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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



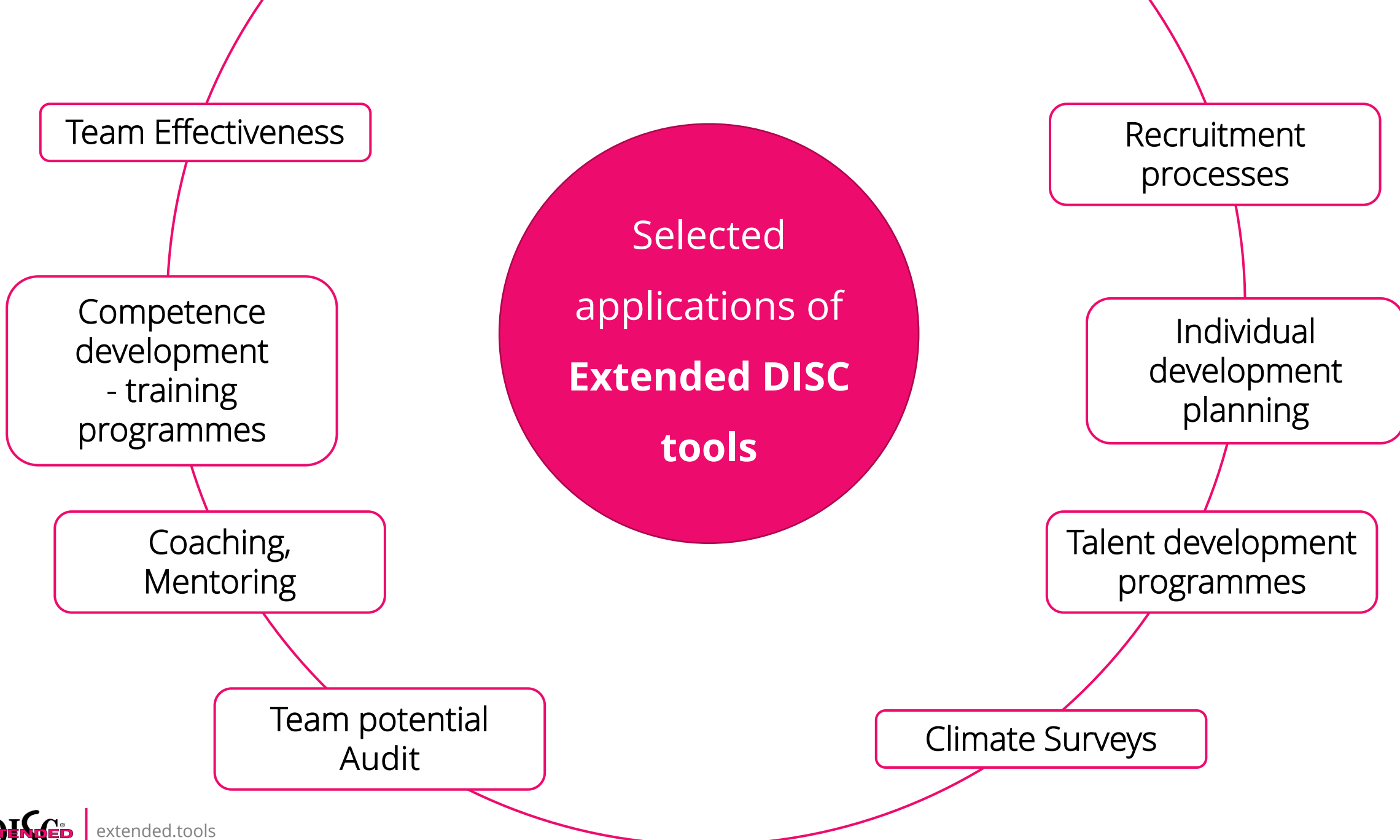
**Surveys**  
Open



**360° Feedback**



**FinxS Sales**  
Assessment



# 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)**



— 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

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# — History of Extended DISC

**Jung:**  
Die Psychologische  
Typen

1921

**Marston:**  
Emotions of  
Normal People

1928

**DISC**  
System

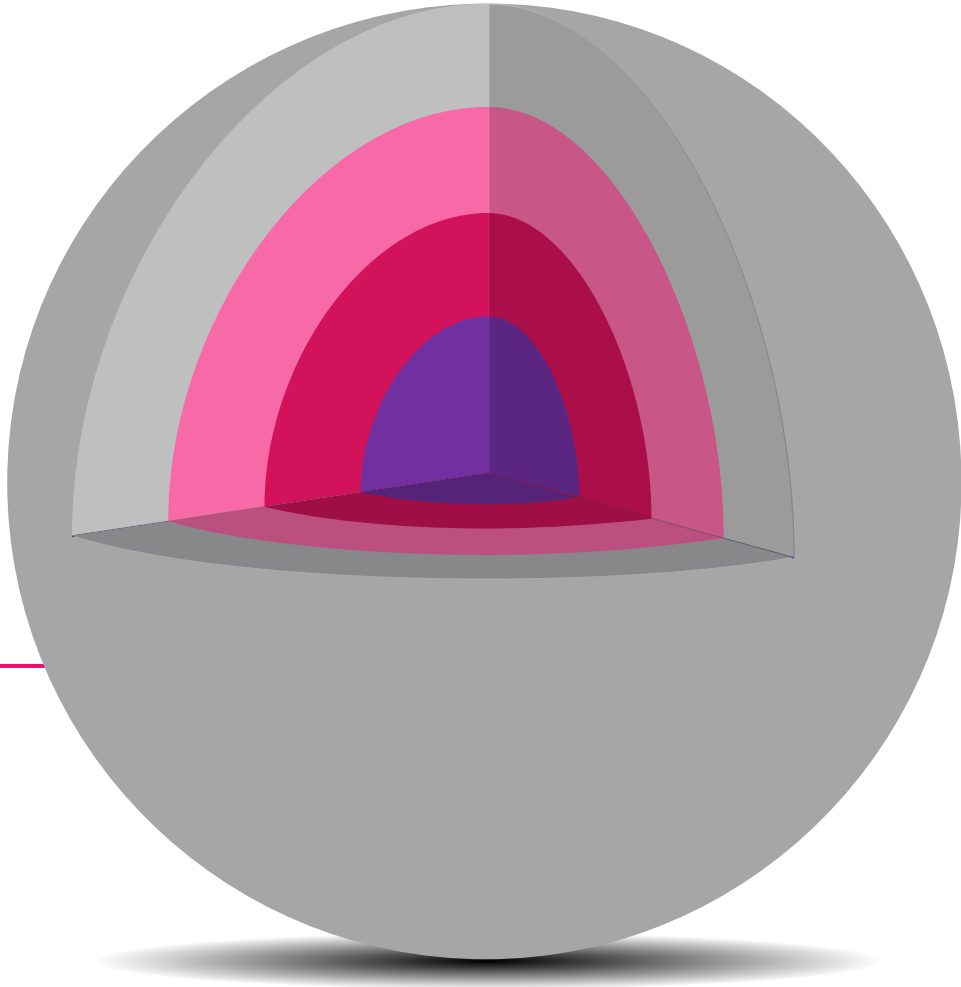
1951

System  
**Extended  
DISC**

1994

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

# Human capacity



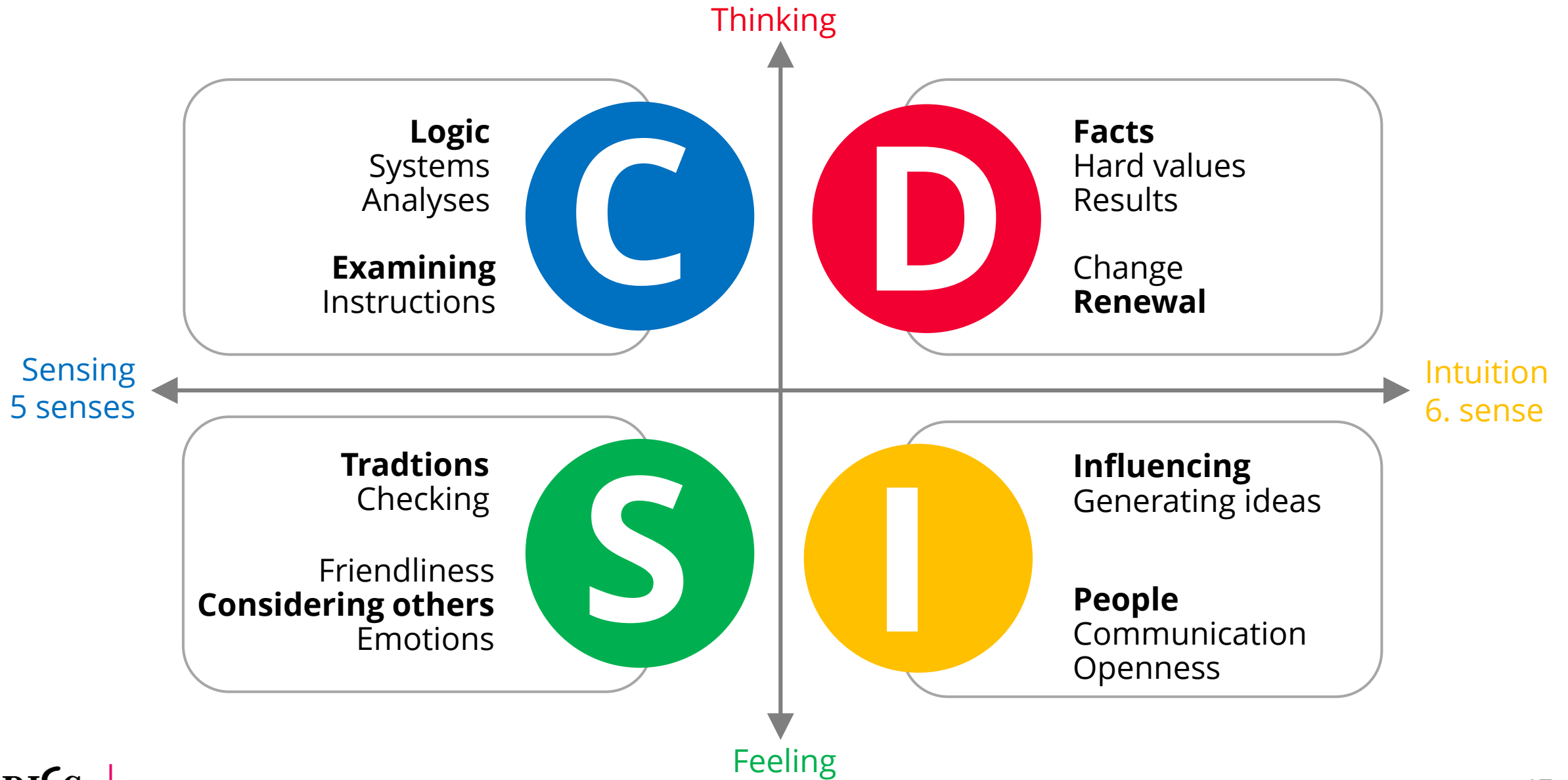
## Conscious behavior

- 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

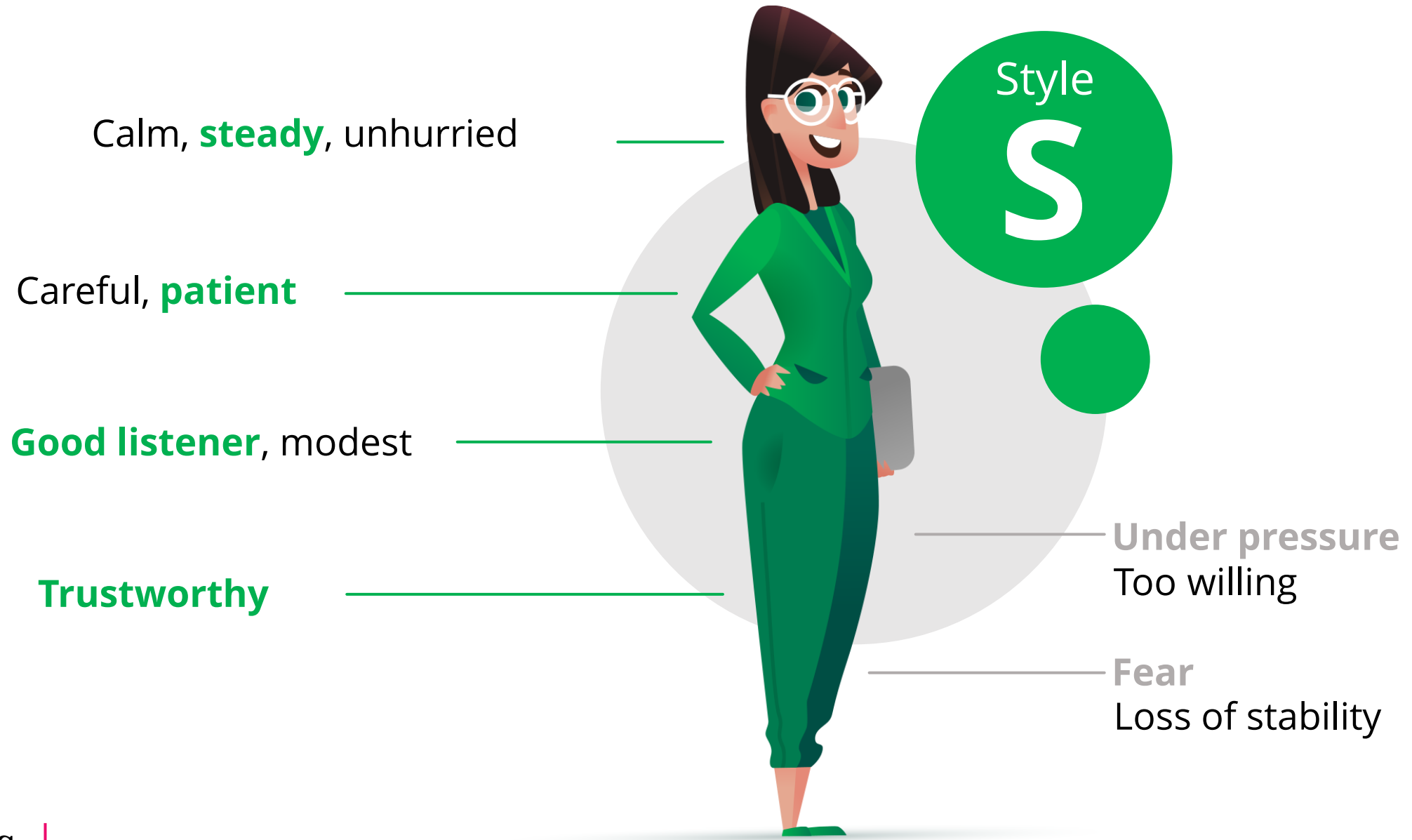


### Communications

- 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

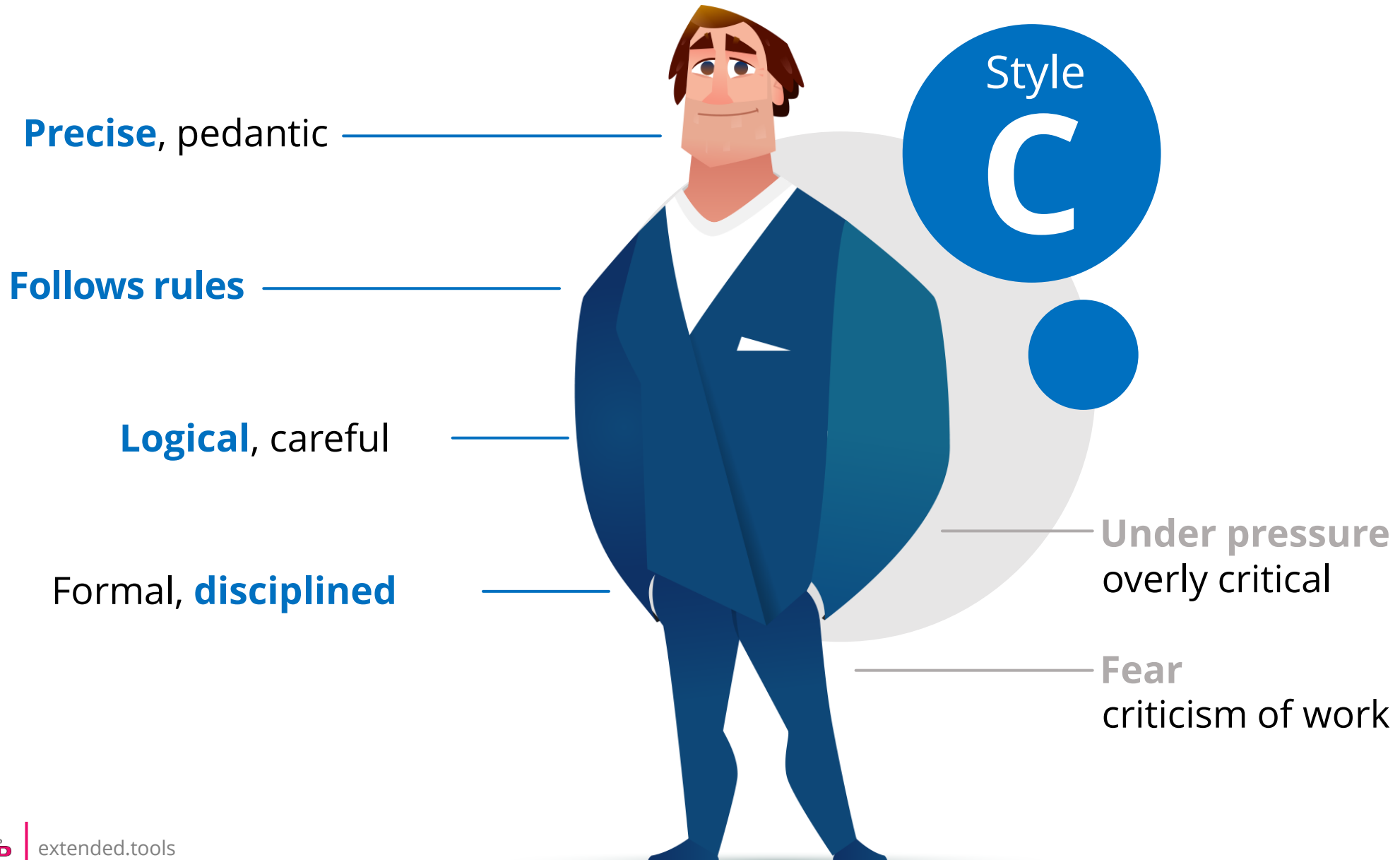


### Communications

- 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

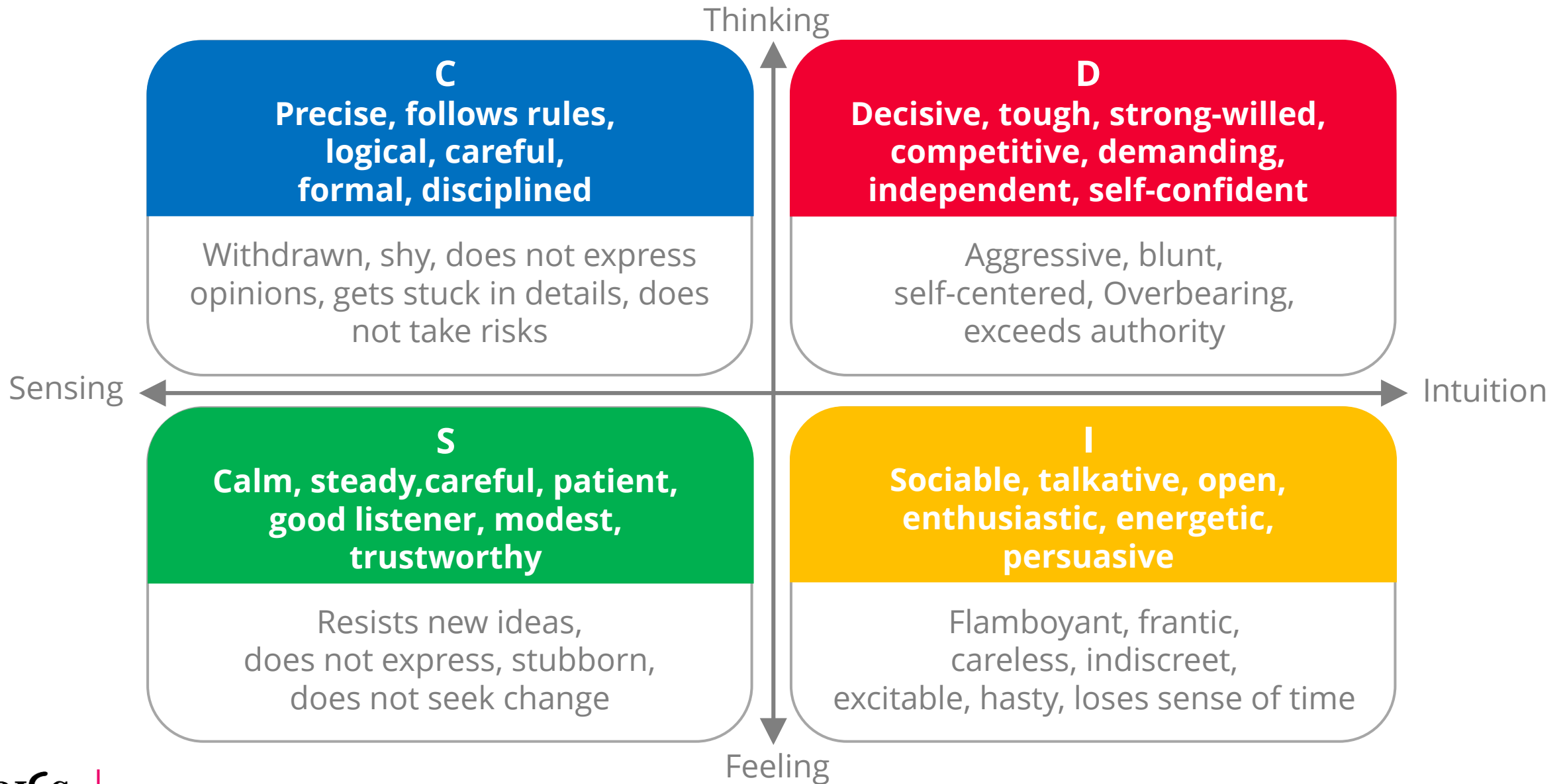


### **Communication**

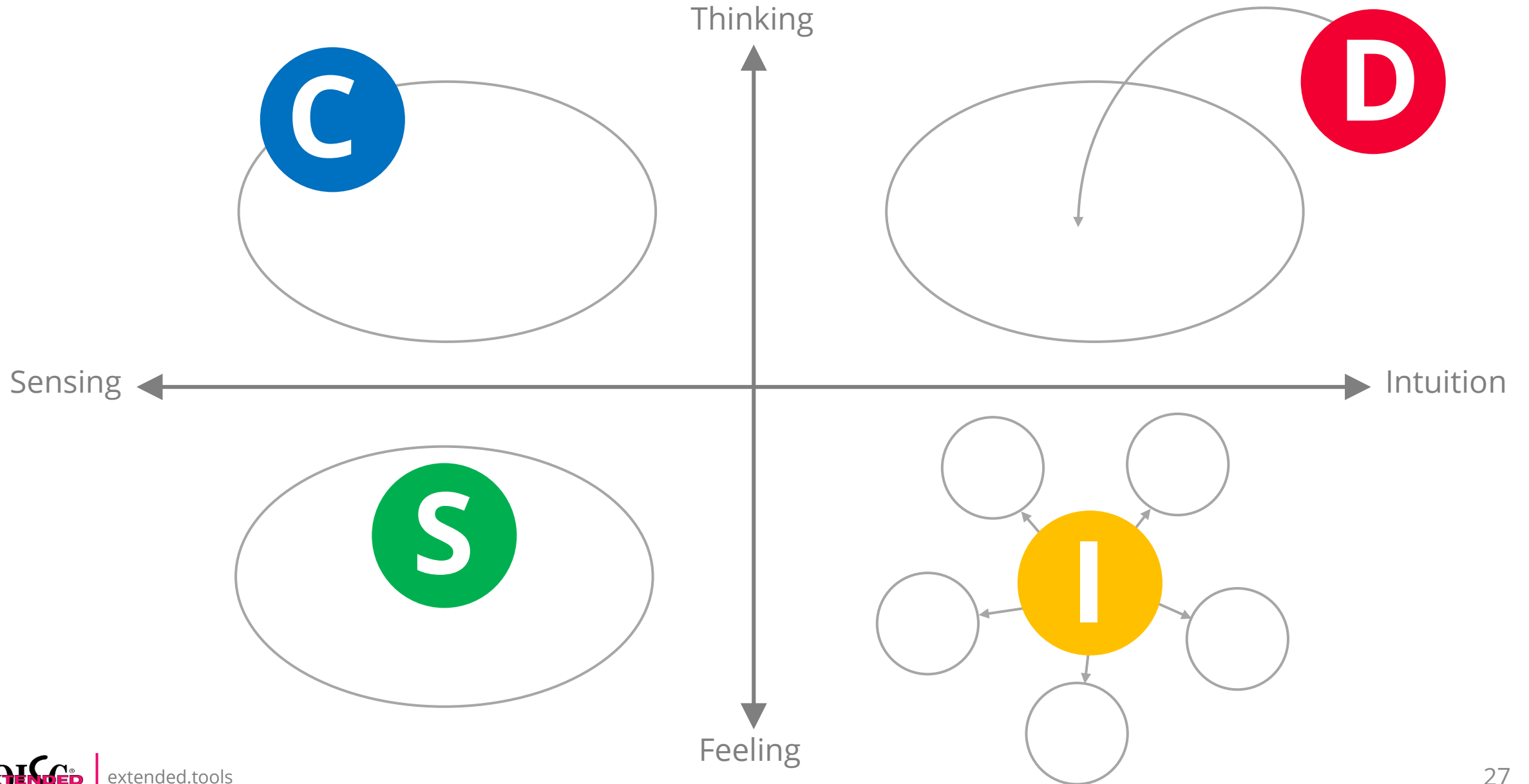
- prefers written communication
- may have difficulty in expressing opposing opinions
- fine-tune details
- may lose the main thread
- does not like to discuss opinions and abstract issues



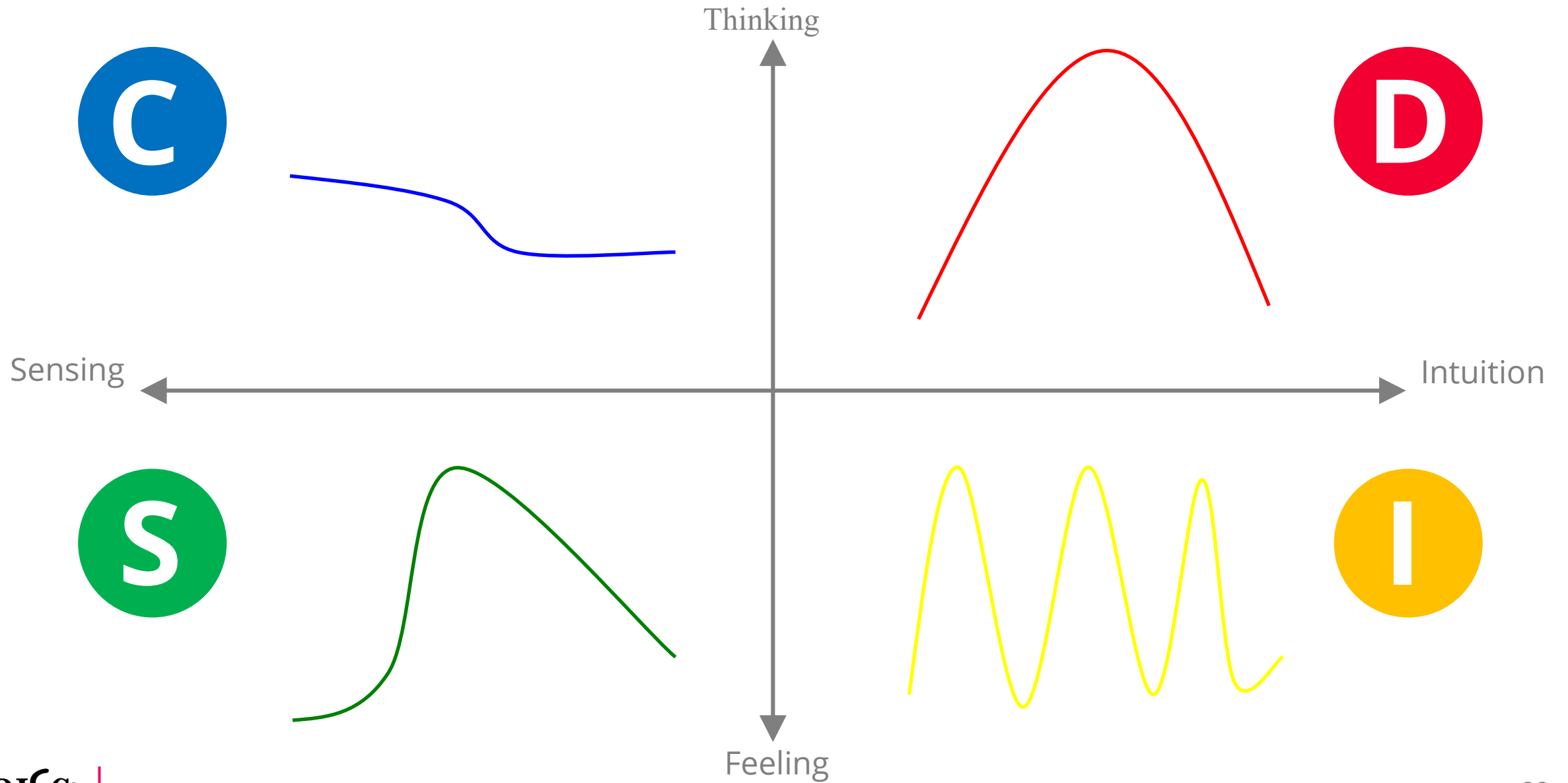
# — The Four Quadrant Model



# — The Four Quadrant Model – Teamwork



# — The stress response





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# Individual reports **Extended DISC**

### 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.

# Extended DISC Personal Analysis



## 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**.

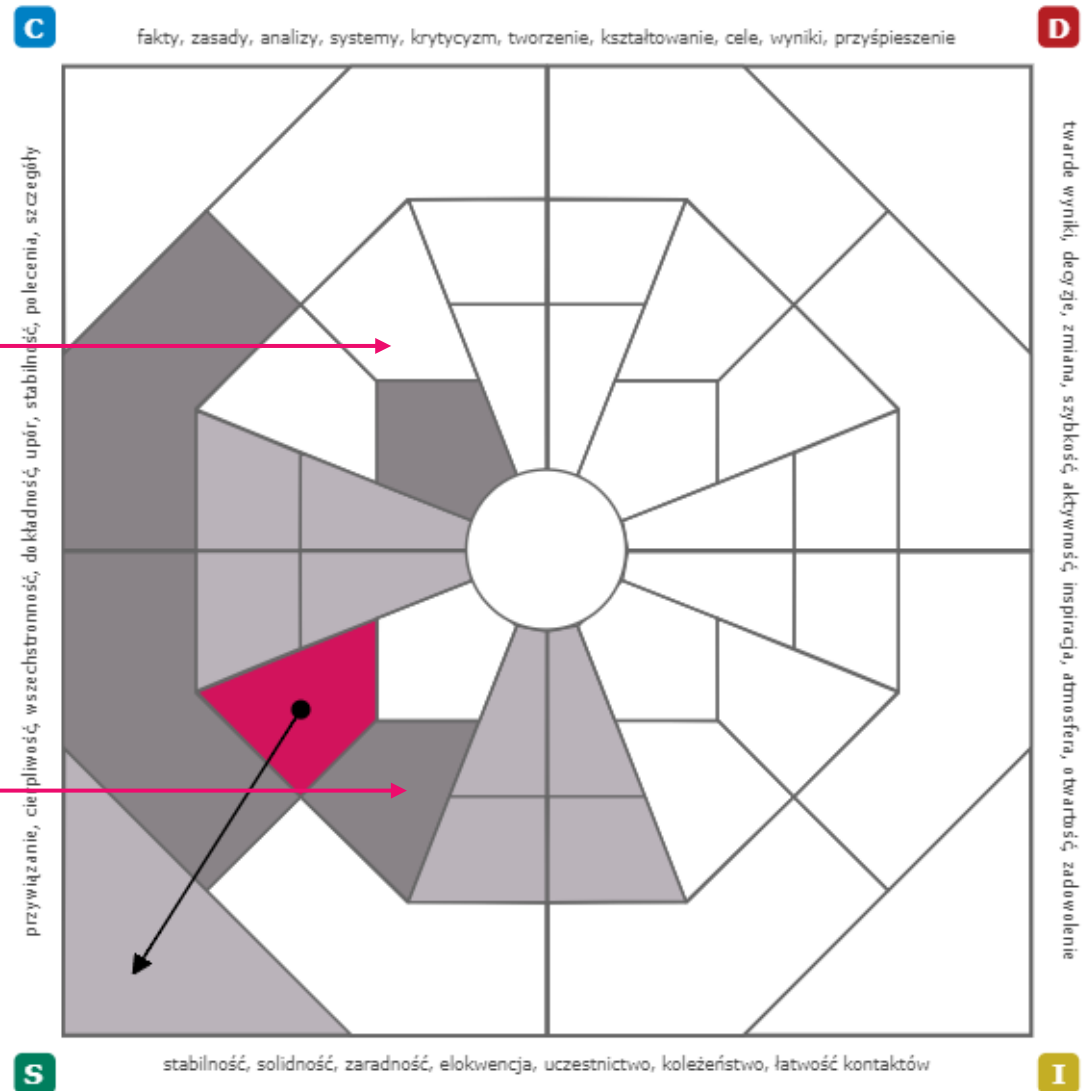


# Extended DISC Diamond

## Flexibility zones

**Energy intensive areas**

Areas with **low energy requirements**



# Extended DISC Diamond



**Flexibility zones** – areas of comfortable behaviour – painted sectors



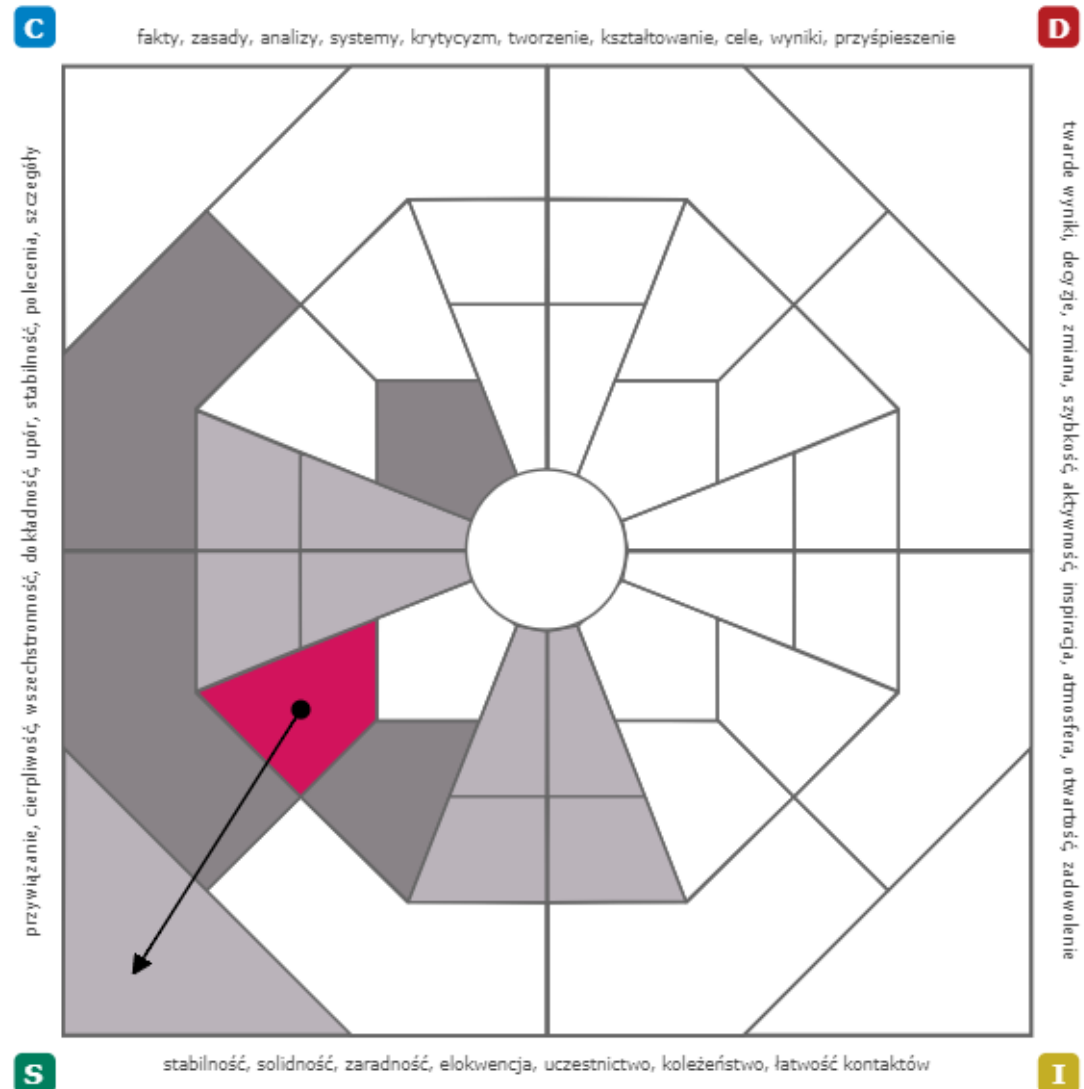
**The most intense style** – dot



**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?



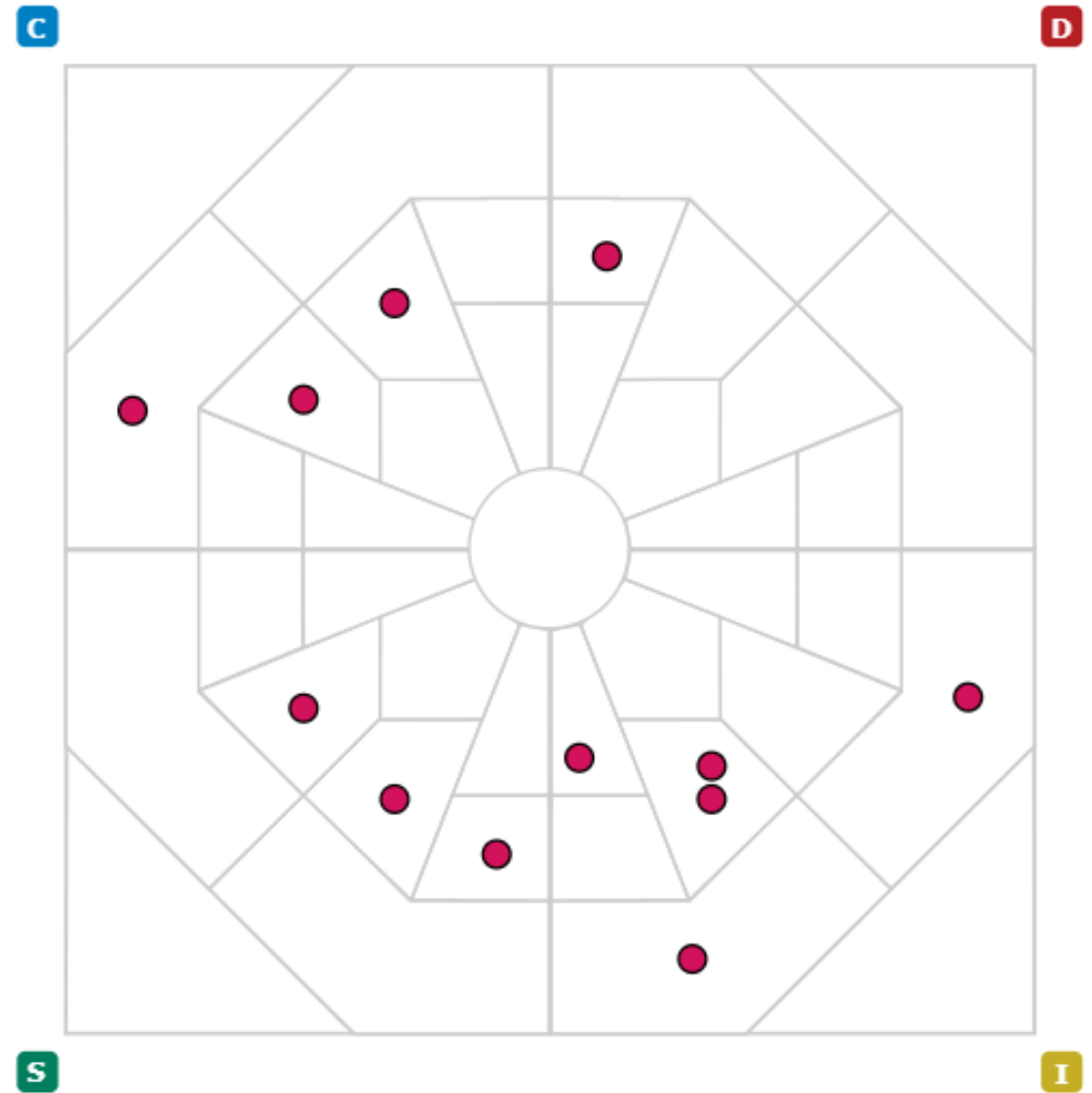
- **Team Analysis** is based solely on Individual Analysis results of team members
- Describes **the natural style of behavior** of the team
- Identifies **the strengths** of each team member

## A tool for:

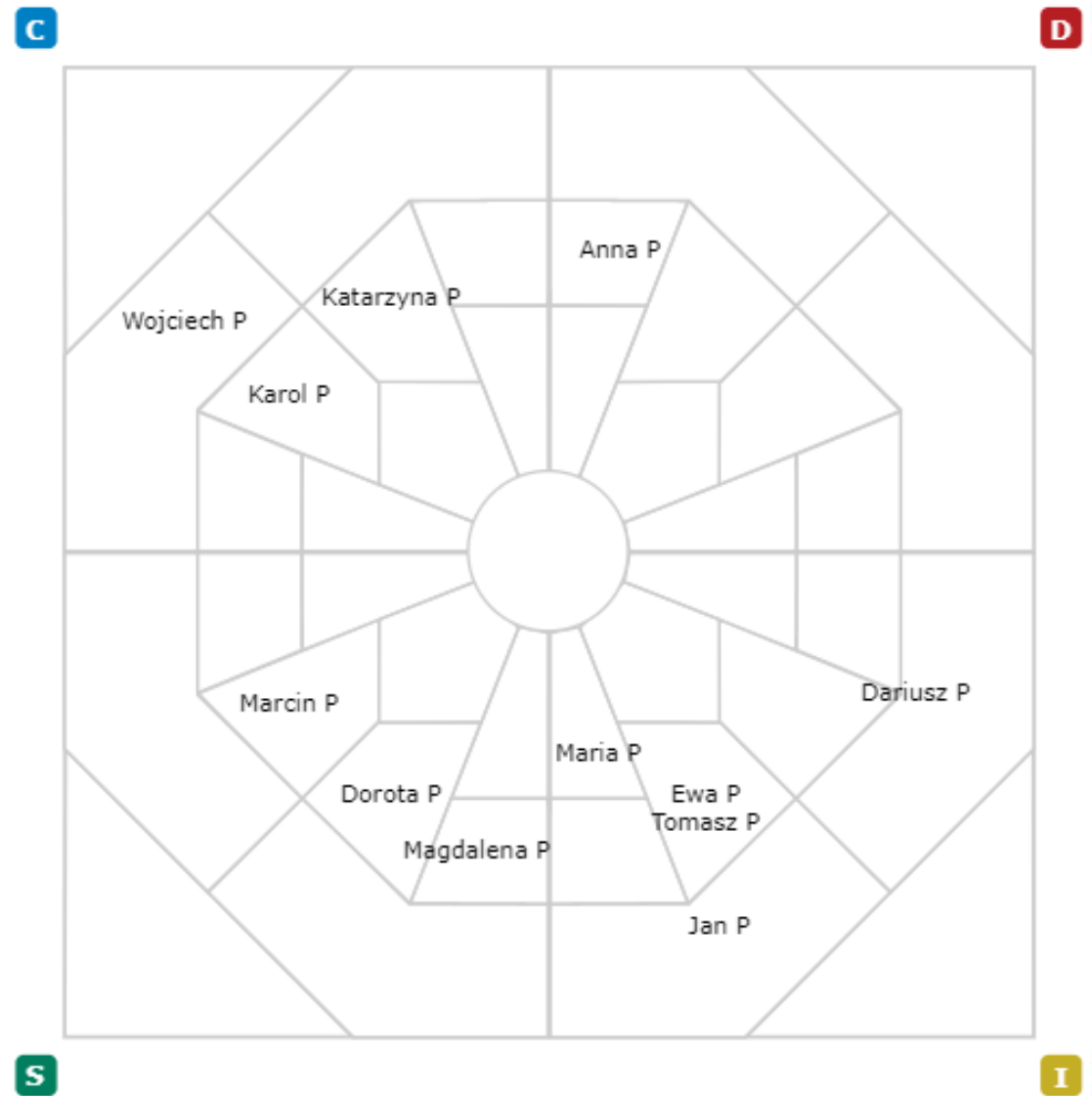


- **Team development**
- **Improving communication** within the team
- **increasing** effectiveness
- **troubleshooting**

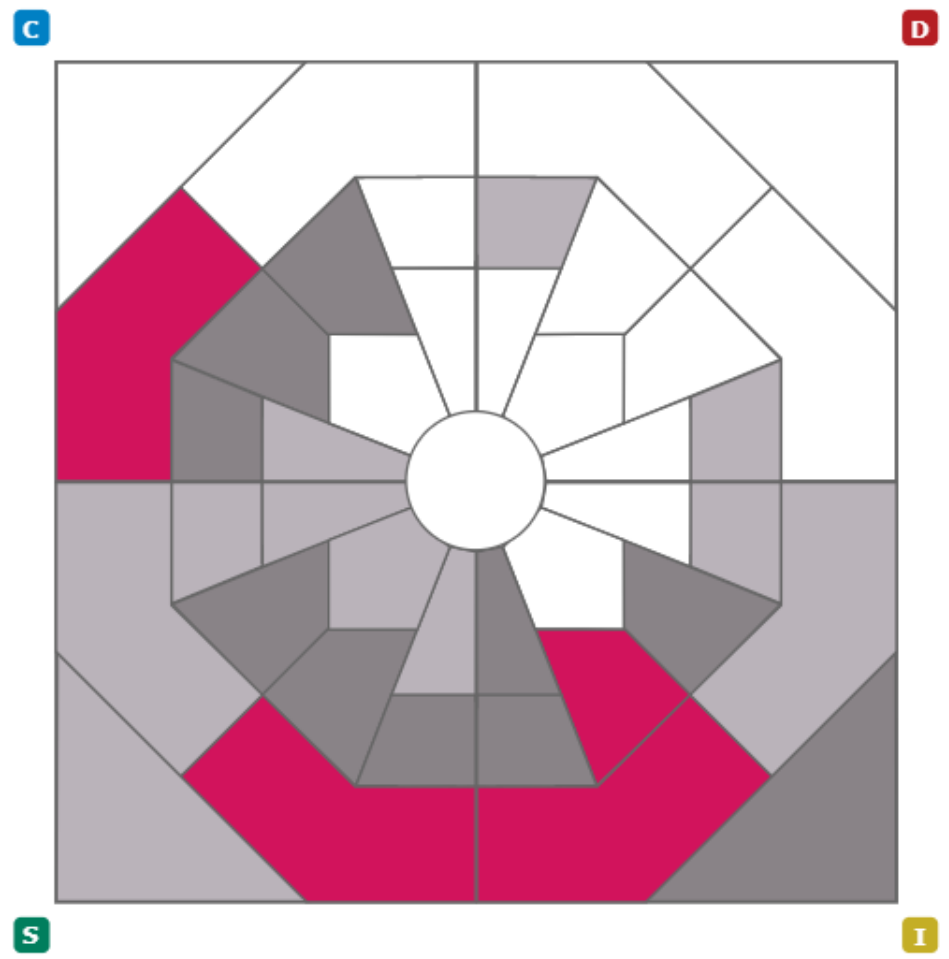
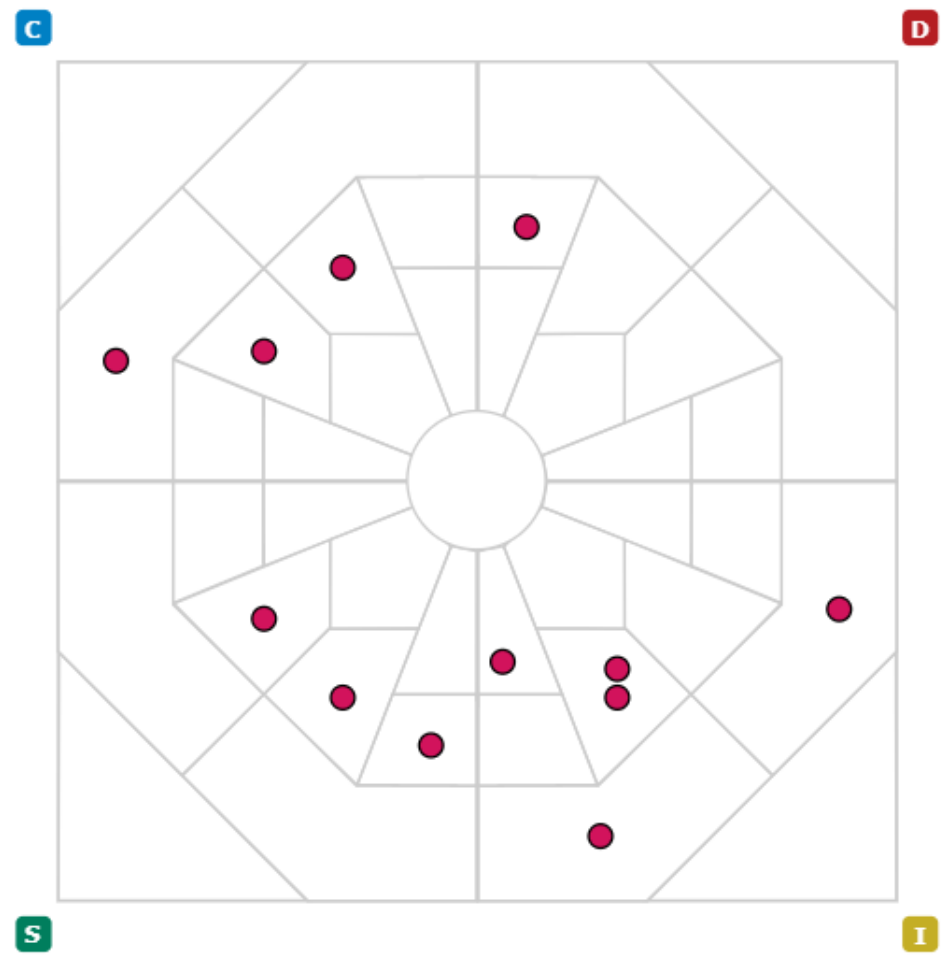
# shotgun map



# Name map



# Flexibility zone

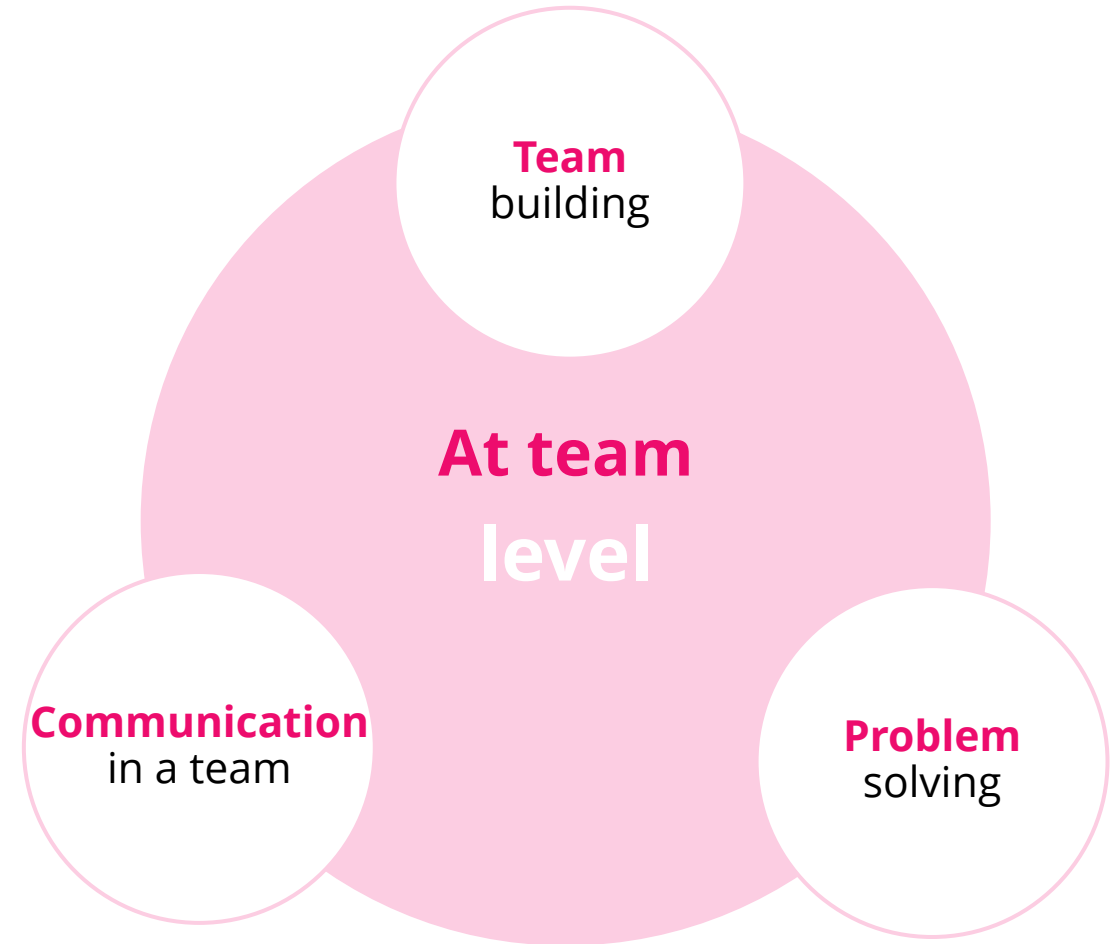


## Percentage table

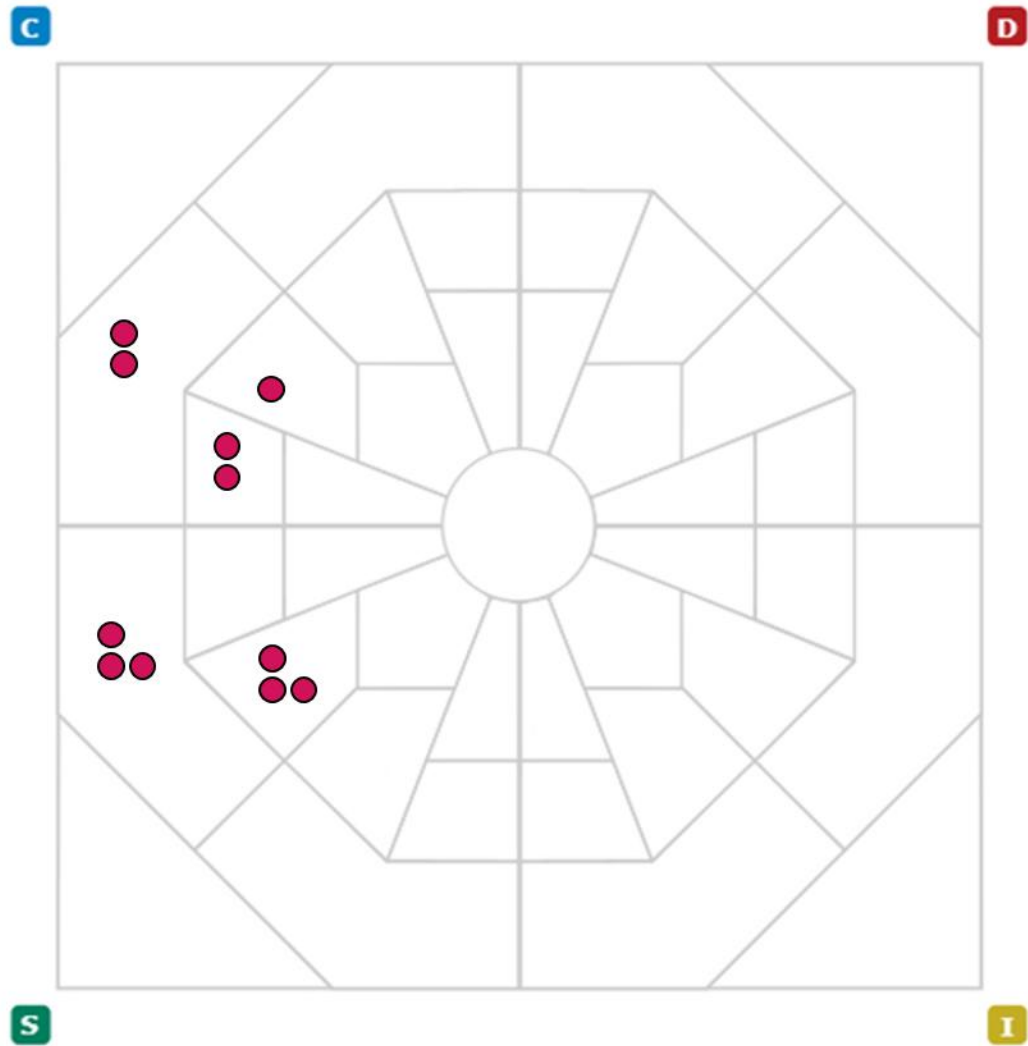
Profil II

	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

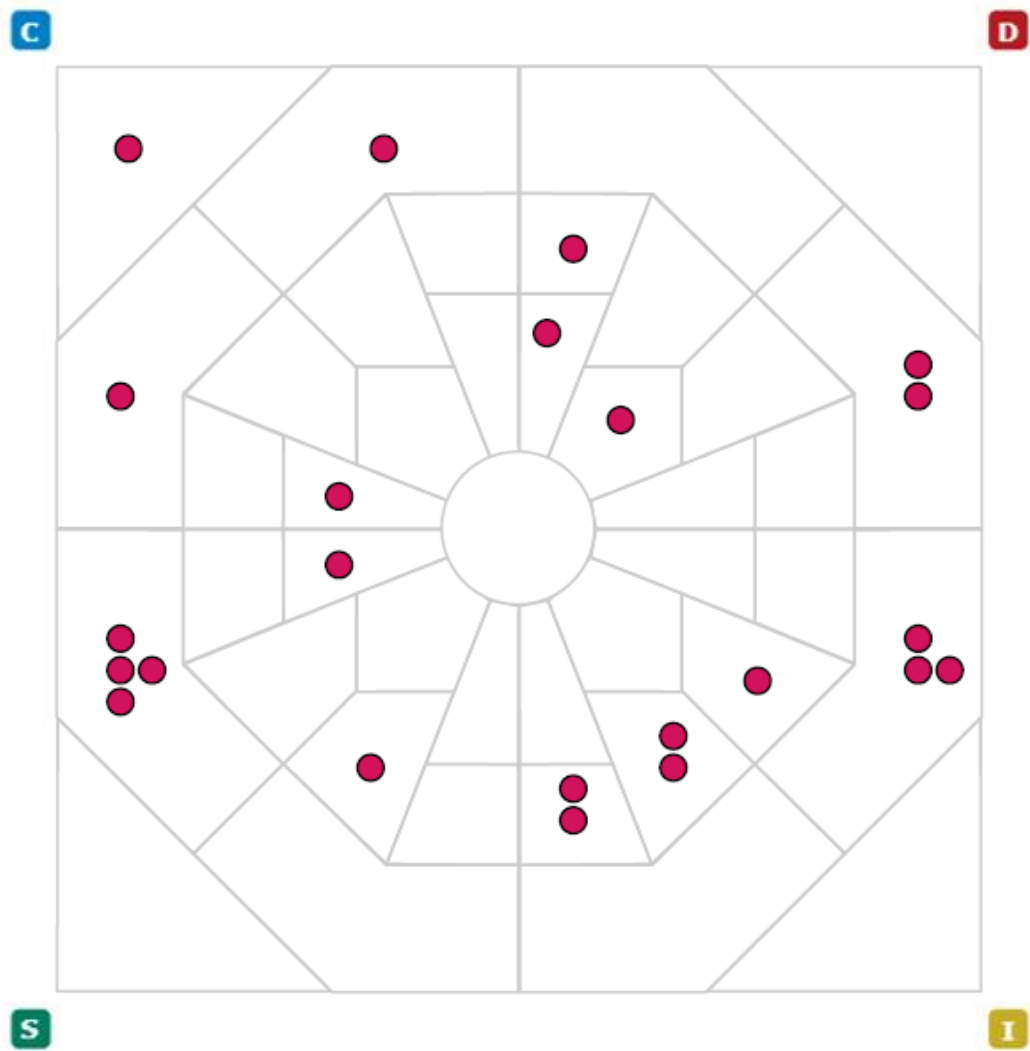
Strength

**communication**

Challenge

**flexibility**

# Types of teams



## Heterogeneous Team

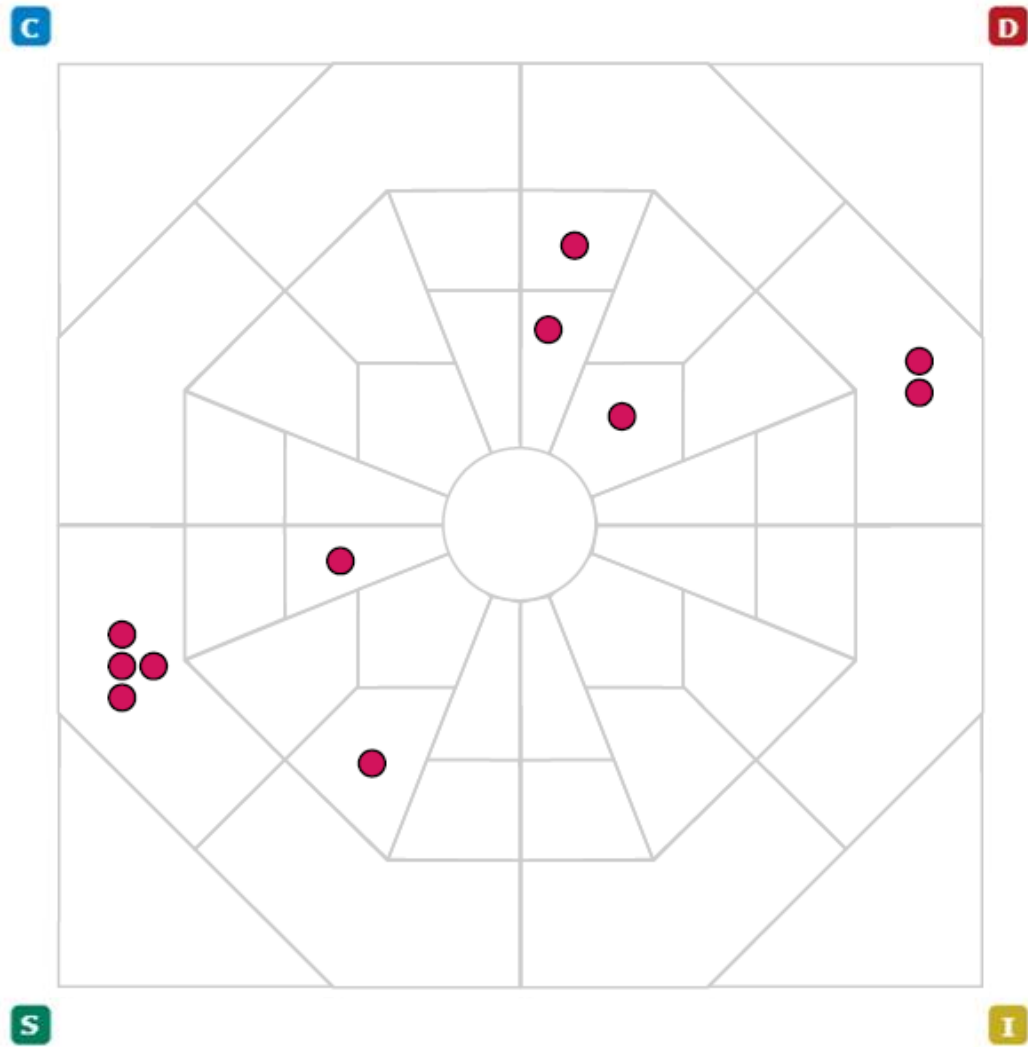
Strength

**Division of labor**

Challenge

**Communication**

# Types of teams



## Diverted Team

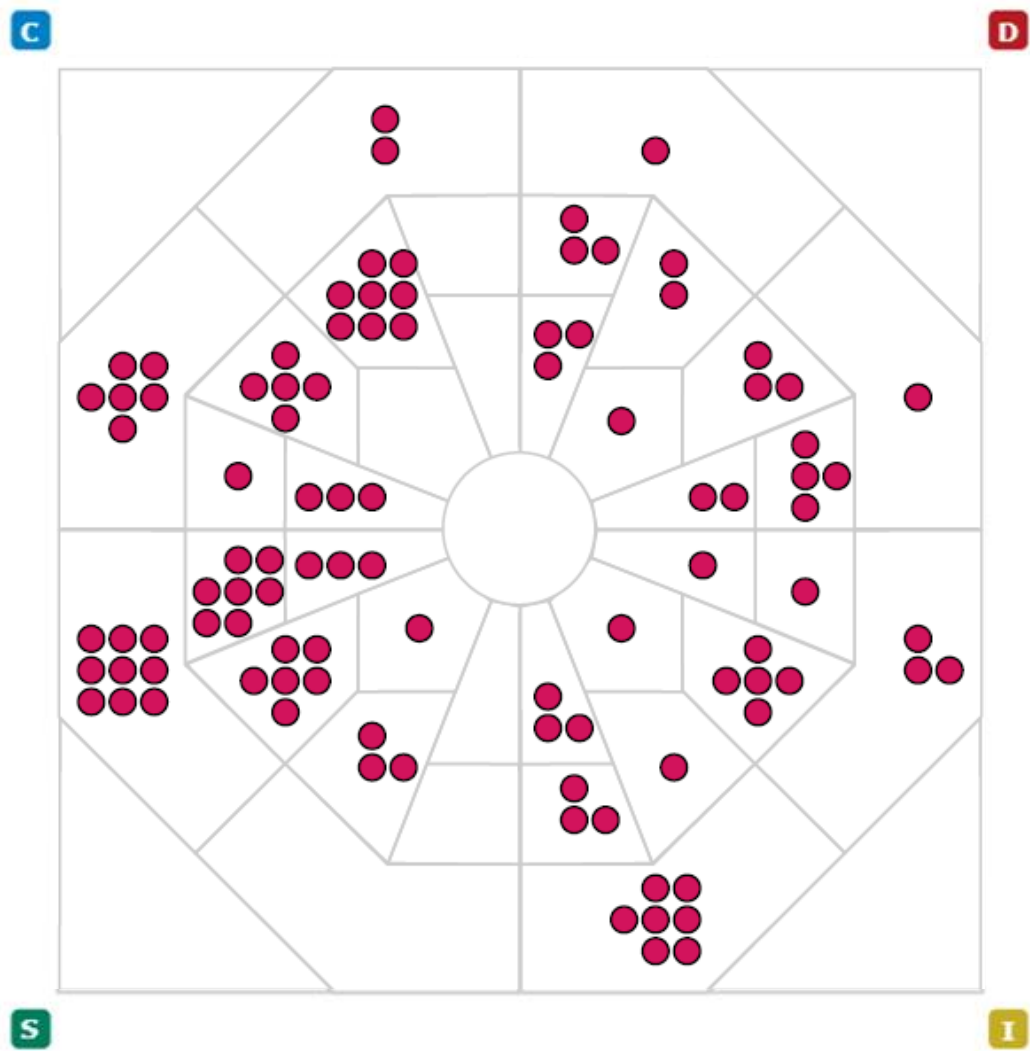
Strength

**Delegation**

Challenge

**Sub-teaming**

# Types of teams



## Team Analysis



= 10%



= 15%

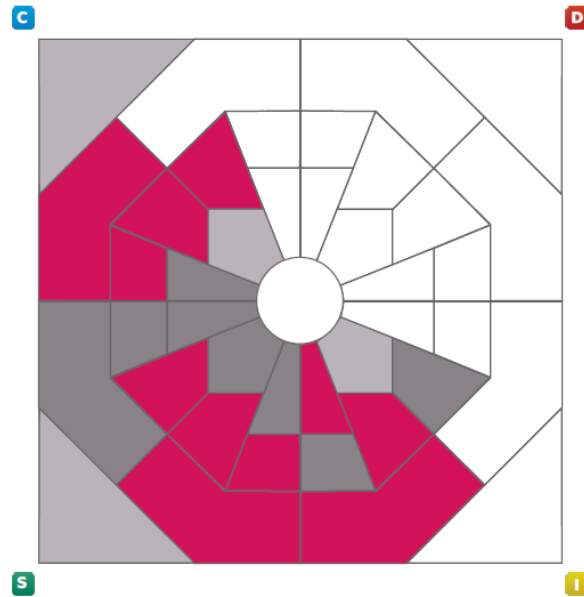
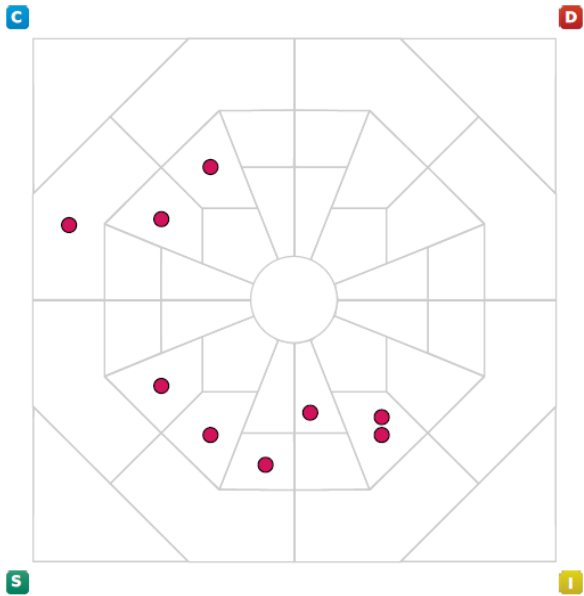


= 40%









= 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?**



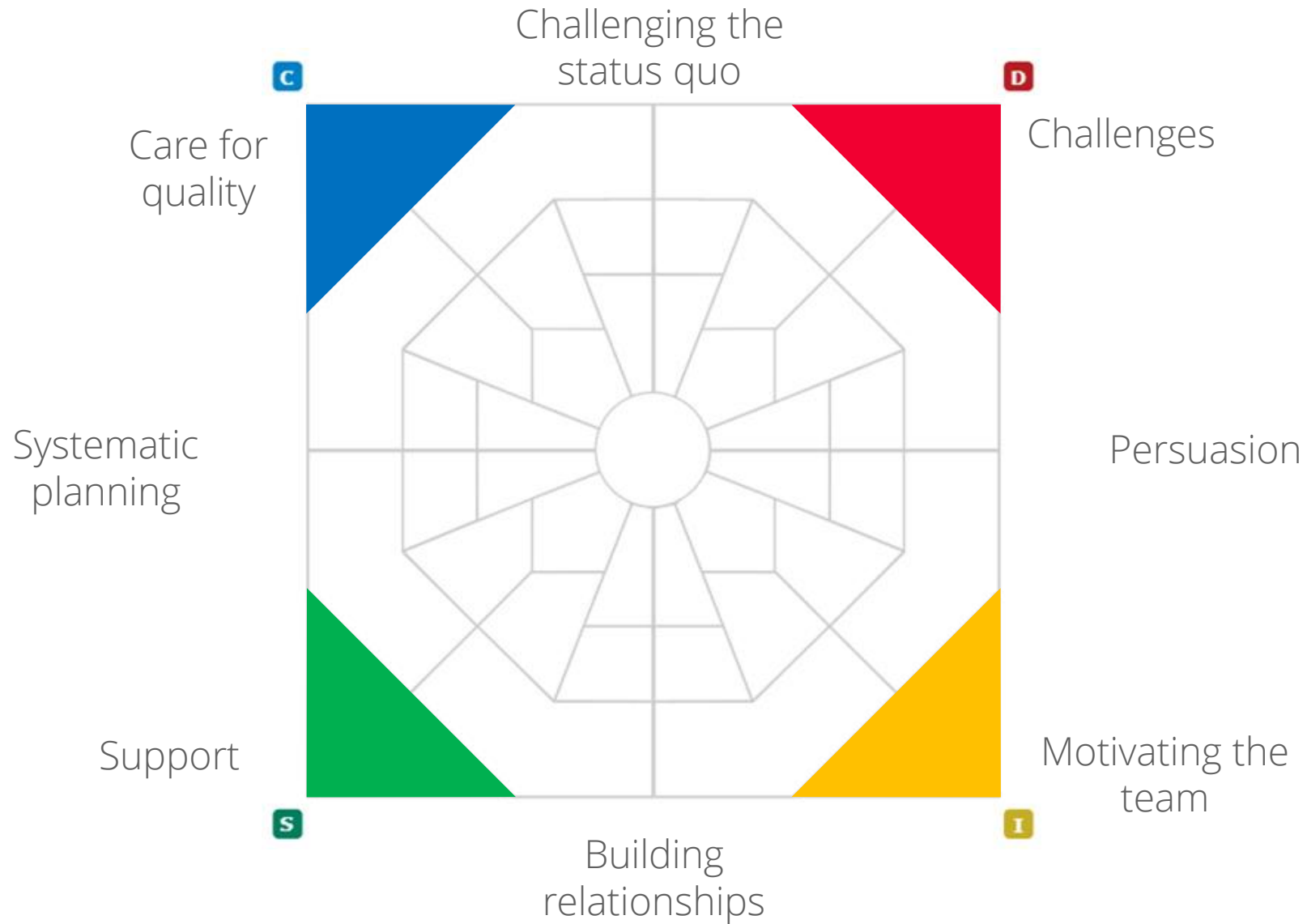
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# Extended DISC

## Leader's profile

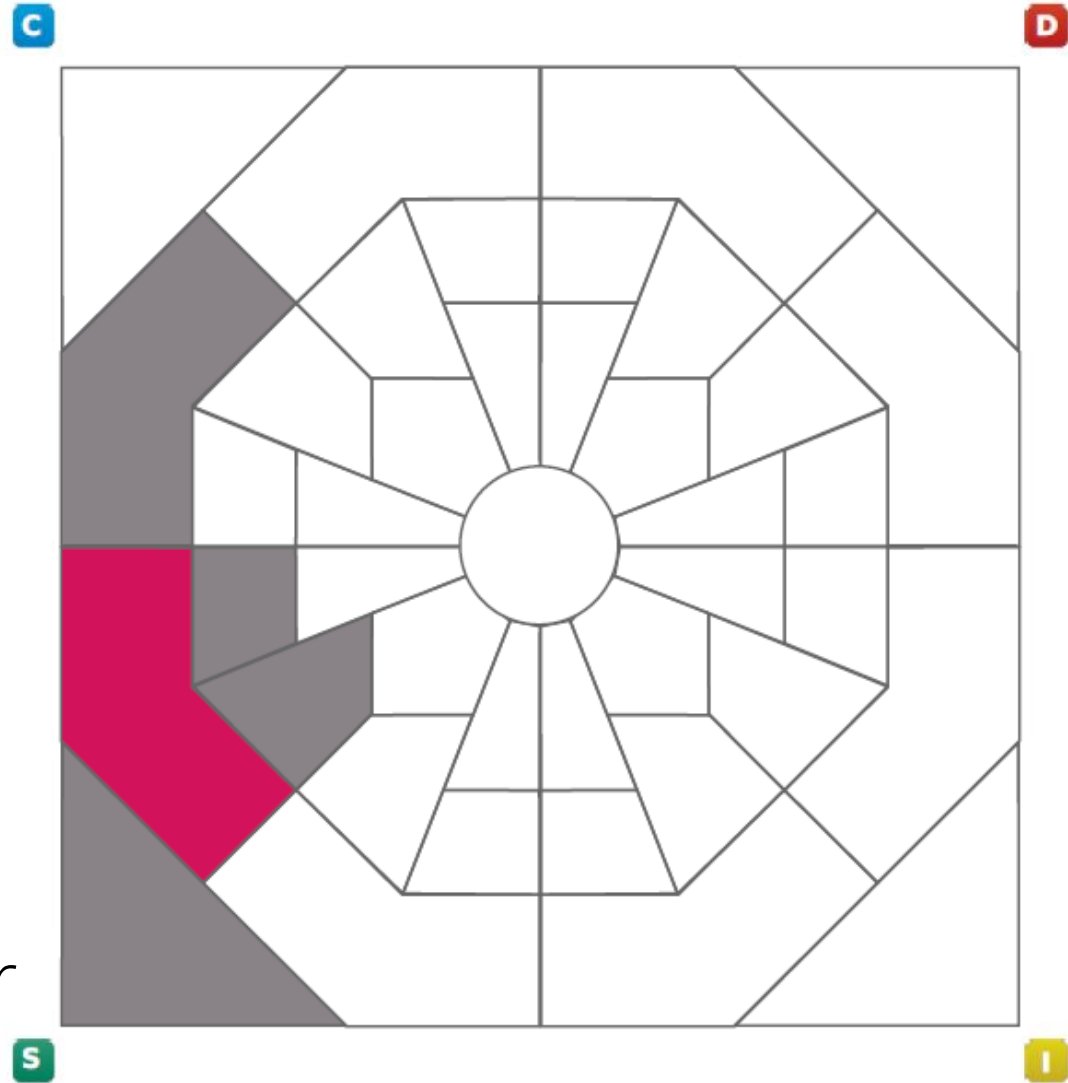
— What does it mean to **be a leader**?



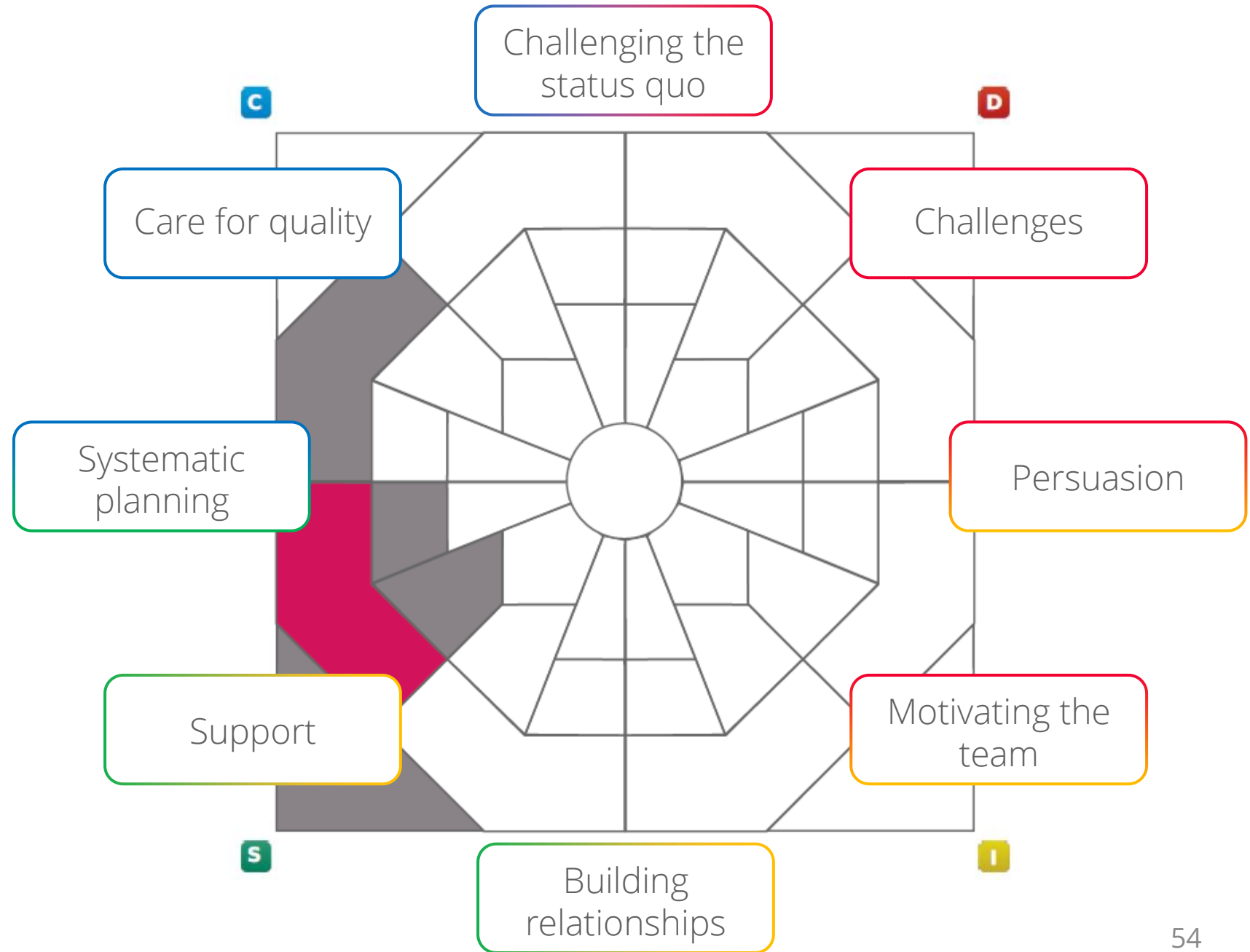
— What kind of leader will Adam be?



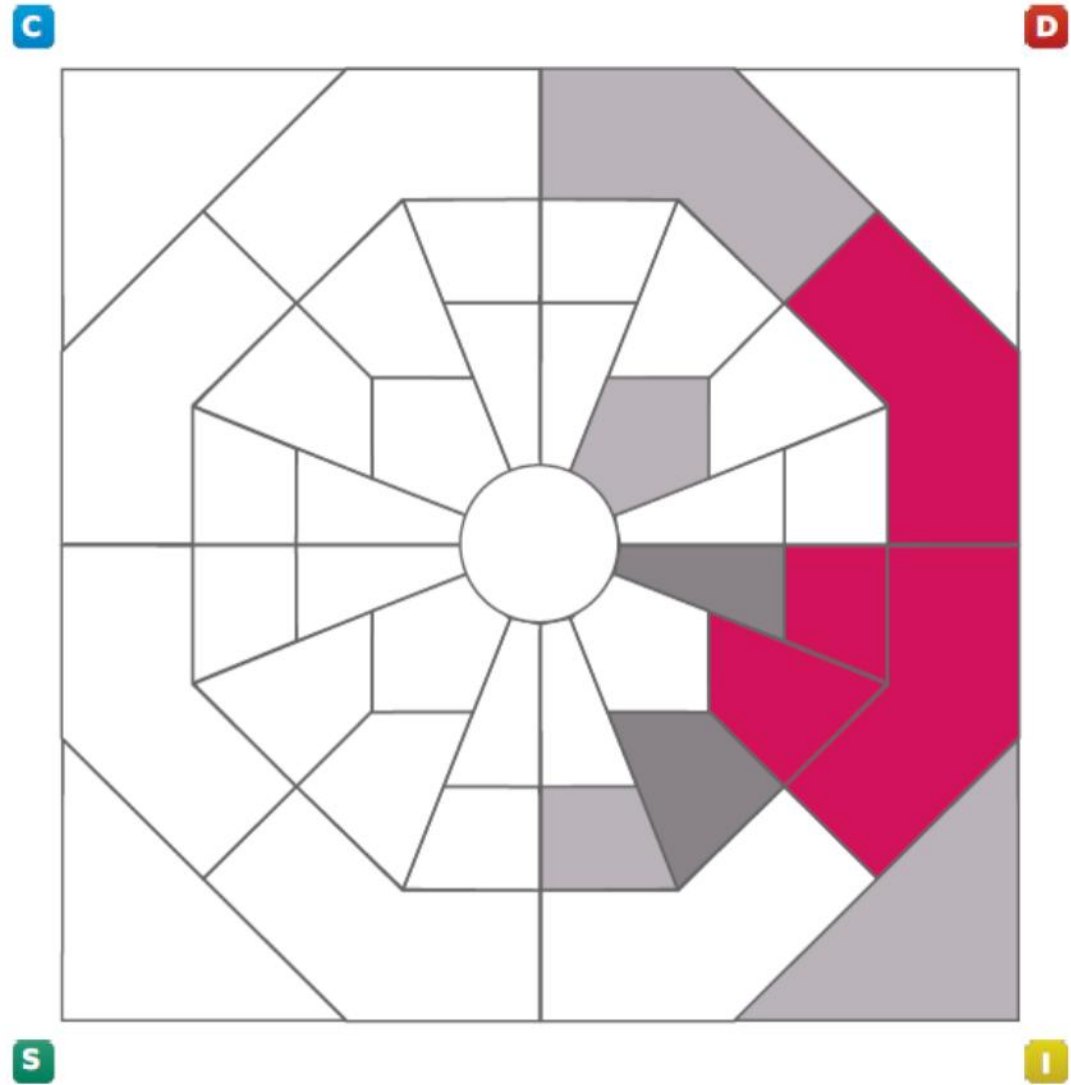
Let's get to know  
Adam a little better



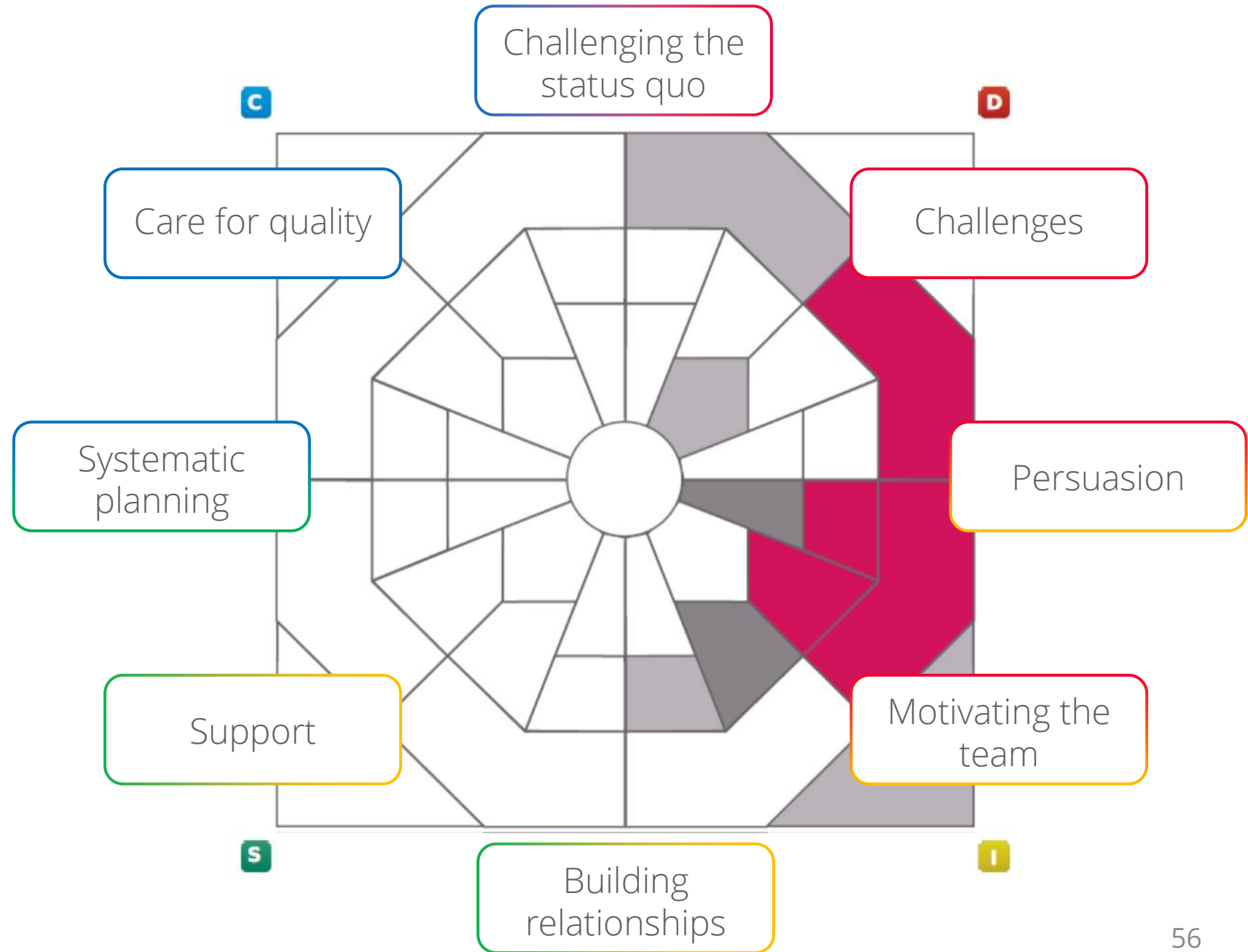
— Adam and his challenges...



— What about Eva?



— Eva and her challenges...





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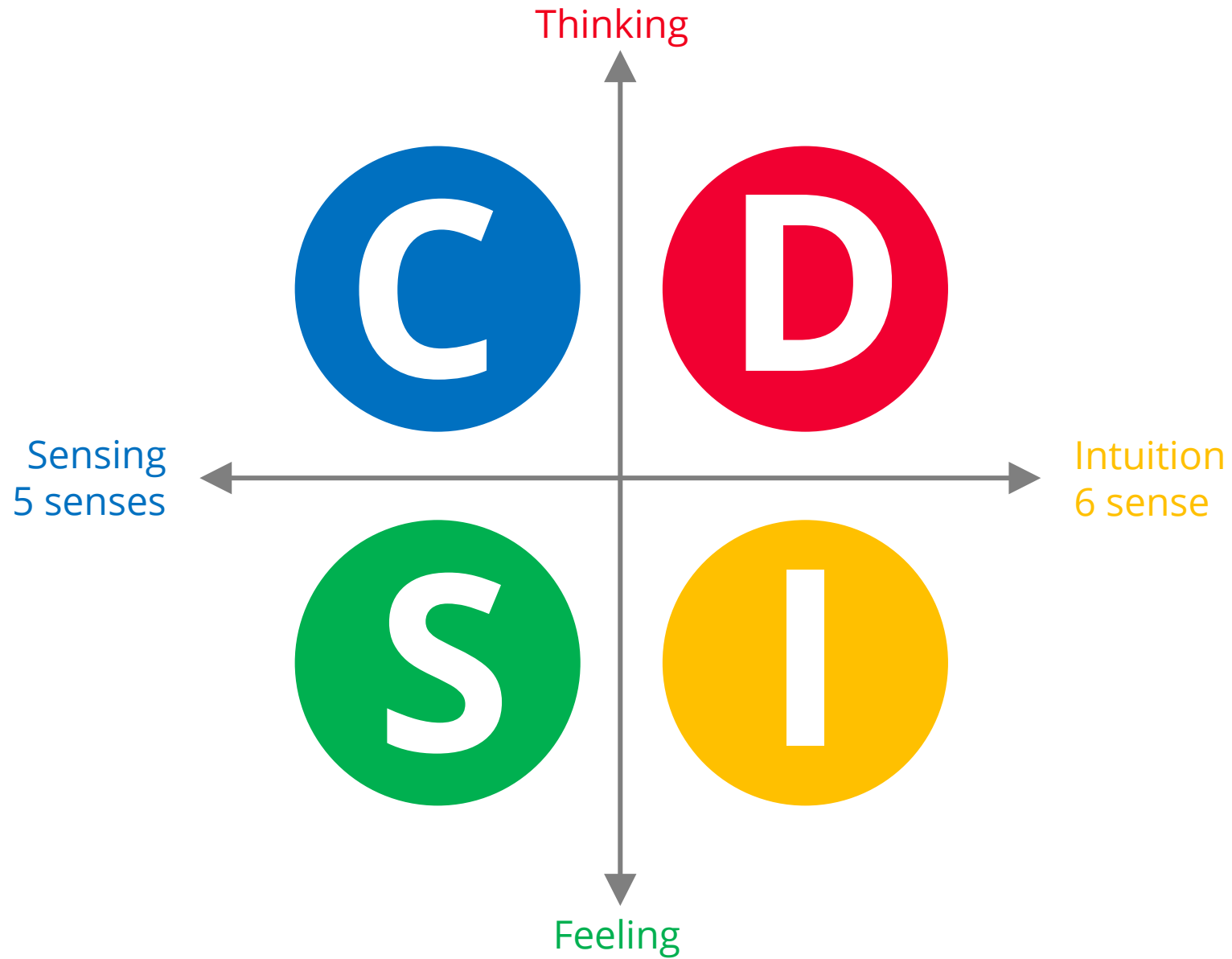


# Changes in the Polish population

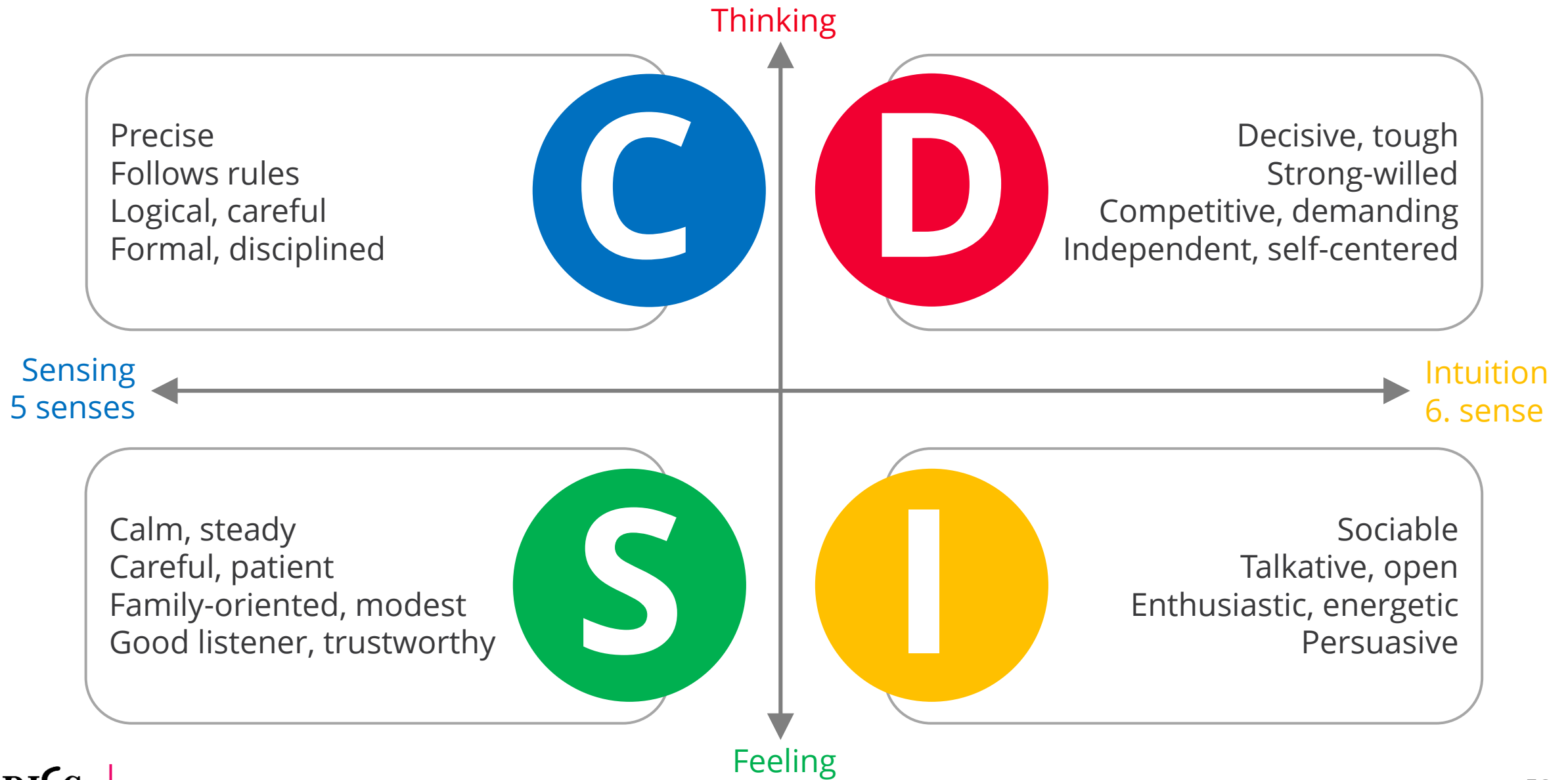
**according Extended DISC  
research**

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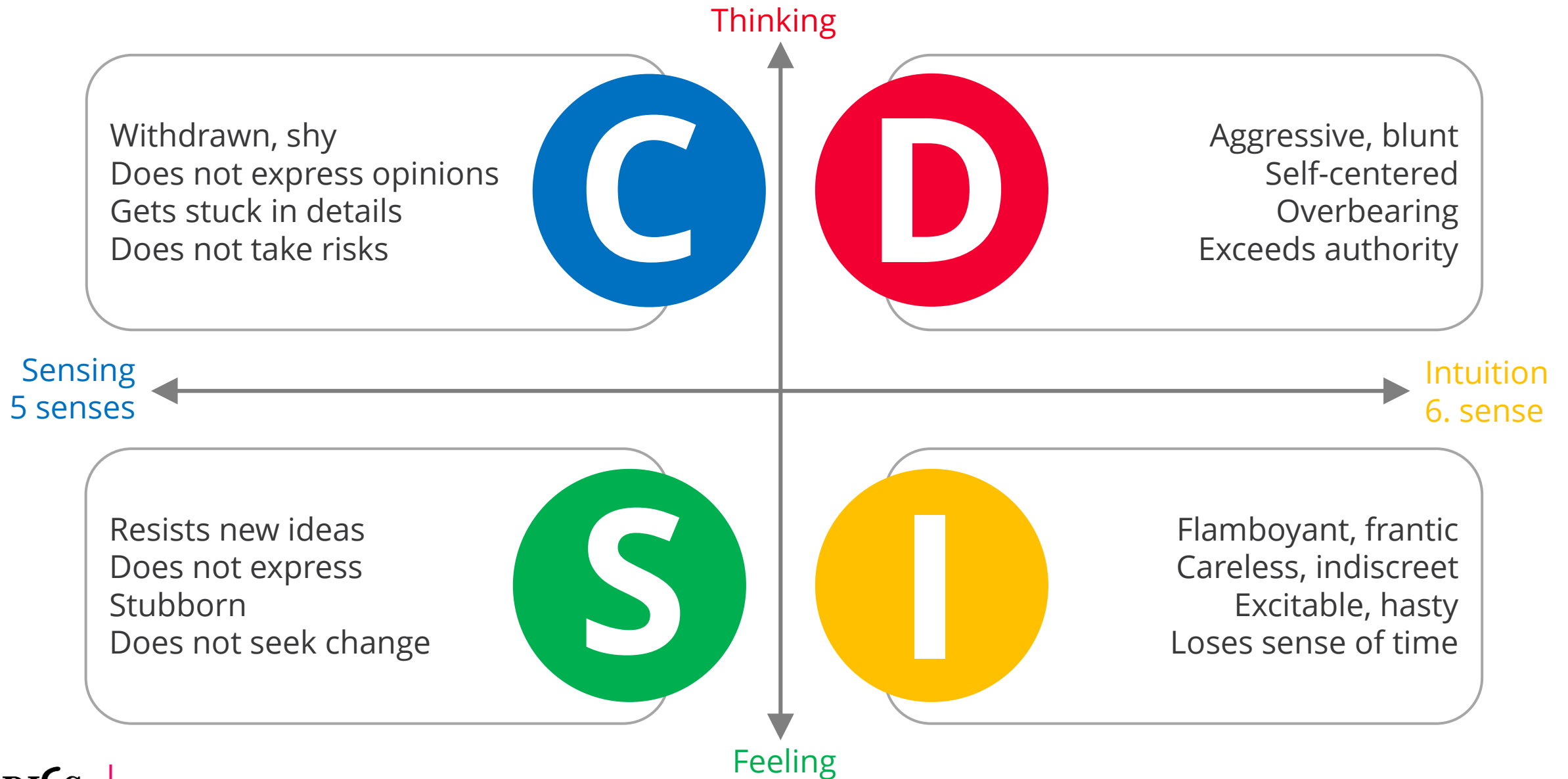
— Extended DISC model – The Four Quadrant Model



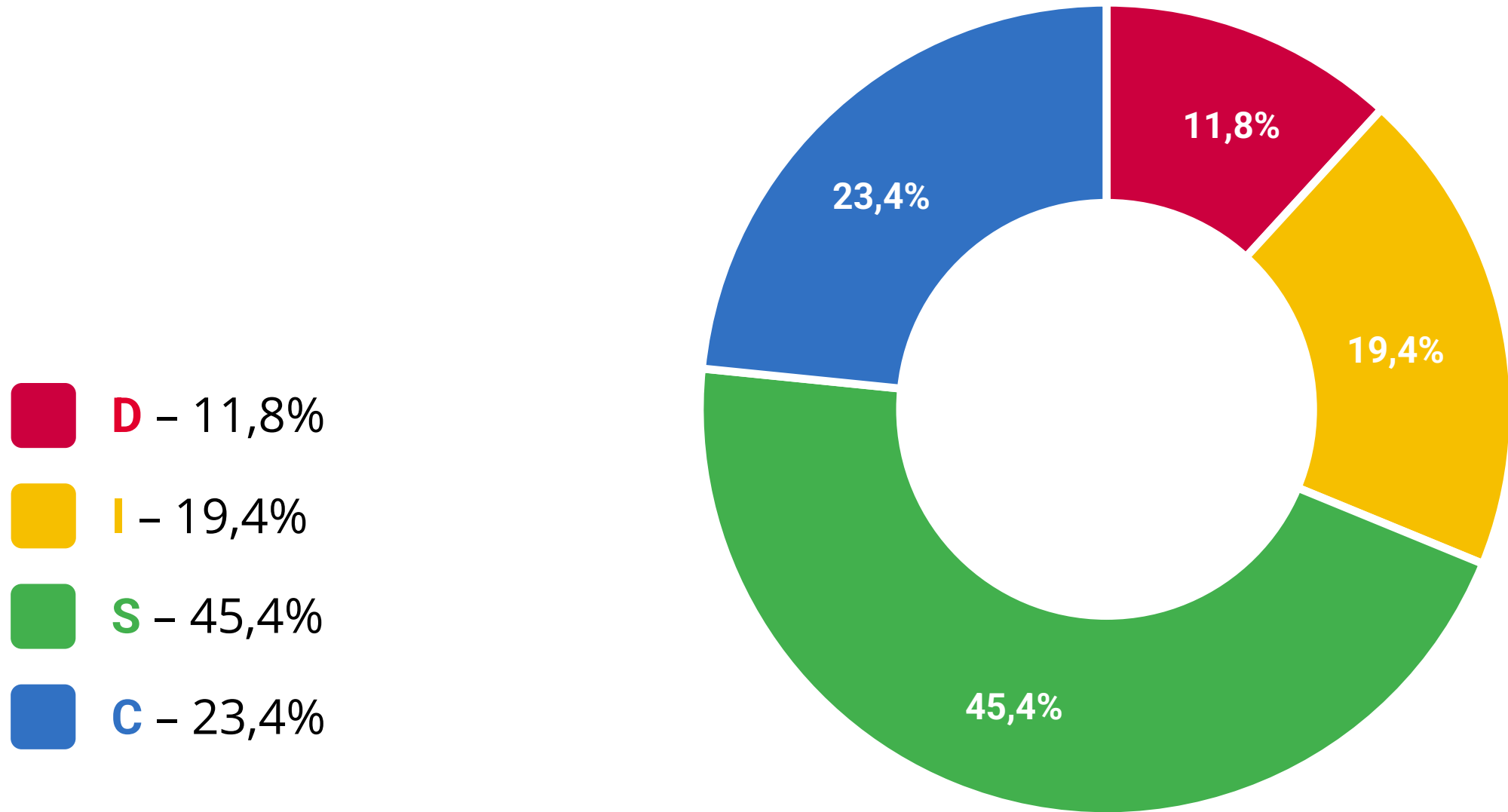
# — The Four Quadrant Model



# — The Four Quadrant Model



— Distribution of behavior styles according to the Extended DISC model in the Polish population (2024)



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

## What motivates people with a given style?

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

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

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

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



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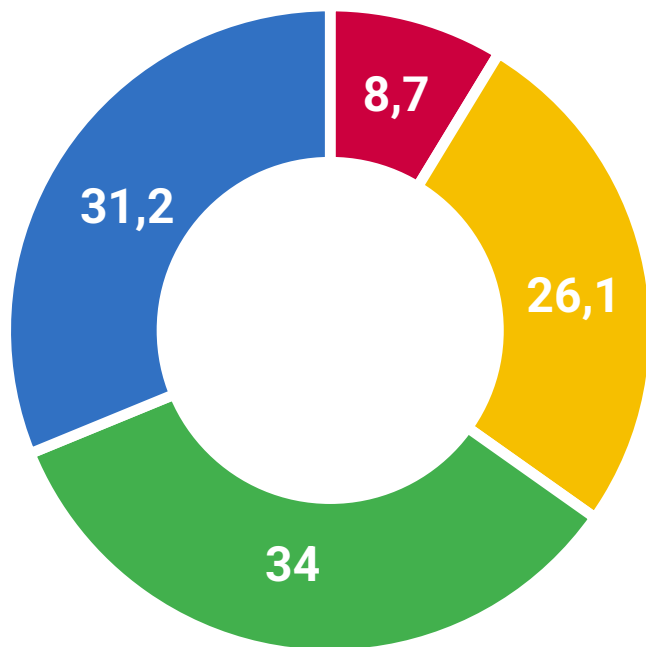
**Respect**, trust, good planning, teamwork, **balance between work and family life**

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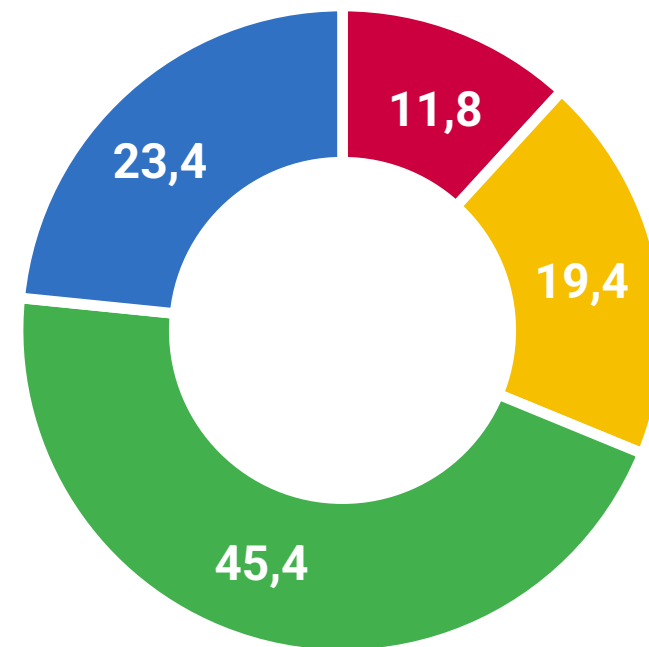
**Clear rules and procedures**, high quality, concrete data. **Possibility of specialisation**



— Distribution of behavior styles according to the Extended DISC model in Polish and Worldwide – 2024 (%)



World	Poland
8,7% – D	D – 11,8%
26,1% – I	I – 19,4%
34% – S	S – 45,4%
31,2% – C	C – 23,4%



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

## What differentiates us from the populations of other countries?

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

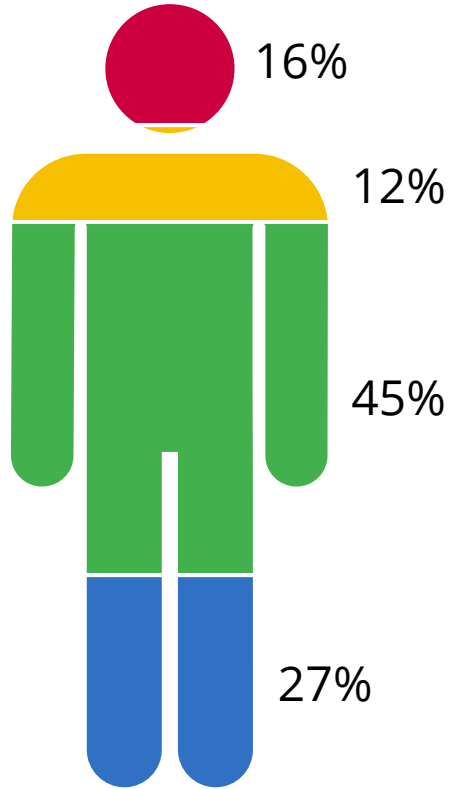
**Rather  
conservative**

**Moderate  
analytical  
facility**

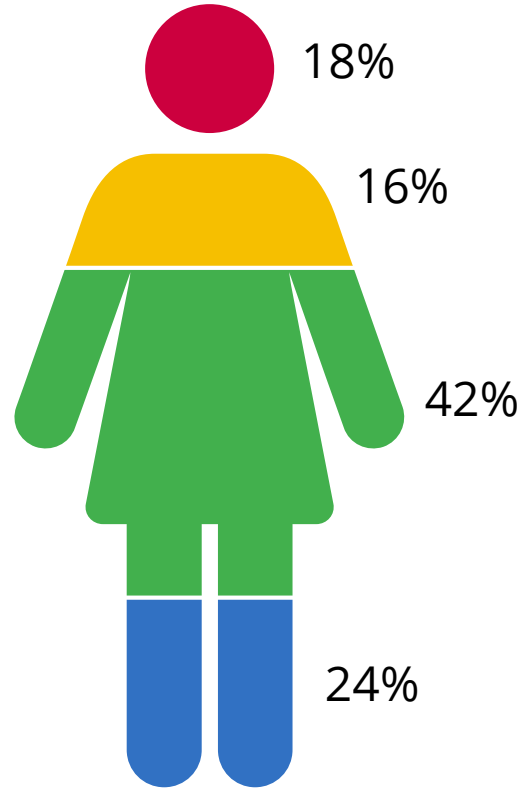
**We like risk,** we  
play sharply, **we  
are enterprising,**  
we like to argue



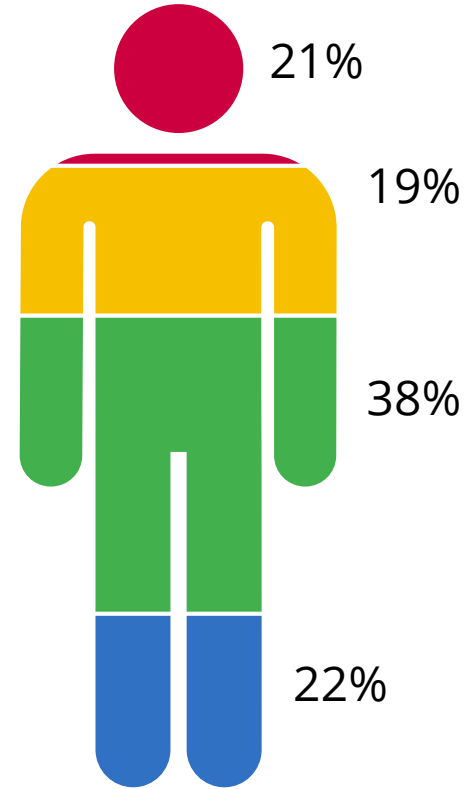
— And how do **generations differ?** (as of 2020)



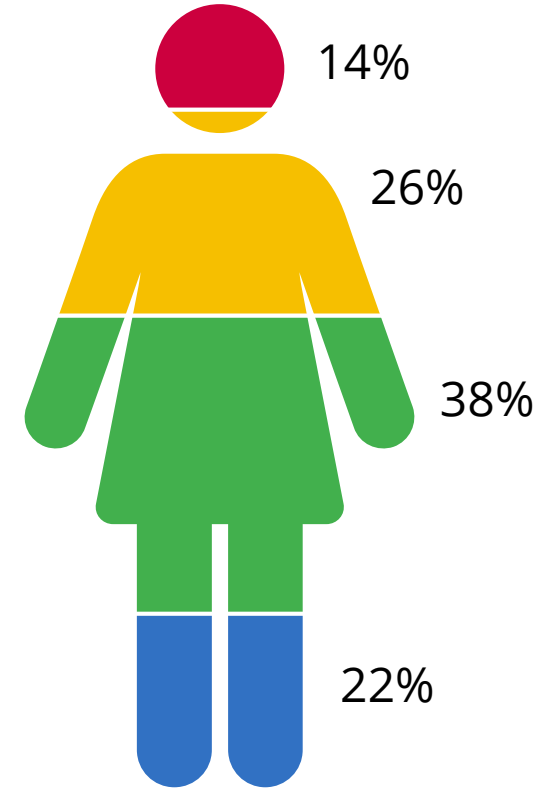
Born in <1960



Born in years 60

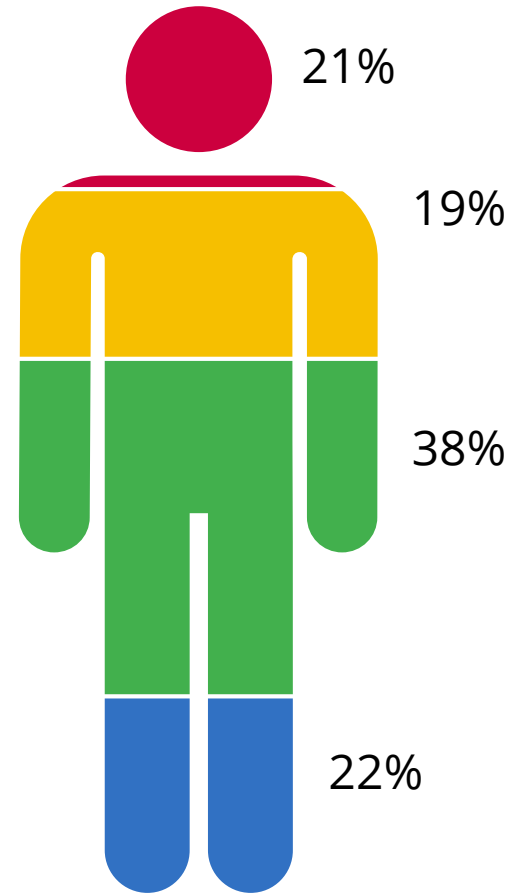


Born in years 70

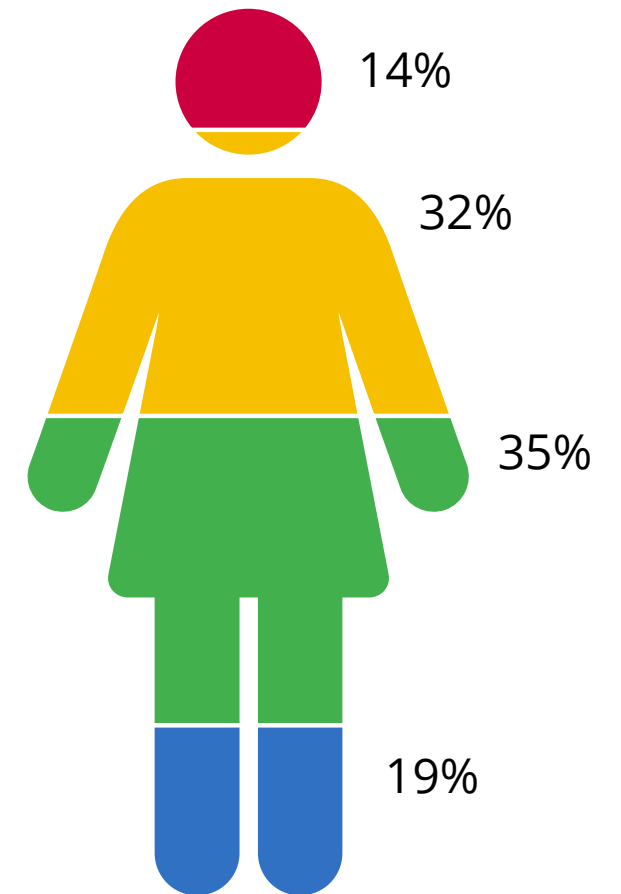


Born in years 80

— And how do **generations differ?** (as of 2020)

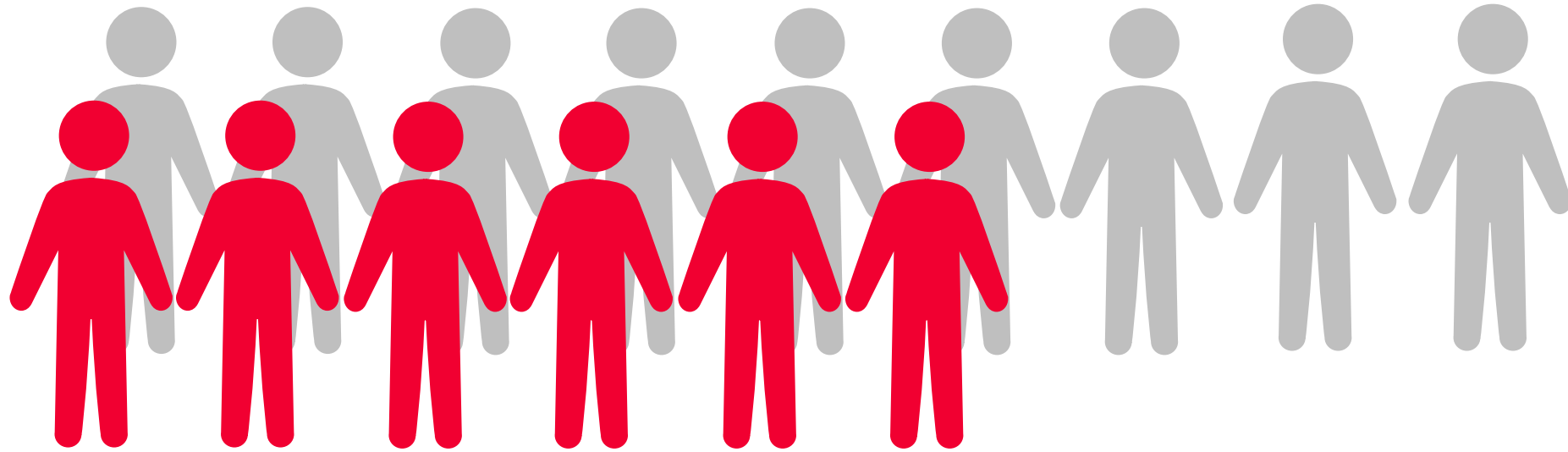


Born in years **70**



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!**

 [info@extendeddisc.com.pl](mailto:info@extendeddisc.com.pl)

 [facebook.com/ExtendedDISCPolska](https://facebook.com/ExtendedDISCPolska)

 22.866.54.75

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**DISC**

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