HR Profiling Solutions Ltd

Team & Build Analysis

This analysis is based on the responses given in the Behavioural Questionnaire. This analysis should not be the sole criterion for making decisions about this team. The purpose of this analysis is to provide supporting information for the team and management. Note: this analysis is based on Extended DISC methodology.

(Group Name)

Organisation:

(Organisation)

Date:

19.06.2025

Extended DISC AUSTRALASIA | FinxS ONLINE PLATFORM | HR PROFILING SOLUTIONS

Introduction

The Extended DISC Team & Build Analysis is based on the results of the Extended DISC Behavioural Assessment. The Team & Build Analysis uses the same framework as the Extended DISC Behavioural Assessment.

The Extended DISC Team & Build Analysis divides all of the different behavioural styles into four main styles. No style is better or worse than the other. Each style has its own strengths and development areas.

The Team & Build Analysis consists of:

1. Shotgun Map
2. Name Map
3. Arrow Map
4. Flexibility Zones
5. Individual Profiles
6. Team Roles
7. Behavioural Competencies relating to:

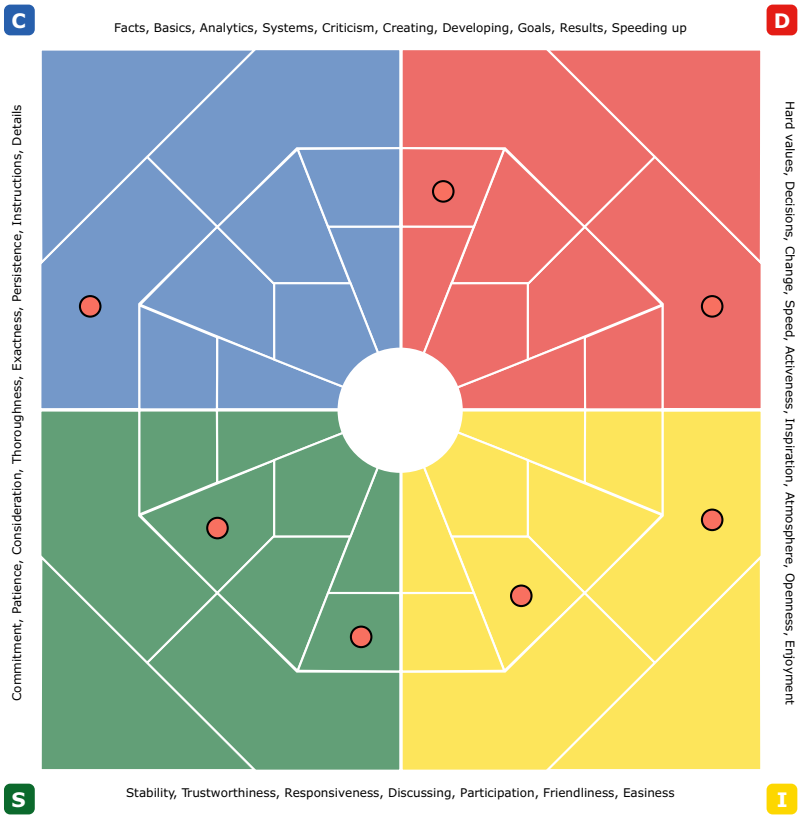
   - Management Duties
   - People Duties
   - Administration Duties

IMPORTANT NOTE: A proper interpretation and application of Extended DISC® Team & Build Analysis requires the person responsible for the project to have participated in Extended DISC® System Training and be a certified Extended DISC® User. Using the tool without sufficient information on the background of the Extended DISC® System and Extended DISC® Team & Build Analysis may lead to misinterpretation of the results.

The recommended maximum gap between the dates of the individual Behavioural Assessments, that you are combining into a Team Analysis, is three months. If the team has not had major changes or stress it may be possible to use results with a bigger gap.

Shotgun Map:

The Shotgun Map demonstrates where the natural behavioural styles of the team members fall on the Extended DISC Diamond. Each team member is represented by a dot on the Shotgun Map. The positions of the dots correspond to the position of each individual's Profile II on the Diamond.



Shotgun Map - Worksheet

As you review your team's results, consider and discuss the questions given below:

Overall distribution:

How does your team's makeup relate to your overall objectives?

Where are your strengths?

Is there an area on the Map where you have several individuals?

What does it mean for your team that there are more people in this particular area, especially in relation to your team's goals?

Is it possible that you may over-emphasise the strengths of this particular behavioural style?

What are your weaknesses?

Is there an area on the Map where there are no, or very few, individuals in your team?

How are you going to compensate for this, especially in relation to your team's objectives?

Is your team divided into subgroups?

Is there any conflict between the different groups?

Are there different types of activities required from the team?

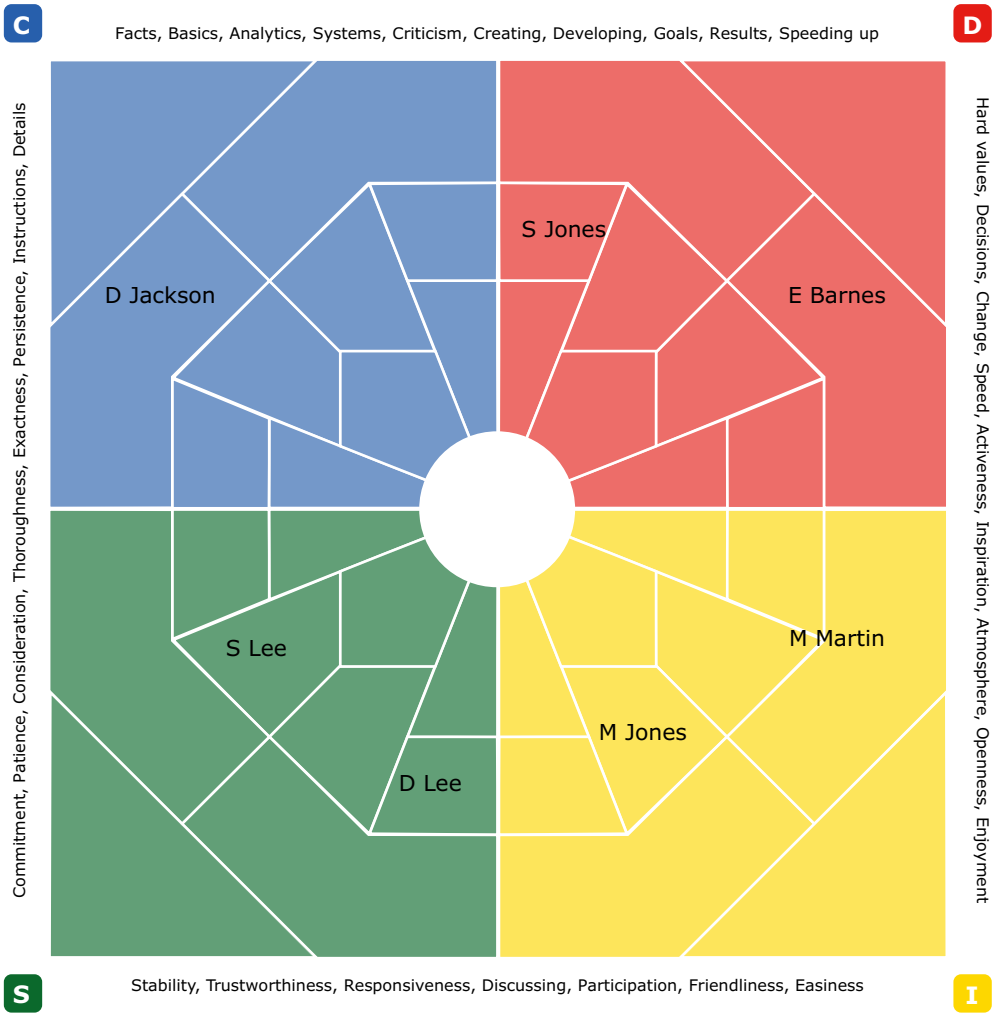
Is there a possiblity of a better delegation of the team's responsibilities?

Are there individuals alone in certain areas of the Map?

Is your team taking advantage of their special strengths?

Name Map:

The Name Map provides the same information as the Shotgun Map but uses team members' names instead of dots. The position of the name is the position of the person's Profile II (natural style) on the Diamond.



Name Map - Worksheet

Review the position of each individual on the Map.

Position of each individual

- What specific strengths does each team member have?

How is the specific behavioural style of each individual recognised in their daily work?

How well do the individuals and their job requirements match?

Similar Behavioural Styles

Do individuals with similar styles seek each other's company too much?

How could the potentially negative aspects of similar individuals working together be avoided?

Different Behavioural Styles

What are the communication and cooperation needs of people who are far apart on the Map?

How do we avoid communication breakdowns between different individuals?

- Learning outcomes from past experiences.
- What to remember in the future.

Should some of the team's responsibilities be reassigned?

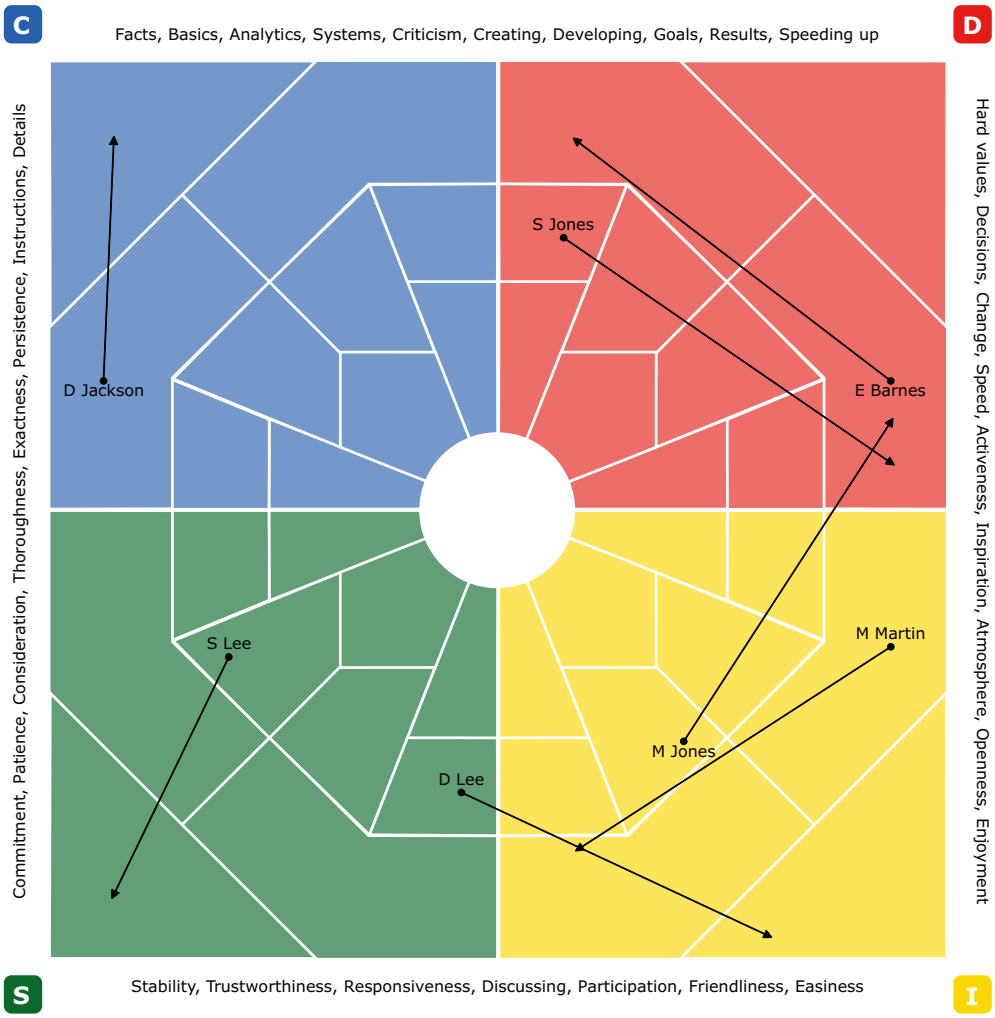
Are there lone individuals in certain areas?

If so, do any of these individuals offer a special strength to the team?

Is the rest of the team aware of these people's special strengths?

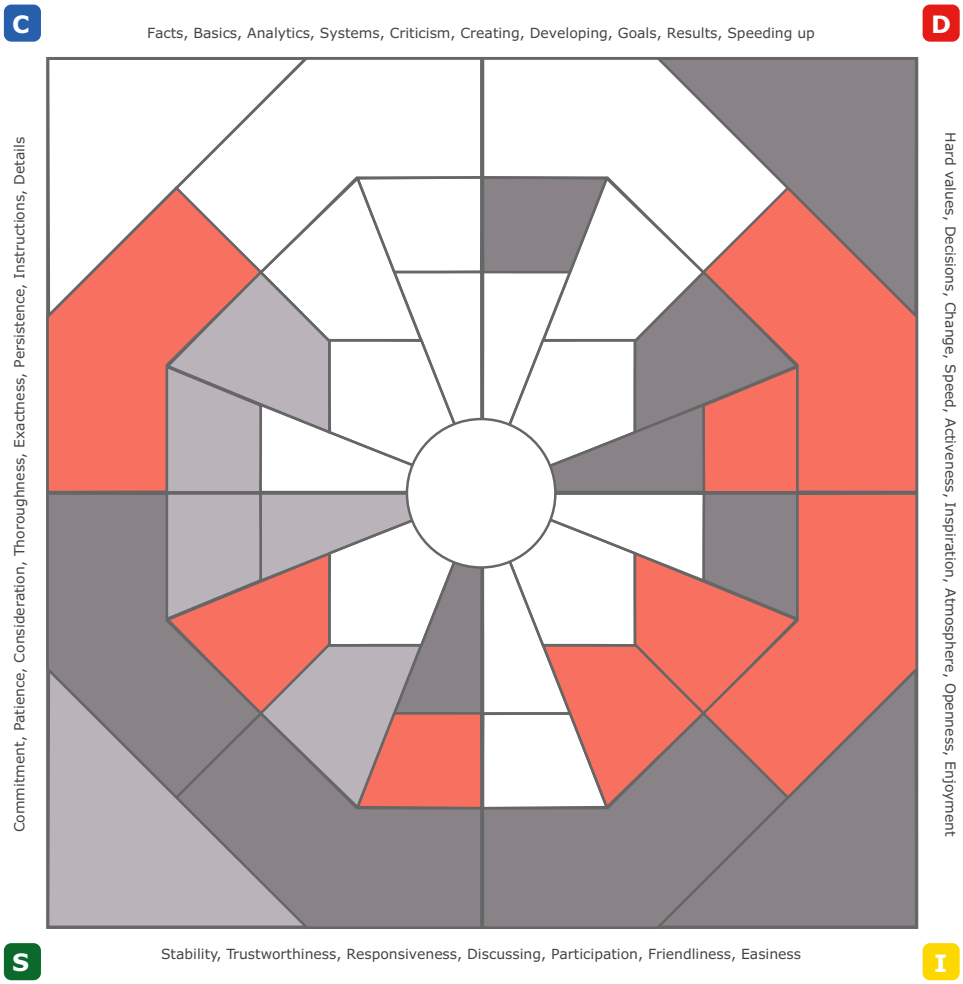
Arrow Map

The Arrow Map demonstrates where both the natural behavioural style (Profle II) and the adjusted behavioural style (Profile I) of each team member sit on the Diamond. Profile II sits at the starting point of the arrow and Profile I at the end of the arrow.



Flexibility Zones:

The Flexibility Zones provide a quick overview of where the comfort areas / natural strengths of the team are. The shaded zones show the areas where the team is comfortable: the coloured areas represent the combined team's most natural behavioural styles. The deep grey shades indicate comfortable zones where the team's behaviour is likely to shift or develop. The white areas of the Diamond refer to behavioural styles that require stronger, conscious adjustment of behaviour and therefore will take more energy.



Flexibility Zones - Worksheet

How do the comfort areas of your team relate to the team's objectives?

If your team has responsibilities that fall into the white areas of the Diamond, are your team members modifying their behaviours adequately? Does this modification put them under pressure?

Individual Profiles

The tables below are a visual representation of the behavioural styles of your team members.

Profile I - the adjusted style (conscious behaviour) shows how an individual believes they must adjust to meet the demands of their present environment.

Profile II - the natural style (unconscious behaviour) remains fairly stable, but not rigid, over an individual's lifetime. It is the style that is most comfortable and uses the least energy.

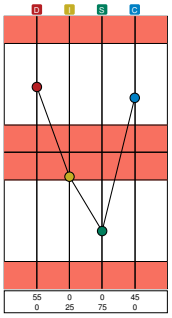
There are no good or bad profiles, just different ones.

Please see each individual's Behavioural Assessment for more information.

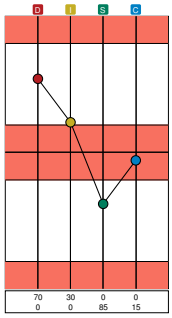
Note: Refer to pages 19 - 20 of the Team & Build Analysis Interpretation Guide

Donald Banks

Profile I - Perceived Need to Adjust

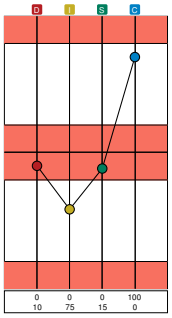


Profile II - Natural Style

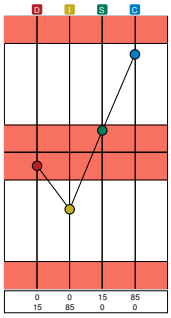


Denise Jackson

Profile I - Perceived Need to Adjust

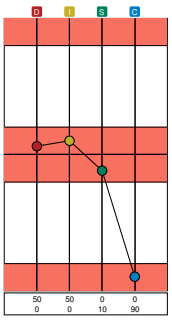


Profile II - Natural Style

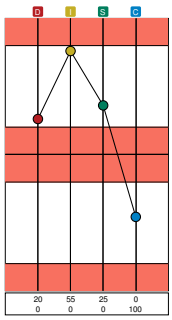


Mary Jones

Profile I - Perceived Need to Adjust

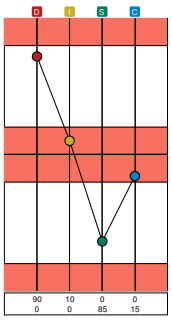


Profile II - Natural Style

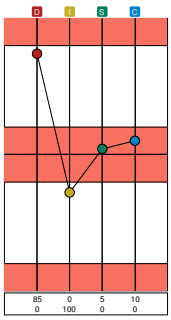


David Lee

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Team & Build Analysis

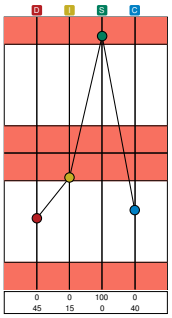
(Group Name)

Organisation: **Date:**

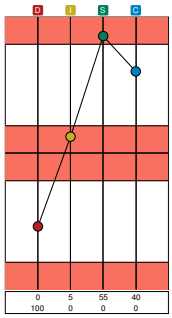
(Organisation) **19.06.2025**

Sandy Lee

Profile I - Perceived Need to Adjust

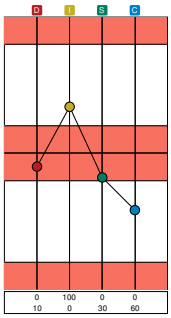


Profile II - Natural Style

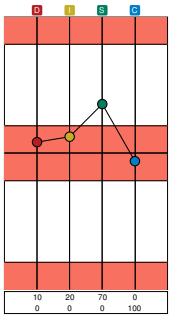


David Lee

Profile I - Perceived Need to Adjust

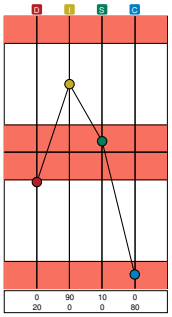


Profile II - Natural Style

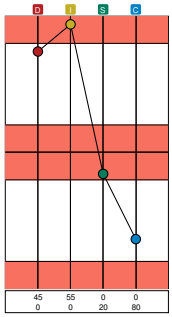


Monica Martin

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Team Roles

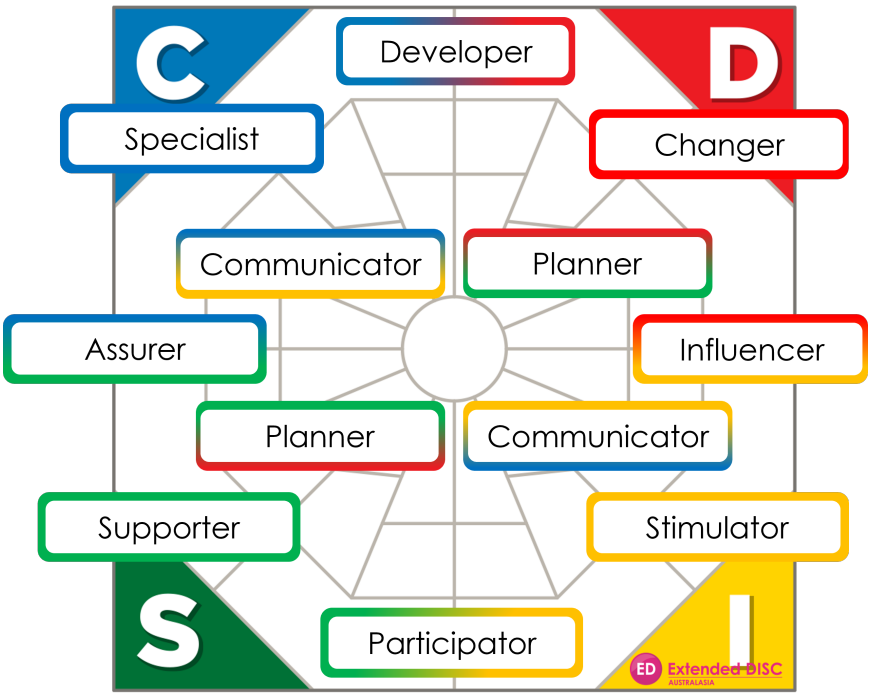
Extended DISC® Team Roles divide team functions into roles. Each of the ten roles has its unique strengths and weaknesses. None of the styles are better or worse; they are simply different. To build an ideal team, you shouldn't necessarily select one person from each role but rather design the ideal team construct based on the requirements of your team.

Team roles on the Diamond:

The graphic below shows where each individual team role sits on the Extended DISC ® Diamond.

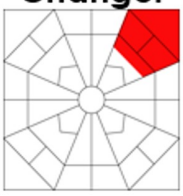
People sitting next to each other on the Diamond tend to work well with one another. (They have convergent or similar styles).

Those who sit opposite each other have opposite strengths and development areas. (They have complementary styles).



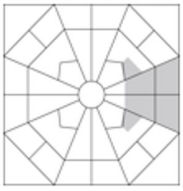
Explanation of Team Roles

Changer



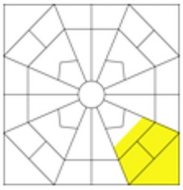
- Reformer, straight-up, decisive, impatient, tough
- Knows what they want
- Makes quick decisions

Influencer



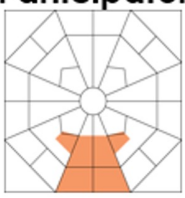
- Vivid, full of ideas, talkative, spontaneous, restless
- Talks people on to their side
- Acts on instincts

Stimulator



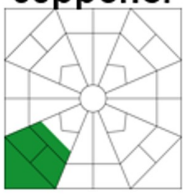
- Extrovert, open, sociable, jovial
- Makes things happy
- Prepared to 'roll with it'

Participator



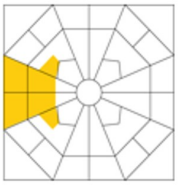
- Pleasant, friendly, calm, helpful
- Does not put themselves first
- Understands people

Supporter



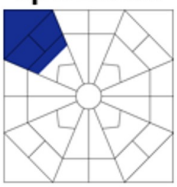
- Careful, even-tempered, trustworthy, calm
- Does not try to attain the impossible
- Wants to help others

Assurer



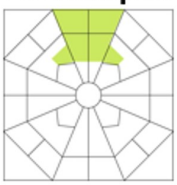
- Thorough, prudent, accurate, pensive, quiet
- Does not state their own opinion
- Does things the way they should be done

Specialist



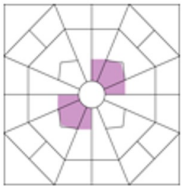
- Seeks perfection, pedantic, exacting, inquiring
- Examines why things are the way they are
- Notices details

Developer



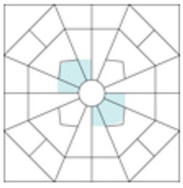
- Focused on the facts, creative, demanding
- Analytical, distant
- Produces brand new ideas
- Demands a lot from everybody

Planner



- Holds on to their outlook
- Prudent, target-minded, demanding, systematic
- Goes where they want

Communicator



- Friendly, accurate, justifying, modest, open
- Understands different opinions
- Explains why things are the way they are

Each team member's role within the team:

Donald Banks
Influencer

Denise Jackson
Specialist

Mary Jones
Participator

David Lee
Changer

Sandy Lee
Assurer

David Lee
Supporter

Monica Martin
Influencer

The roles below indicate the adjustment each candidate was feeling they needed to make when they took the questionnaire.

Donald Banks
Developer

Denise Jackson
Specialist

Mary Jones
It was not possible to define value for this field

David Lee
Changer

Sandy Lee
Supporter

David Lee
Stimulator

Monica Martin
Stimulator

The Individual's Behaviour within a Team

The competencies below divide fundamental elements of team work into categories. A numerical value is calculated for each team member that reflects how naturally (i.e. requiring less energy, concentration and effort) different aspects of team work come to them. The numerical values range from -5 to 5.

Numbers 3, 4 and 5 reflect situations where a team member feels little pressure to adjust their style to perform these tasks or show these qualities. They are naturally comfortable in these areas.

Numbers -2 to +2 refer to situations where the team member is neither strong nor weak. With some effort they can adjust to the demands of these tasks or behaviours. However, if they need to do or display these things for too long they may start to struggle to concentrate. As a result, they should not be among the most essential or the most important tasks for that individual.

Numbers -3 , -4 and -5 refer to areas that the individual probably does not enjoy. To perform them, they will need to concentrate hard and adjust their natural behavioral style. These tasks and behaviours also probably do not (at least in the long term) motivate the team member.

There is a percentage at the end of each row. A percentage **over 65** indicates that the team or individual is likely to be able to focus naturally on this area. It reflects the team's, or the individual's, natural behavioural tendency and should reflect as closely as possible the team's and the individual's actual ongoing focus and activity.

When the percentage is **below 35,** the team or team member does not have a significant natural leaning towards this area. Focusing on it would require a lot of concentration and effort, and would probably feel unnatural. The team should ensure that they are not expected to perform in or focus on these areas too often.

Management Duties:

Not your Natural Style — Natural Style

Being flexible in adapting to changes and setbacks

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:											[5]	100%
Denise Jackson:					[-1]							35%
Mary Jones:				[-2]								25%
David Lee:										[4]		90%
Sandy Lee:				[-2]								25%
David Lee:				[-2]								25%
Monica Martin:					[-1]							35%

Requiring all the details as well as being able to make quick decisions

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:									[3]			80%
Mary Jones:			[-3]									20%
David Lee:										[4]		90%
Sandy Lee:				[-2]								25%
David Lee:			[-3]									20%
Monica Martin:				[-2]								25%

Being a demanding goal-setter

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:							[1]					55%
Mary Jones:					[-1]							35%
David Lee:											[5]	100%
Sandy Lee:		[-4]										15%
David Lee:					[-1]							35%
Monica Martin:								[2]				65%

Delegating and allowing people to perform

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:				[-2]								25%
Mary Jones:										[4]		90%
David Lee:								[2]				65%
Sandy Lee:			[-3]									20%
David Lee:									[3]			80%
Monica Martin:											[5]	100%

Influencing team performance by focusing on goals

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:									[3]			80%
Denise Jackson:				[-2]								25%
Mary Jones:										[4]		90%
David Lee:									[3]			80%
Sandy Lee:				[-2]								25%
David Lee:										[4]		90%
Monica Martin:											[5]	100%

Team & Build Analysis

(Group Name)

Organisation: **Date:**

(Organisation) **19.06.2025**

Setting motivating goals

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:					[-1]							35%
Denise Jackson:				[-2]								25%
Mary Jones:											[5]	100%
David Lee:				[-2]								25%
Sandy Lee:					[-1]							35%
David Lee:											[5]	100%
Monica Martin:											[5]	100%

Showing a positive example when dealing with change

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:				[-2]								25%
Mary Jones:									[3]			80%
David Lee:				[-2]								25%
Sandy Lee:				[-2]								25%
David Lee:					[-1]							35%
Monica Martin:									[3]			80%

Shows initiative

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:											[5]	100%
Denise Jackson:			[-3]									20%
Mary Jones:										[4]		90%
David Lee:							[1]					55%
Sandy Lee:			[-3]									20%
David Lee:								[2]				65%
Monica Martin:											[5]	100%

Having a strategic perspective, seeing the bigger picture

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:											[5]	100%
Denise Jackson:							[1]					55%
Mary Jones:			[-3]									20%
David Lee:									[3]			80%
Sandy Lee:				[-2]								25%
David Lee:			[-3]									20%
Monica Martin:					[-1]							35%

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(Group Name)

Organisation: **Date:**

(Organisation) **19.06.2025**

Very systematic and focused on the exact topic in hand

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]								5	20%
Denise Jackson:											[5]	100%
Mary Jones:				[-2]							5	25%
David Lee:									[3]		5	80%
Sandy Lee:								[2]			5	65%
David Lee:					[-1]						5	35%
Monica Martin:			[-3]								5	20%

[ ] Person score Expectation

Match Percentage

Donald Banks:	80%
Denise Jackson:	45%
Mary Jones:	58%
David Lee:	69%
Sandy Lee:	28%
David Lee:	51%
Monica Martin:	66%

Team & Build Analysis

(Group Name)

Organisation: **Date:**

(Organisation) **19.06.2025**

People Duties:

Not your Natural Style — Natural Style

Adjusting your approach with different people

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]									20%
Denise Jackson:					[-1]							35%
Mary Jones:							[1]					55%
David Lee:			[-3]									20%
Sandy Lee:											[5]	100%
David Lee:							[1]					55%
Monica Martin:					[-1]							35%

Being willing to share one's mistakes with others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]								25%
Denise Jackson:					[-1]							35%
Mary Jones:					[-1]							35%
David Lee:				[-2]								25%
Sandy Lee:											[5]	100%
David Lee:								[2]				65%
Monica Martin:				[-2]								25%

Developing positive atmosphere within the team

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]								25%
Denise Jackson:				[-2]								25%
Mary Jones:											[5]	100%
David Lee:				[-2]								25%
Sandy Lee:							[1]					55%
David Lee:										[4]		90%
Monica Martin:											[5]	100%

Team & Build Analysis

(Group Name)

Organisation: **(Organisation)**

Date: **19.06.2025**

Goal-focused negotiating

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:				[-2]								25%
Mary Jones:										[4]		90%
David Lee:								[2]				65%
Sandy Lee:			[-3]									20%
David Lee:									[3]			80%
Monica Martin:											[5]	100%

Influences people by inspiring and motivating them

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:										[4]		90%
Denise Jackson:			[-3]									20%
Mary Jones:										[4]		90%
David Lee:					[-1]							35%
Sandy Lee:			[-3]									20%
David Lee:							[1]					55%
Monica Martin:										[4]		90%

Motivating people to do quality work

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:											[5]	100%
Denise Jackson:				[-2]								25%
Mary Jones:							[1]					55%
David Lee:								[2]				65%
Sandy Lee:				[-2]								25%
David Lee:				[-2]								25%
Monica Martin:								[2]				65%

Patiently developing others' professional skills

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]									20%
Denise Jackson:									[3]			80%
Mary Jones:			[-3]									20%
David Lee:				[-2]								25%
Sandy Lee:											[5]	100%
David Lee:							[1]					55%
Monica Martin:		[-4]										15%

Team & Build Analysis

(Group Name)

Organisation: **(Organisation)**

Date: **19.06.2025**

Being pleasant while doing routine work and helping others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]							5	25%
Denise Jackson:							[1]				5	55%
Mary Jones:					[-1]						5	35%
David Lee:				[-2]							5	25%
Sandy Lee:											[5]	100%
David Lee:								[2]			5	65%
Monica Martin:			[-3]								5	20%

Reinforcing messages with positive emotions

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:					[-1]						5	35%
Denise Jackson:			[-3]								5	20%
Mary Jones:											[5]	100%
David Lee:				[-2]							5	25%
Sandy Lee:							[1]				5	55%
David Lee:											[5]	100%
Monica Martin:											[5]	100%

Thorough familiarising and teaching

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]							5	25%
Denise Jackson:							[1]				5	55%
Mary Jones:				[-2]							5	25%
David Lee:				[-2]							5	25%
Sandy Lee:											[5]	100%
David Lee:								[2]			5	65%
Monica Martin:			[-3]								5	20%

Match Percentage

[ ] Person score ■ Expectation

Donald Banks:	46%
Denise Jackson:	38%
Mary Jones:	61%
David Lee:	34%
Sandy Lee:	68%
David Lee:	66%
Monica Martin:	57%

Administration Duties:

Not your Natural Style — Natural Style

Avoiding mistakes in details

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]									20%
Denise Jackson:											[5]	100%
Mary Jones:				[-2]								25%
David Lee:									[3]			80%
Sandy Lee:							[1]					55%
David Lee:				[-2]								25%
Monica Martin:			[-3]									20%

Communicating own special knowledge to others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]								25%
Denise Jackson:								[2]				65%
Mary Jones:					[-1]							35%
David Lee:				[-2]								25%
Sandy Lee:											[5]	100%
David Lee:							[1]					55%
Monica Martin:				[-2]								25%

Developing administrative routines for oneself and others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]								25%
Denise Jackson:										[4]		90%
Mary Jones:				[-2]								25%
David Lee:										[4]		90%
Sandy Lee:								[2]				65%
David Lee:								[2]				65%
Monica Martin:			[-3]									20%

Team & Build Analysis

(Group Name)

Organisation: **Date:**

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Diverse, task-focused interactions with others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:							[1]					55%
Denise Jackson:							[1]					55%
Mary Jones:					[-1]							35%
David Lee:			[-3]									20%
Sandy Lee:								[2]				65%
David Lee:			[-3]									20%
Monica Martin:					[-1]							35%

Familiarising and guiding others

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]									20%
Denise Jackson:							[1]					55%
Mary Jones:							[1]					55%
David Lee:			[-3]									20%
Sandy Lee:											[5]	100%
David Lee:							[1]					55%
Monica Martin:					[-1]							35%

Focusing on following systematic process for data collection

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]								25%
Denise Jackson:					[-1]							35%
Mary Jones:					[-1]							35%
David Lee:				[-2]								25%
Sandy Lee:											[5]	100%
David Lee:									[3]			80%
Monica Martin:				[-2]								25%

Following the rules and regulations to the detail

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]									20%
Denise Jackson:											[5]	100%
Mary Jones:				[-2]								25%
David Lee:									[3]			80%
Sandy Lee:								[2]				65%
David Lee:					[-1]							35%
Monica Martin:			[-3]									20%

Team & Build Analysis

(Group Name)

Organisation: **(Organisation)**

Date: **19.06.2025**

Providing very detailed instructions on how to follow the existing processes

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]							5	25%
Denise Jackson:											[5]	100%
Mary Jones:				[-2]							5	25%
David Lee:									[3]		5	80%
Sandy Lee:							[1]				5	55%
David Lee:				[-2]							5	25%
Monica Martin:			[-3]								5	20%

Staying focused for a long time

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:				[-2]							5	25%
Denise Jackson:								[2]			5	65%
Mary Jones:								[2]			5	65%
David Lee:										[4]	5	90%
Sandy Lee:							[1]				5	55%
David Lee:										[4]	5	90%
Monica Martin:					[-1]						5	35%

Repetitive duties that require concentration and accuracy

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Donald Banks:			[-3]								5	20%
Denise Jackson:											[5]	100%
Mary Jones:			[-3]								5	20%
David Lee:								[2]			5	65%
Sandy Lee:										[4]	5	90%
David Lee:							[1]				5	55%
Monica Martin:		[-4]									5	15%

Match Percentage

[ ] Person score ■ Expectation

Donald Banks: 26%

Denise Jackson: 77%

Mary Jones: 35%

David Lee: 58%

Sandy Lee: 75%

David Lee: 51%

Monica Martin: 25%

Development in the Team:

List 5 development areas within the team environment that you would like to work on:

1 _____

2 _____

3 _____

4 _____

5 _____

Decide on the steps you can take to put one of these 5 development areas into action:

_____

_____

_____

_____

_____

Other notes or comments:

_____

_____

_____

_____

_____

Thank you for completing the HR Profiling Solutions Ltd online questionnaire and obtaining this assessment!