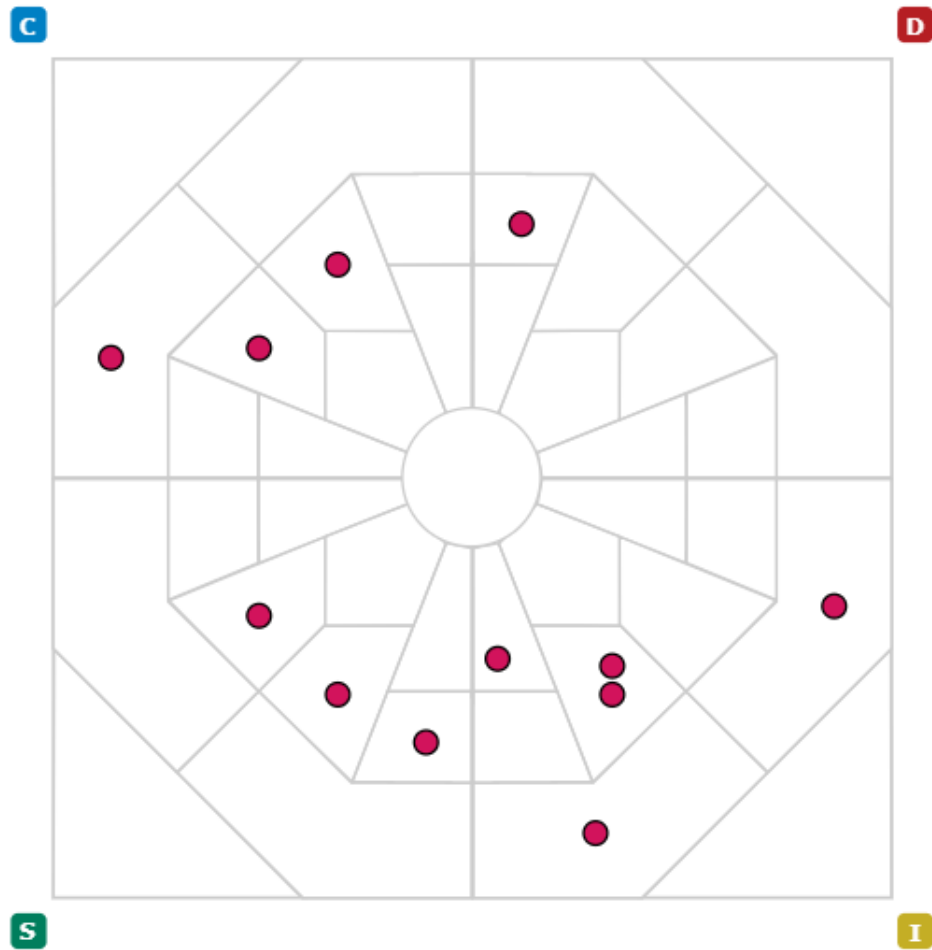
shotgun map



Name map



Flexibility zone

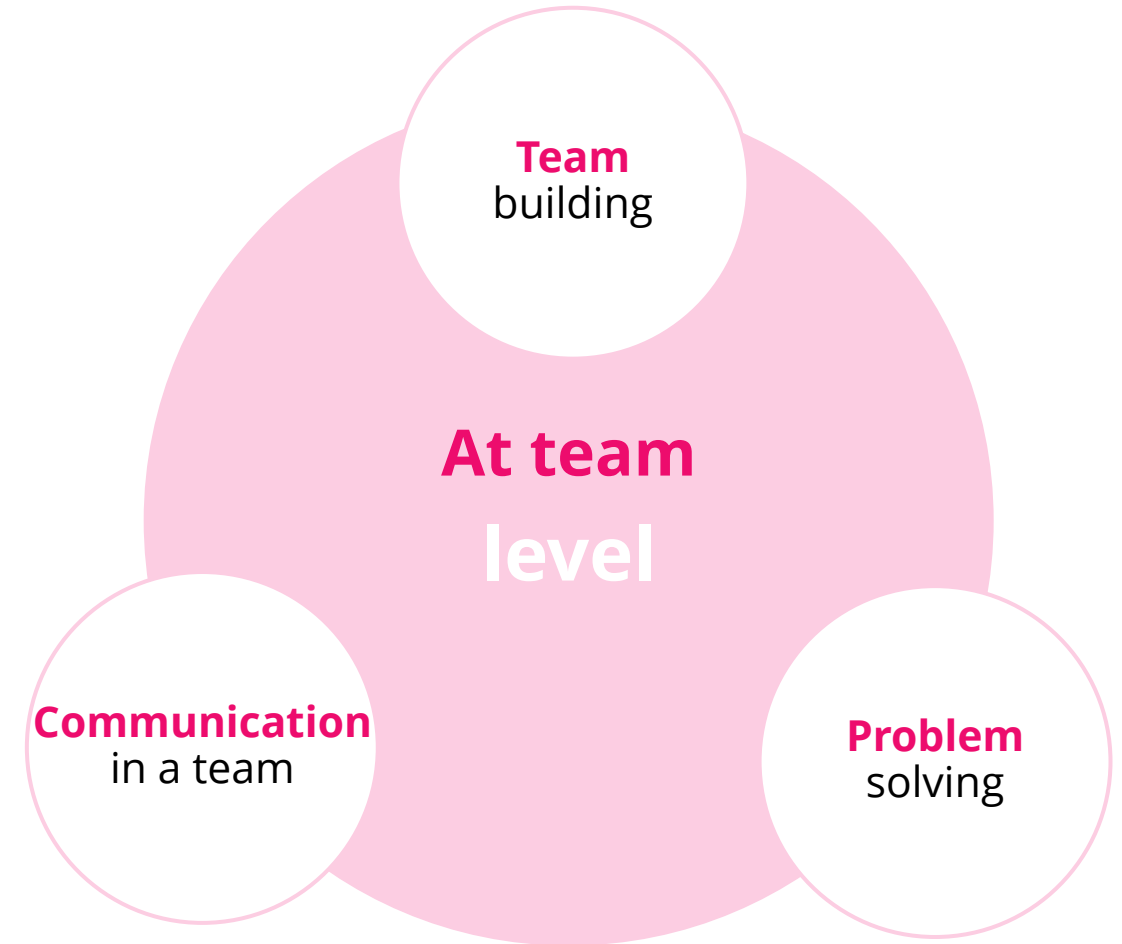


Percentage table

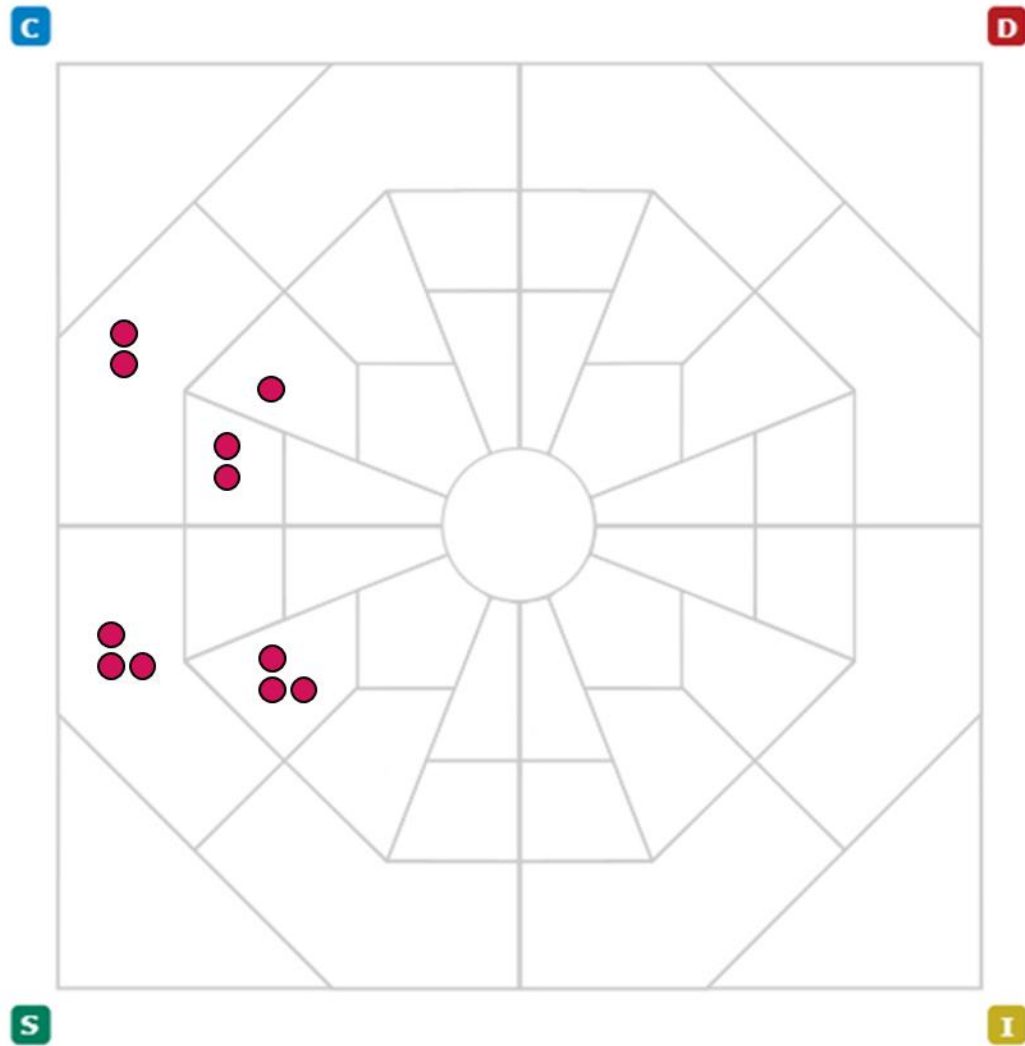
Profil II

	D	I	S	C
Donald Banks	35%	0%	0%	65%
Ellen Barnes	70%	30%	0%	0%
Denise Jackson	0%	0%	15%	85%
Mary Jones	20%	55%	25%	0%
Steve Jones	85%	0%	5%	10%
Sandy Lee	0%	5%	55%	40%
David Lee	10%	20%	70%	0%

Where can it be used?



— Types of teams



Homogenous Team

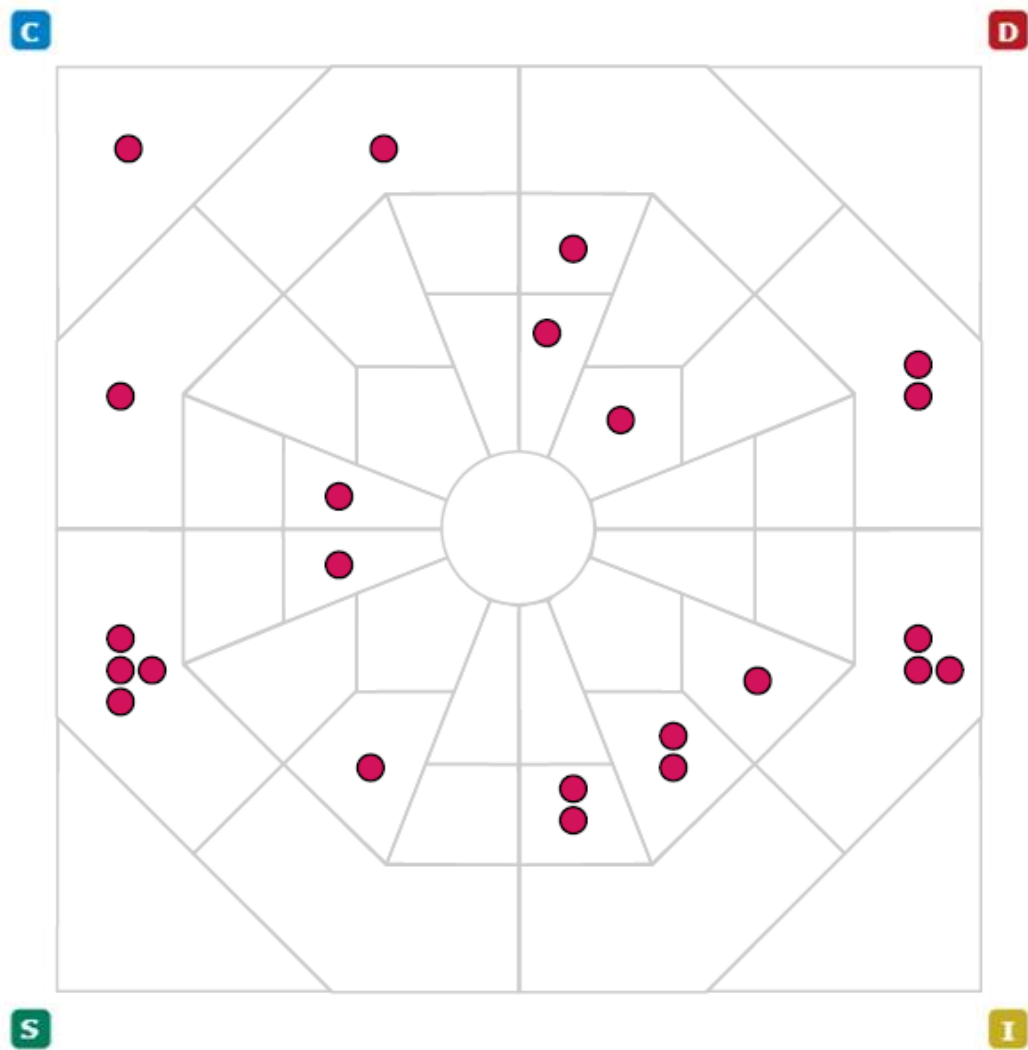
Strength

communication

Challenge

flexibility

— Types of teams



Heterogeneous Team

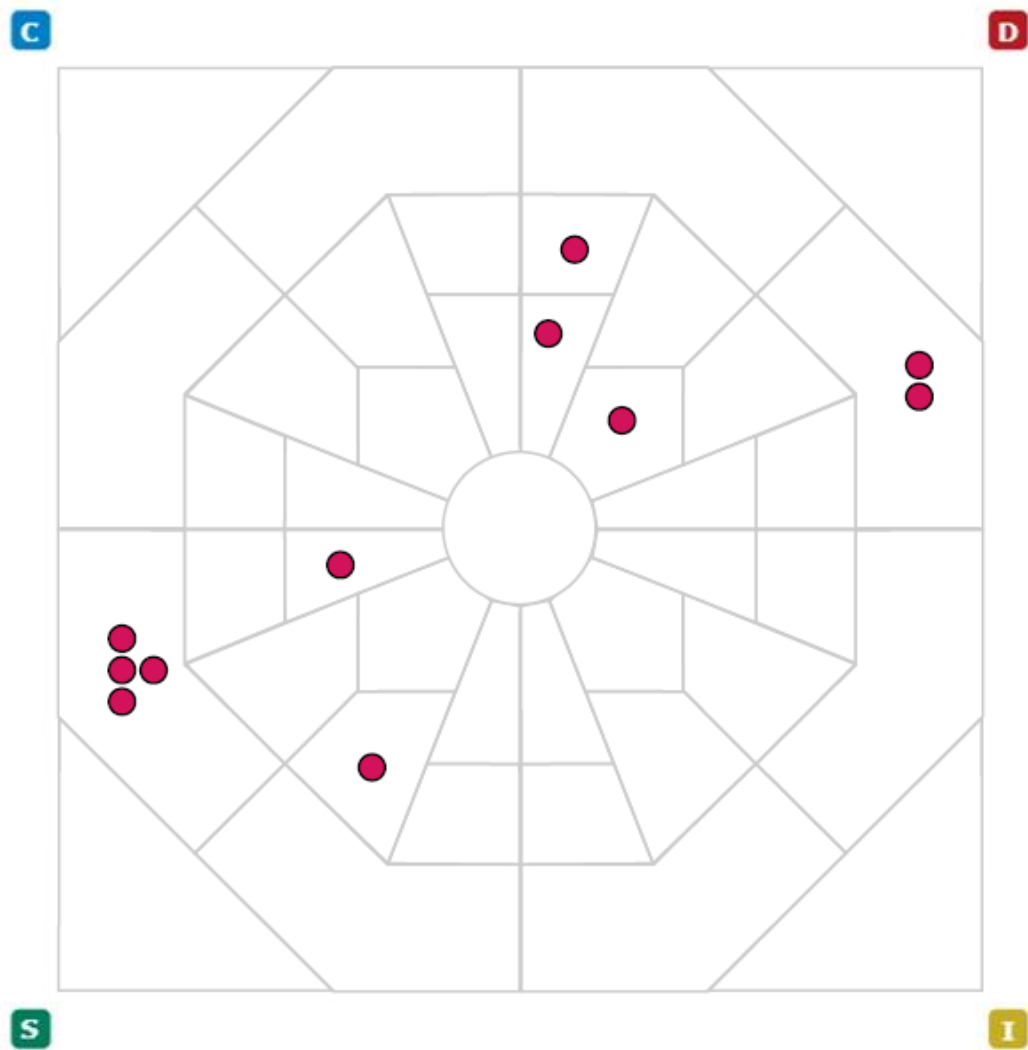
Strength

Division of labor

Challenge

Communication

— Types of teams



Diverted Team

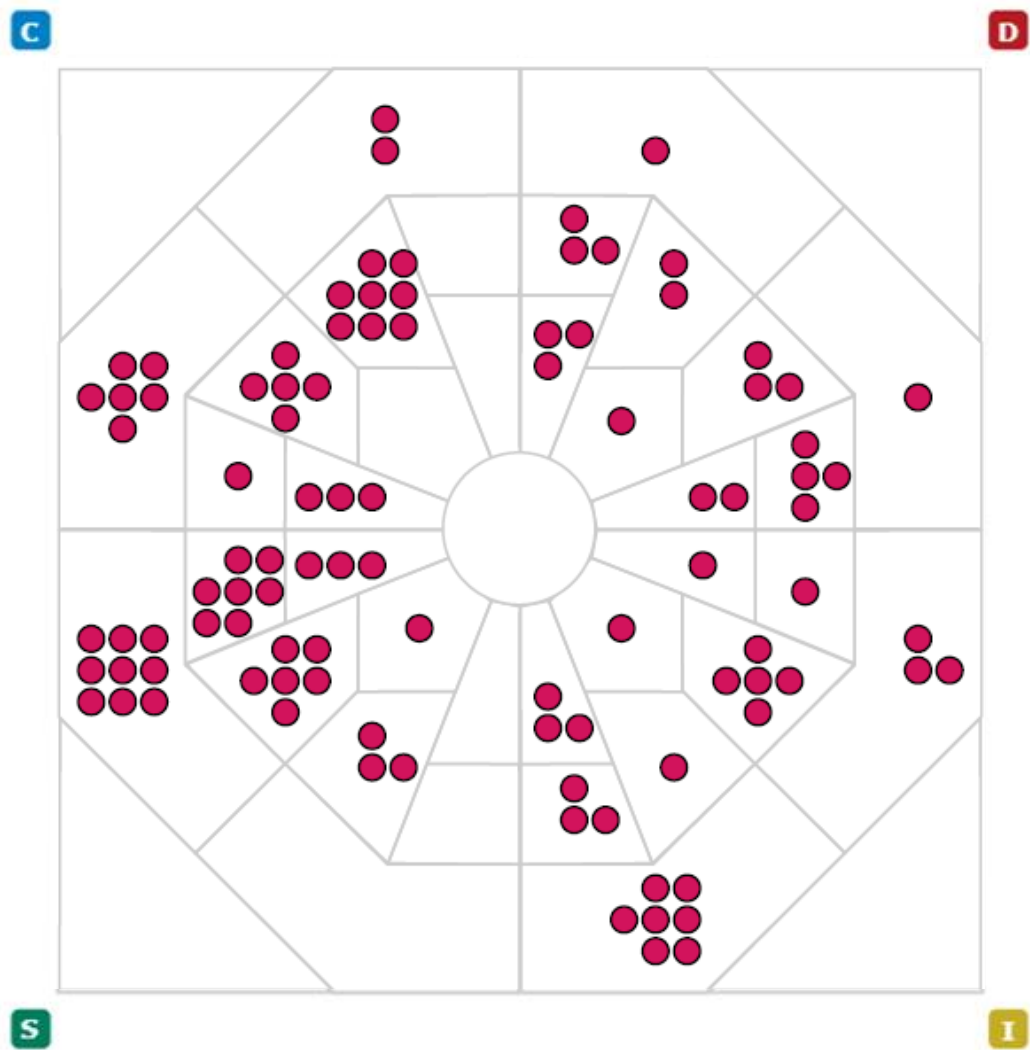
Strength

Delegation

Challenge

Sub-teaming

— Types of teams



Team Analysis



= 10%



= 15%

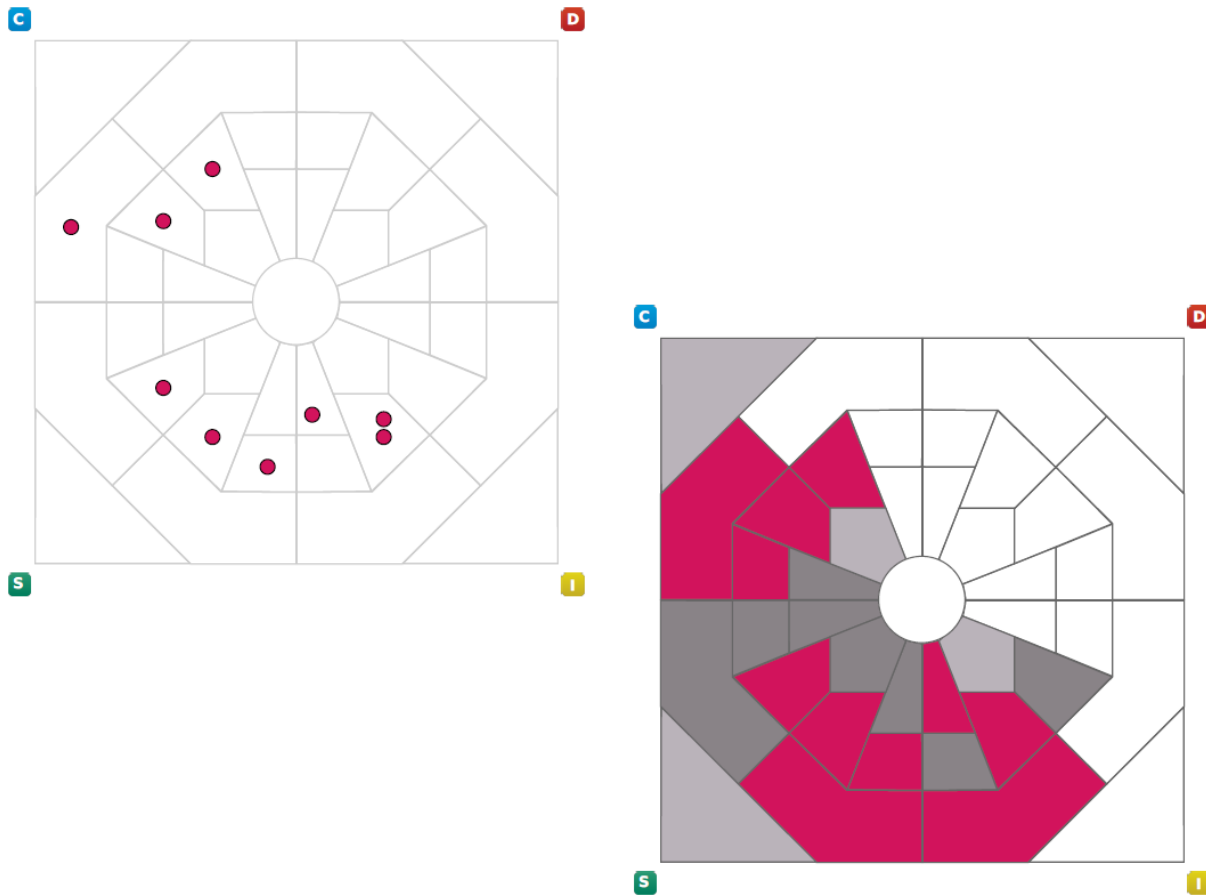


= 40%



= 35%

— Team report – **shotgun map**



Shotgun Map

Flexibility Zone



Where are our **strengths**?



Where are our **weaknesses**?



Do we have a **concentration** of any **behavior**?



How does this **affect the team**?



What behaviors are **missing**?



How can we substitute them?



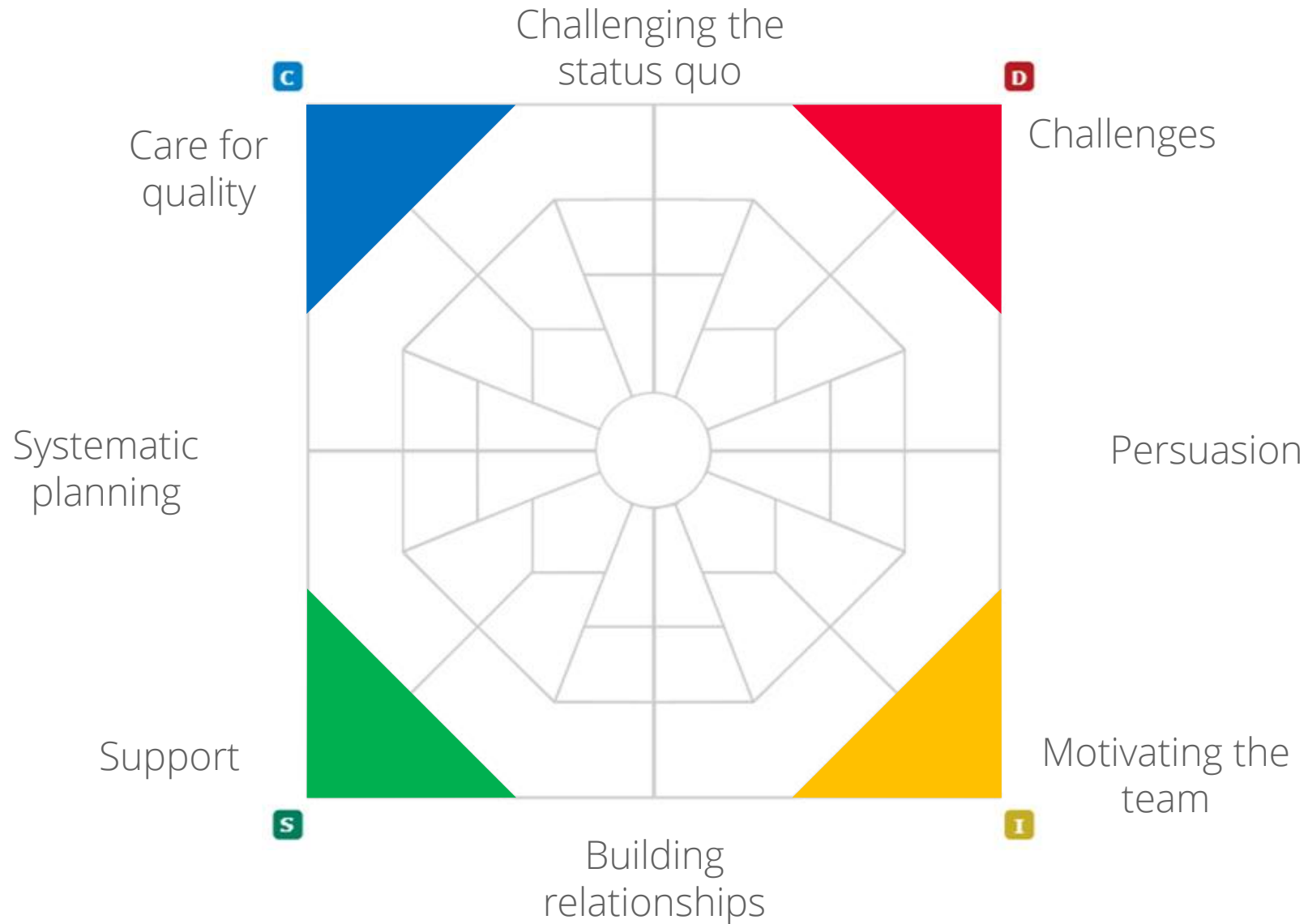
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Extended DISC

Leader's profile

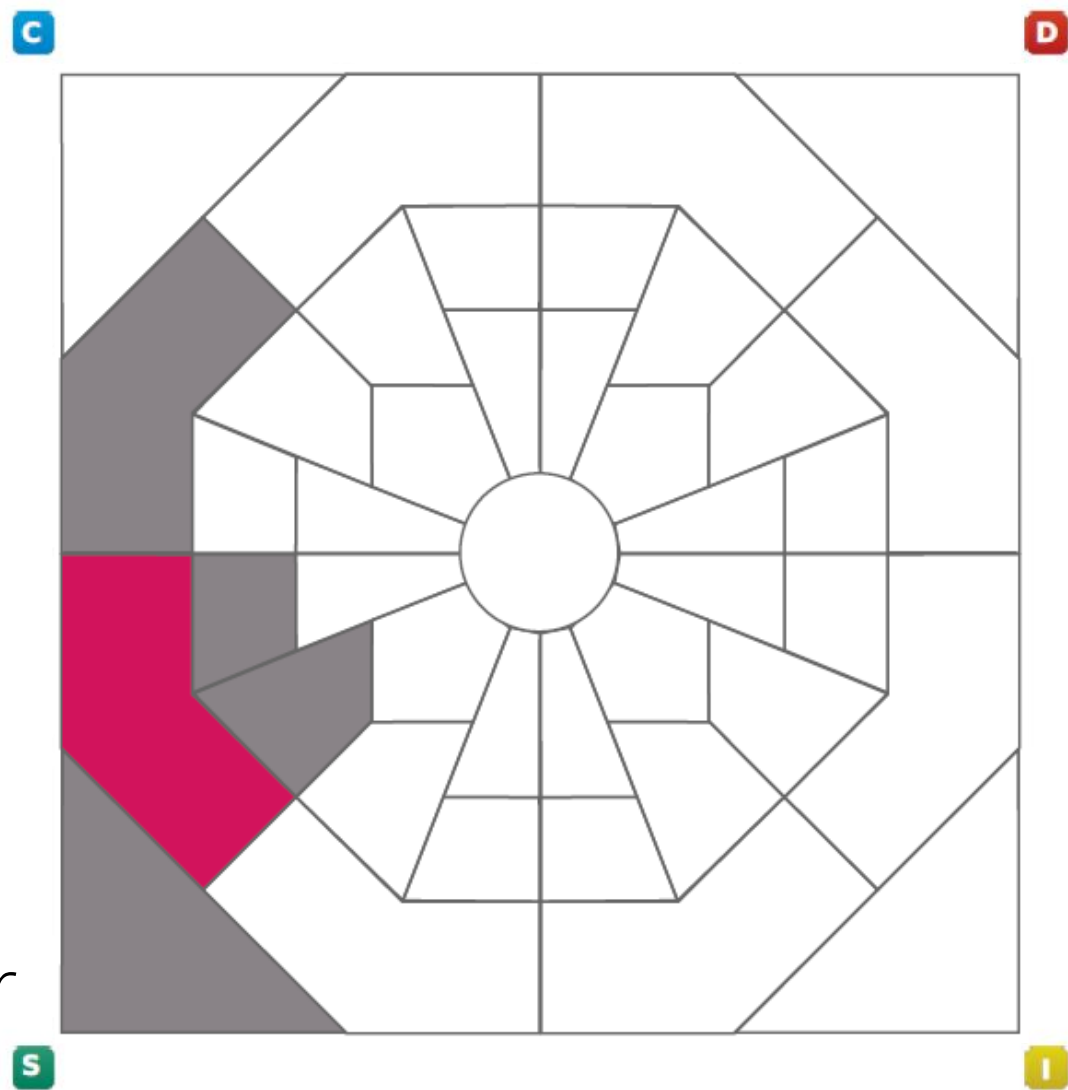
— What does it mean to **be a leader**?



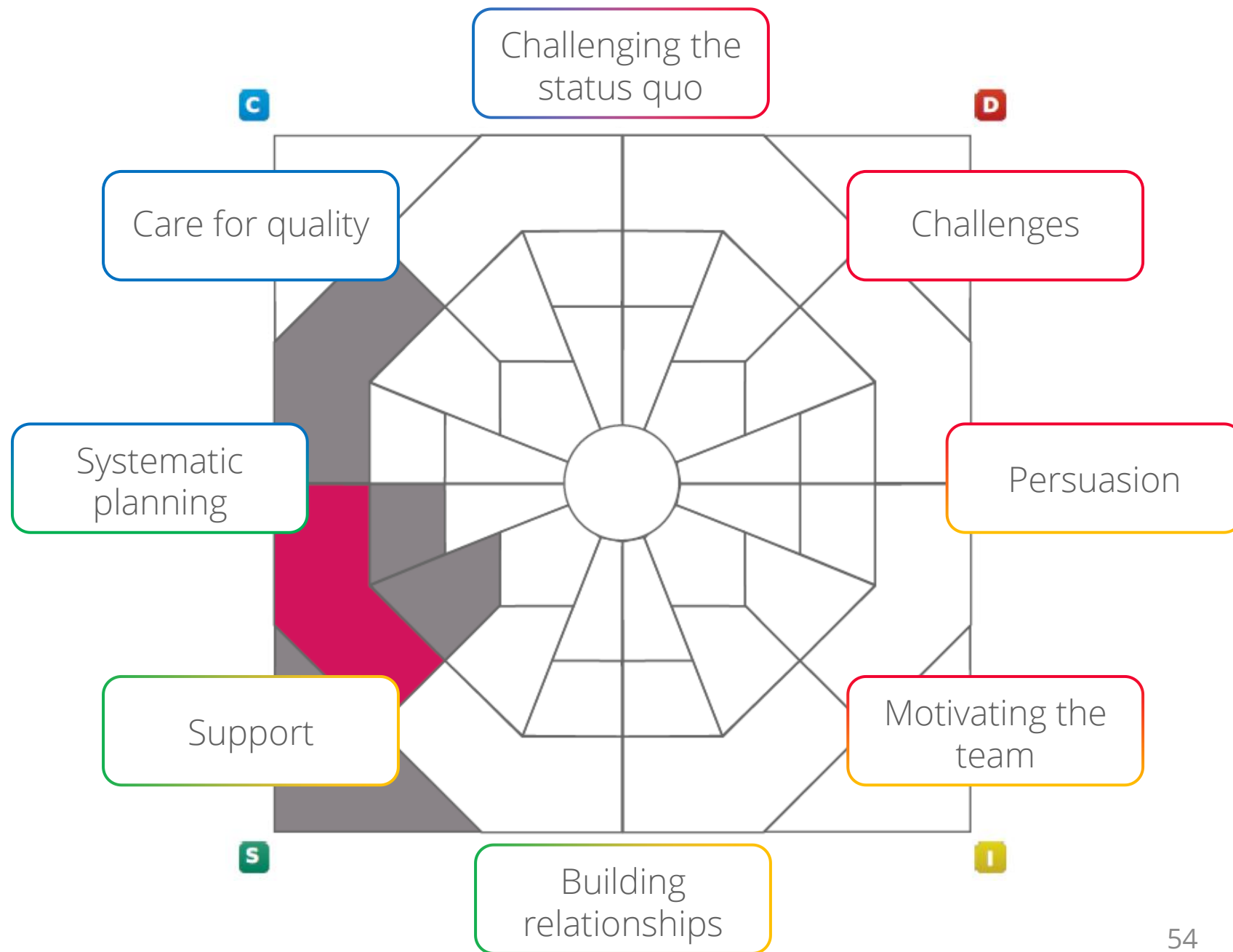
— What kind of leader will Adam be?



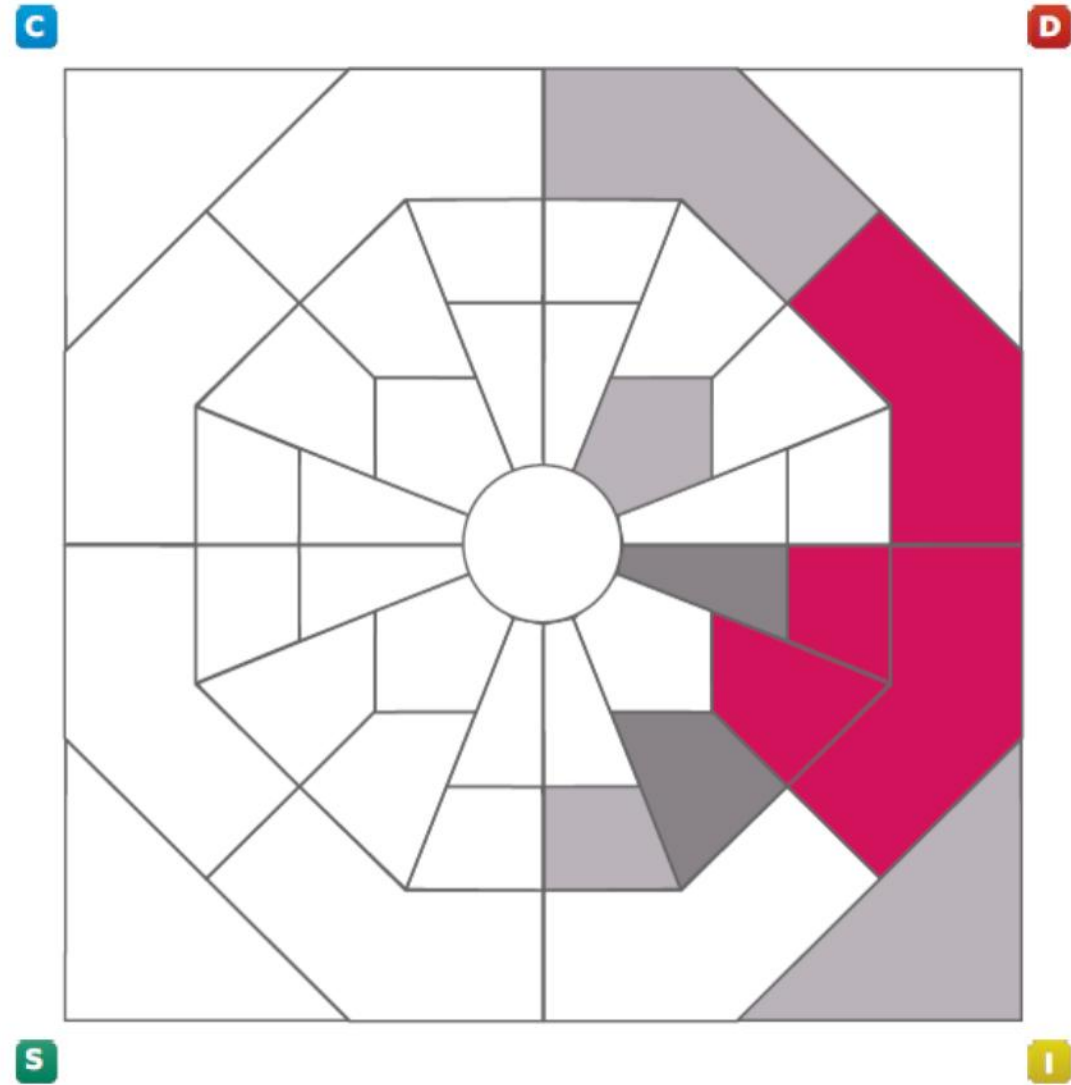
Let's get to know
Adam a little better



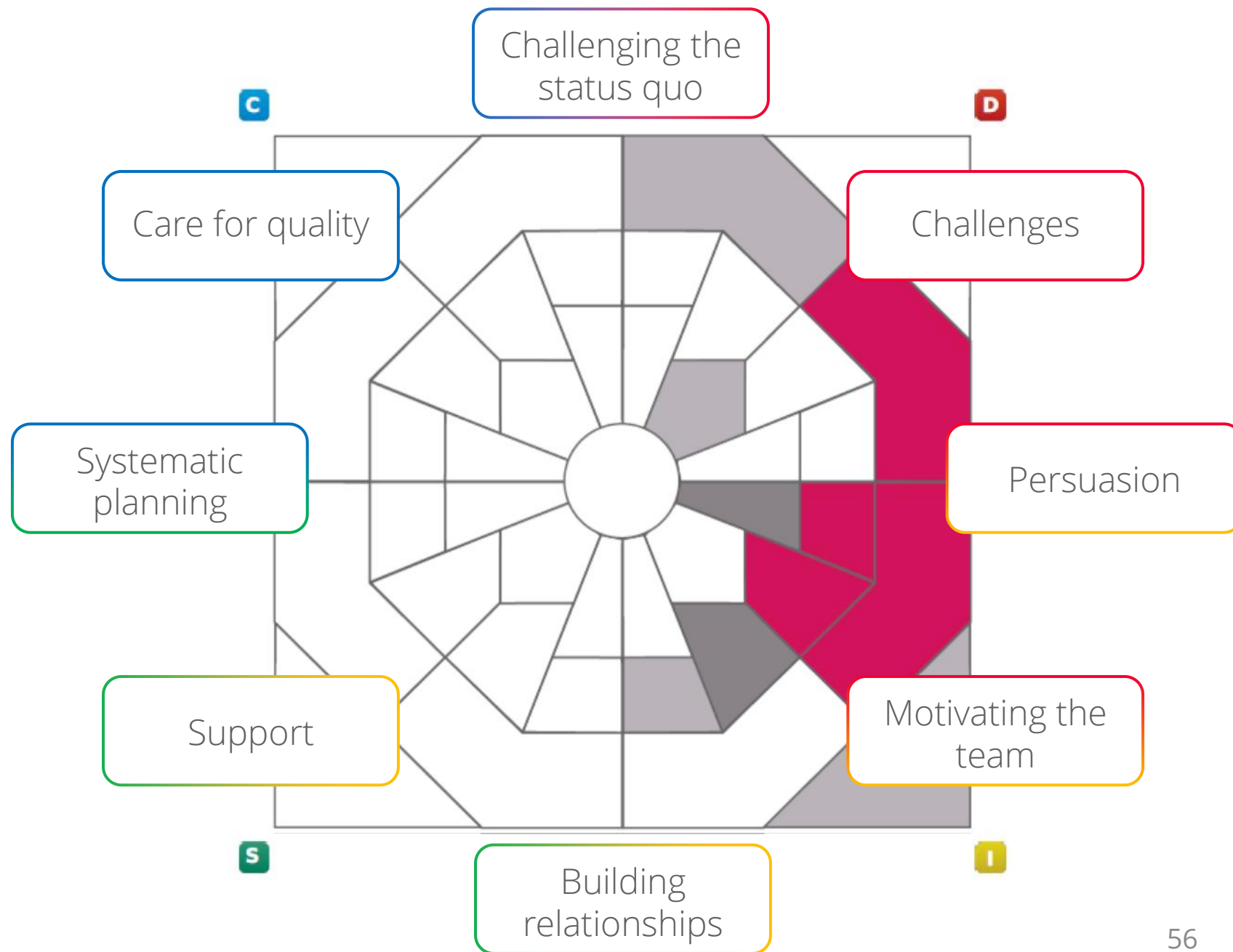
— Adam and his challenges...



What about Eva?



Eva and her challenges...



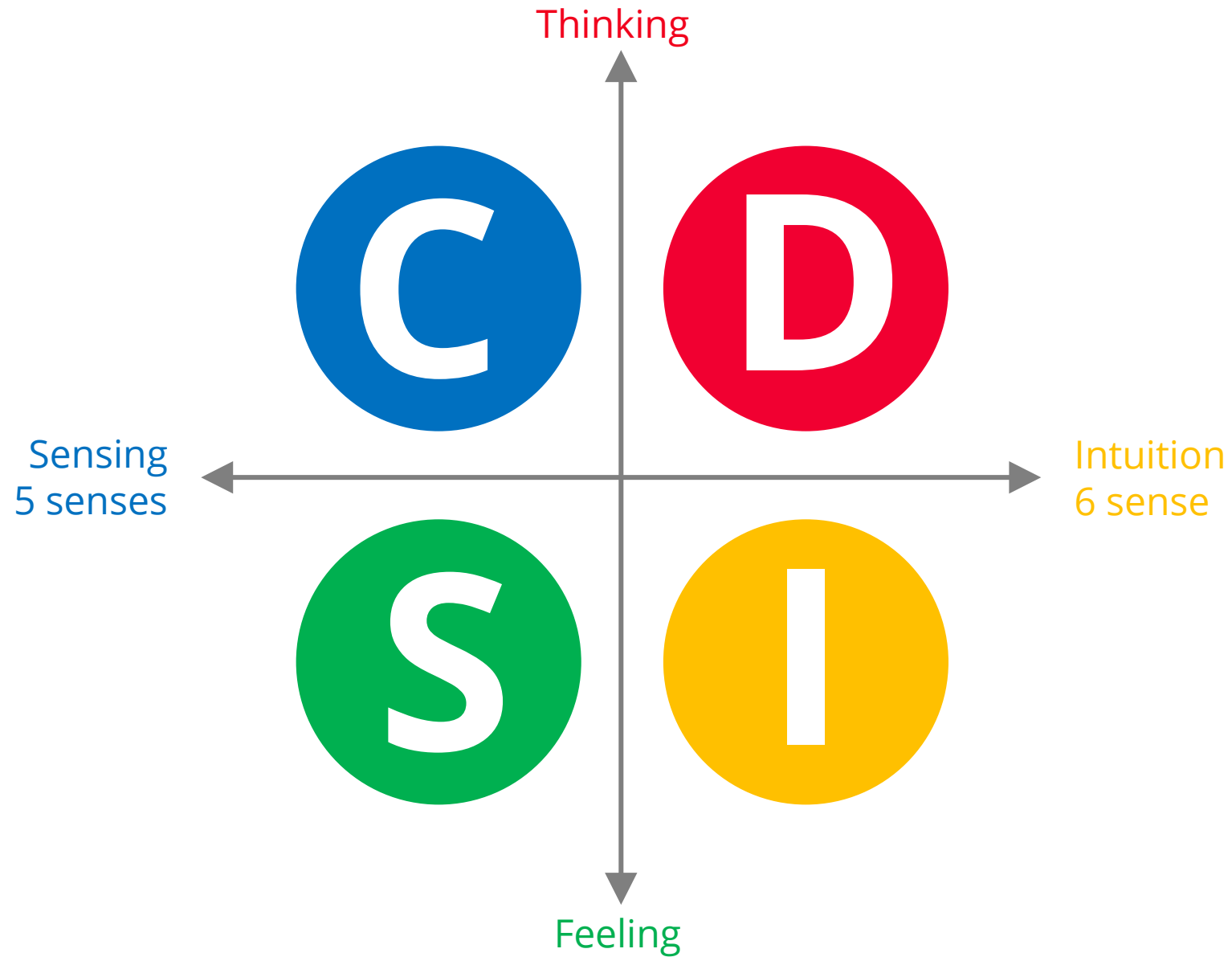


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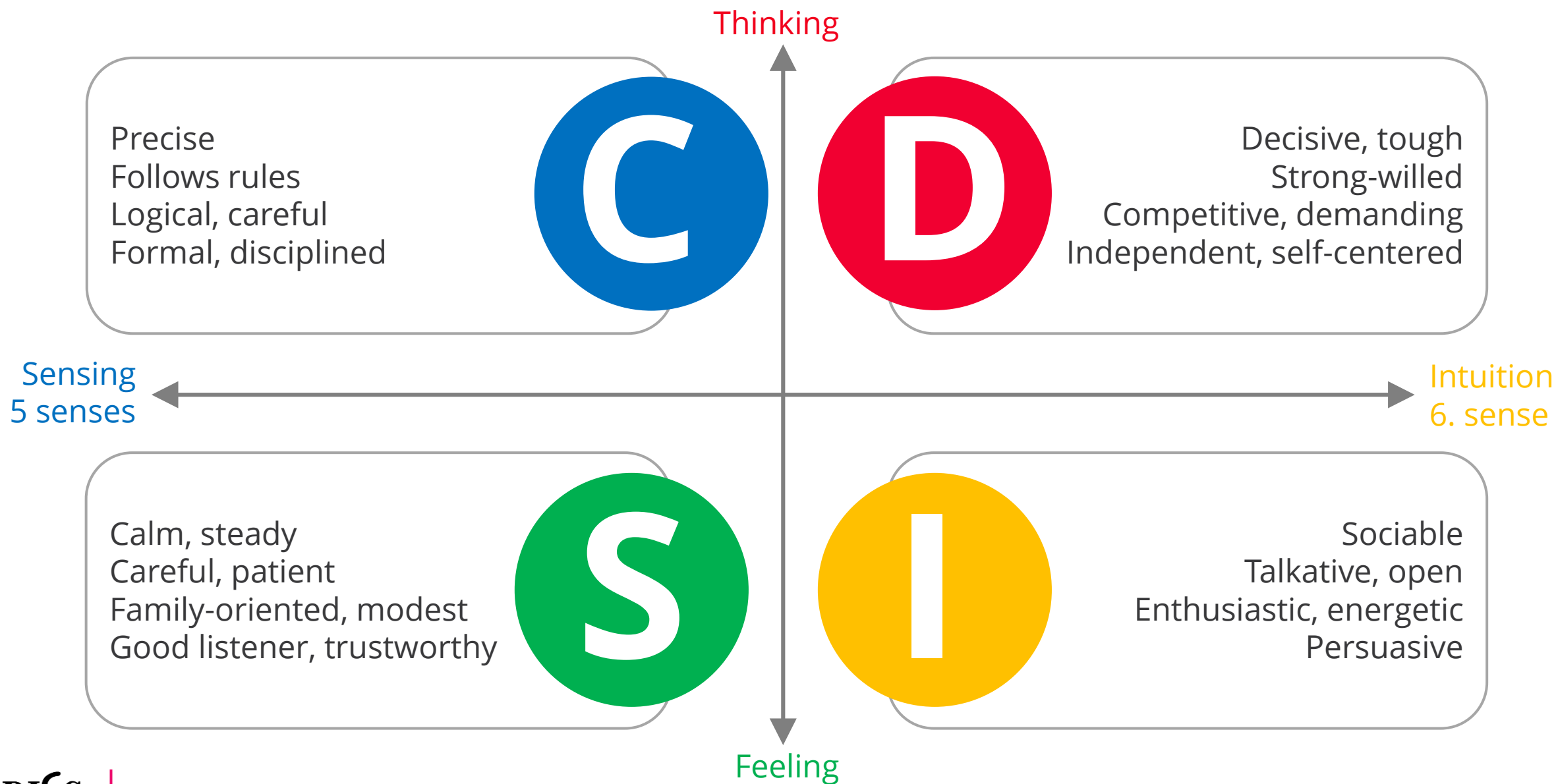


Changes in the Polish population according Extended DISC research

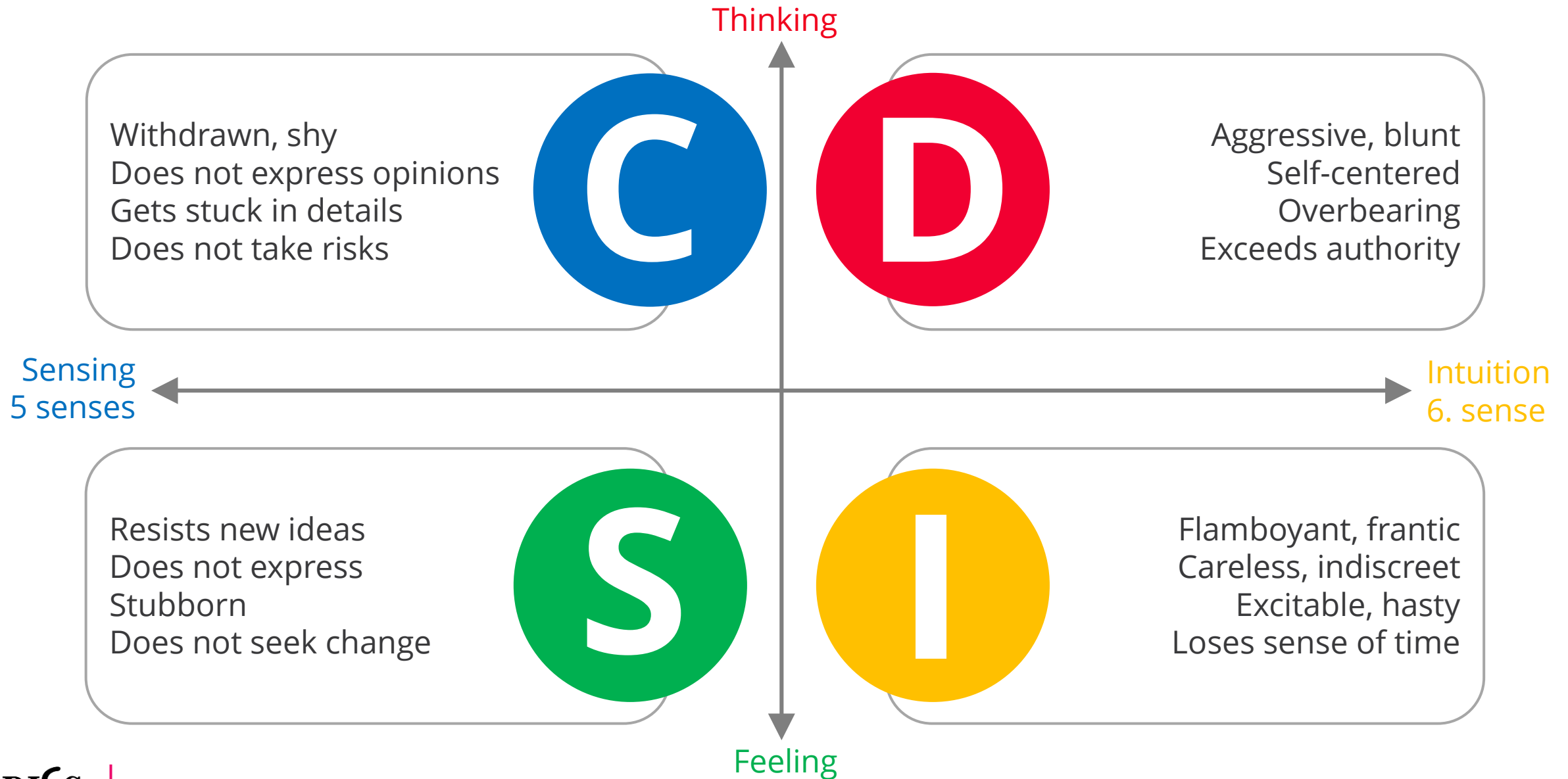
Extended DISC model – The Four Quadrant Model



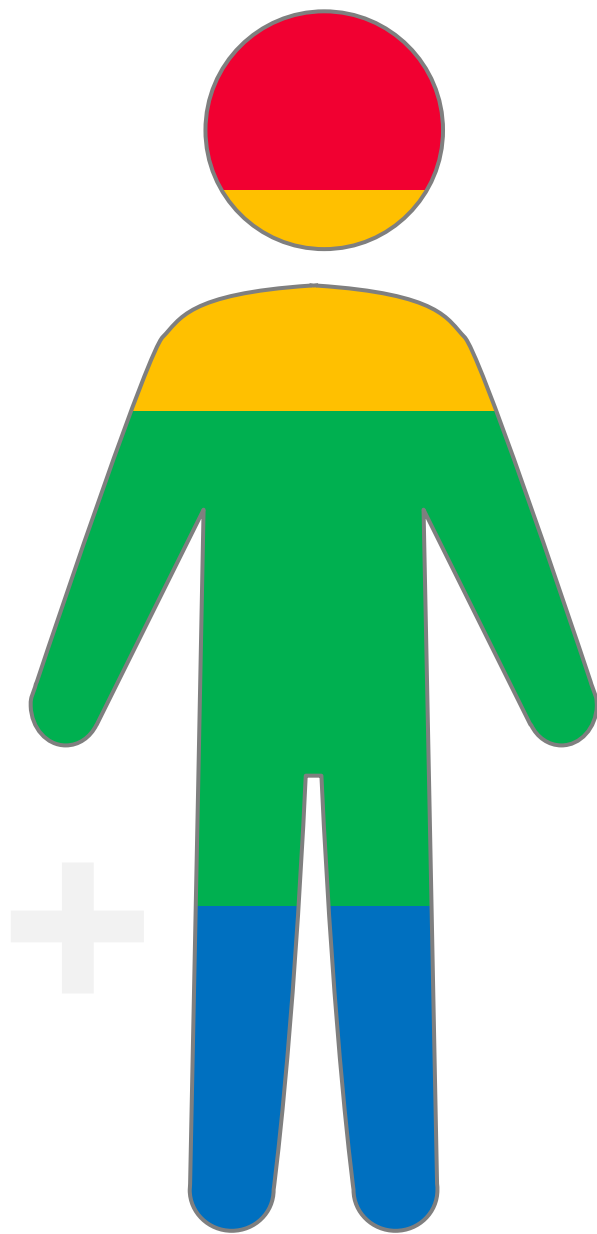
— The Four Quadrant Model



— The Four Quadrant Model



— Distribution of behavior styles according to the Extended DISC model in the Polish population (2020)



Styles



13%



19%



43%



25%

— What does it mean **for employers?**

What motivates people with a given style?



— What does it mean **for employers?**

What motivates people with a given style?

Super **atmosphere and space for new ideas** - As little bureaucracy as possible





Respect, trust, good planning, teamwork, **balance between work and family life**

We want to take on **difficult challenges and decide for ourselves**. We value individual goals and awards

Clear rules and procedures, high quality, concrete data. **Possibility of specialisation**



— Polish population compared to.... (20220)

				
Poland	13	19	43	25
Germany	8	44	22	26
Sweden	8	42	31	19
Spain	6	31	35	28
Finland	8	30	42	20
Hungary	21	30	27	22
Czech Republic	19	31	24	26

— What does it mean **for employers?**

What differentiates us from the populations of other countries?

We like risk, we
play sharply, **we**
are enterprising,
we like to argue

We are not very open,
We do not like
praising and selling,
Popularity = hate

Rather
conservative

Moderate
analytical
facility

— And how do **generations differ?**

Born in <1960

Born in years 60'

Born in years 70'

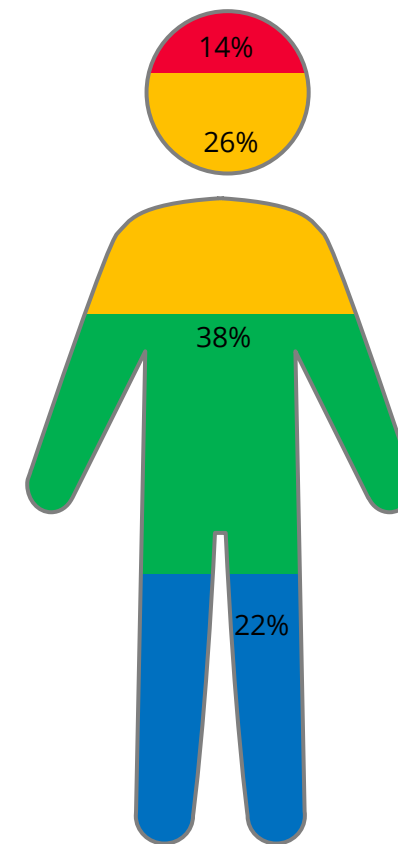
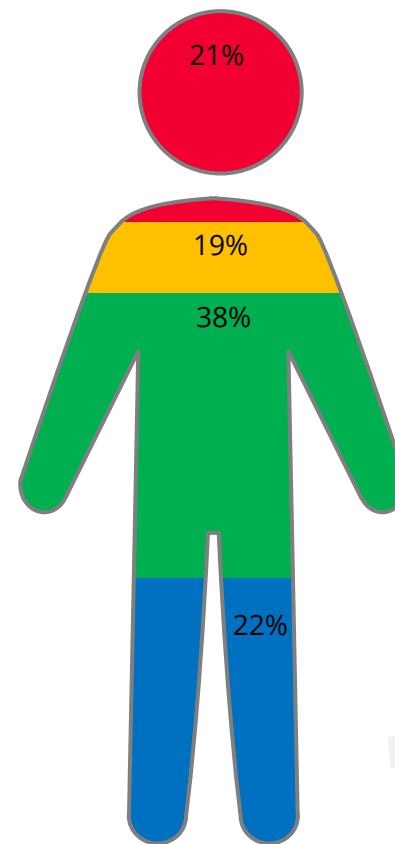
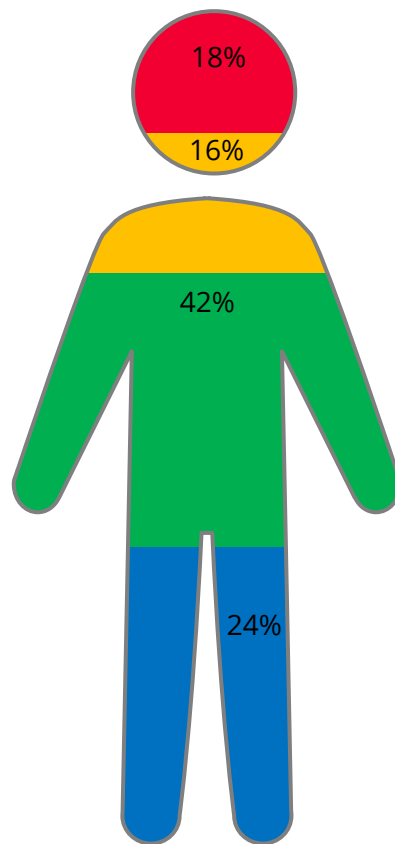
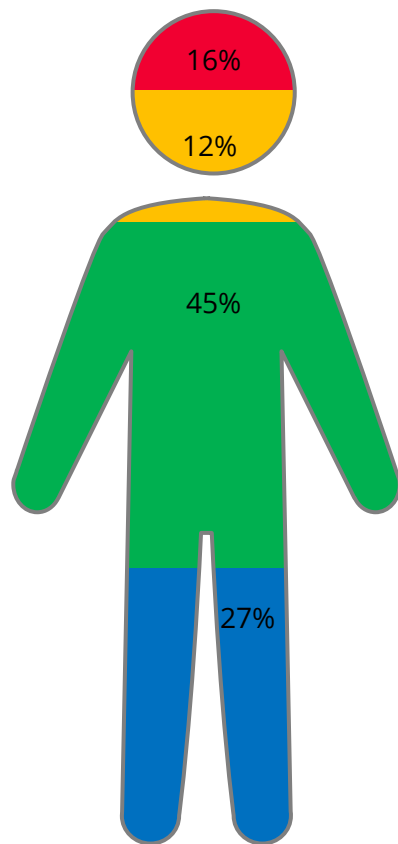
Born in years 80'

D

I

S

C



— And how do generations differ?

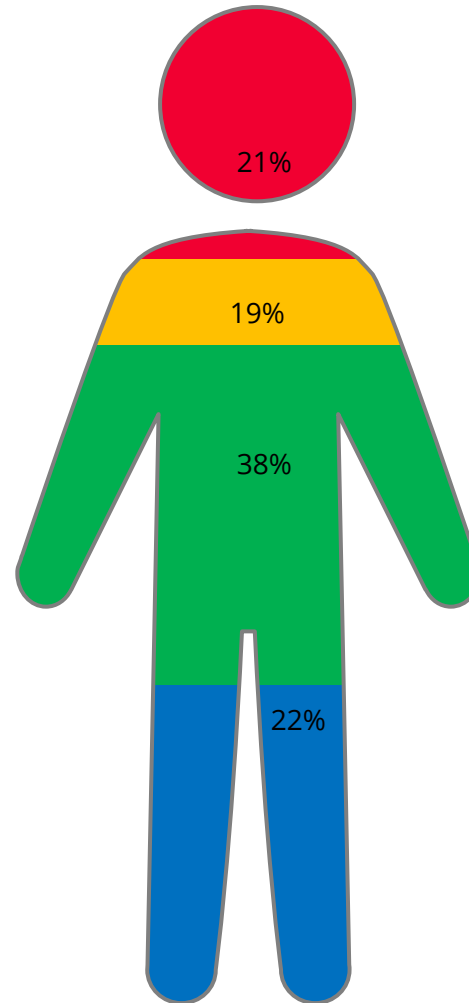
D

I

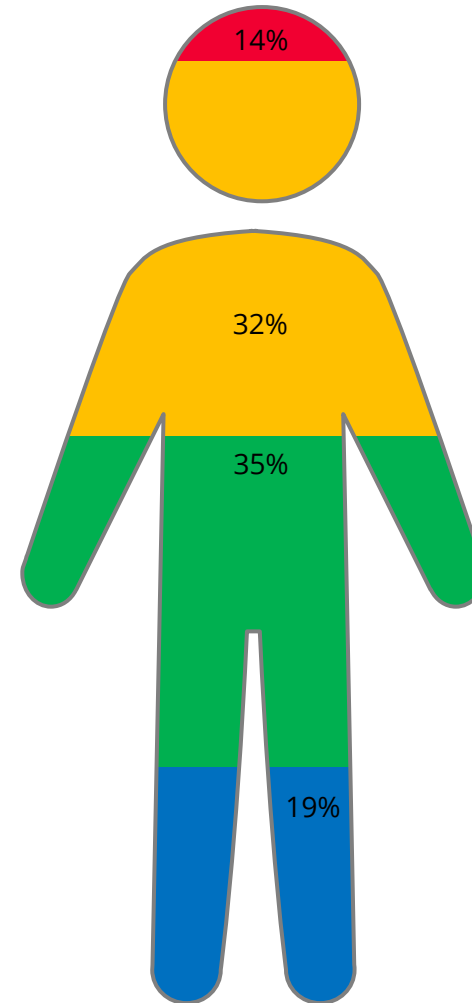
S

C

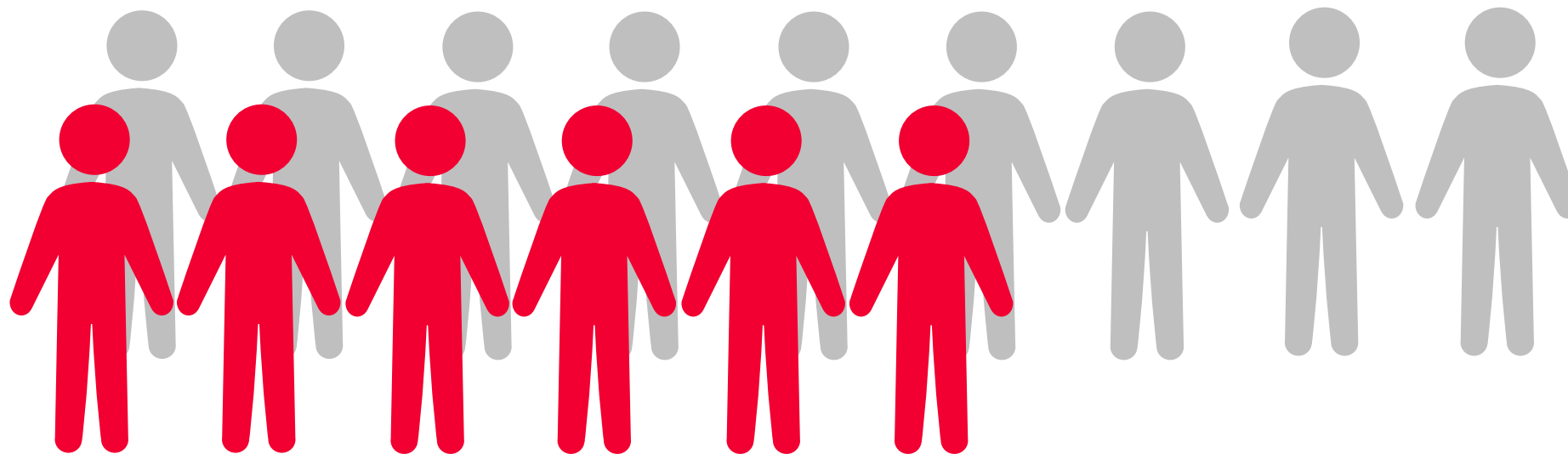
Born in years
70'



Born in years
90'



— In the generation born in the 90s there is 1/3 less D than in the 70s.



- Are we less interested in the rat race?
- Don't want to sacrifice your personal life for your career?
-?

21% >> 14%

— In the generation born in the 90's there is more than 1/3 more I than in the 70's



- Are we more and more open to people, communicative?
- Are we more and more interested in good relations and atmosphere at work, 2 times more than in results? (D vs I)
-?

19% >> 32%

— Conclusions for Leaders



Consciously manage diversity behavioural, generational, sexual and cultural, **and you will avoid unnecessary conflicts and bring out the potential.**



If you want to **attract and retain** representatives of **generation Y** **Build an adequate leadership culture** in your organisation



When creating Employer Branding campaigns
Consider **which generation group** you are targeting.



Don't believe in stereotypes
use **diagnostic tools**



Remember the platinum rule
treat others as they would **like to be** treated



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Thank you for your attention
Extended DISC



Do you have any questions?

Contact us!

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