

# Extended DISC

## Support Your Team Report

This report is based on the responses given in the online questionnaire. This report should not be the sole criterion for making decisions about your team. The purpose of this report is to provide supporting information.

(Group Name)

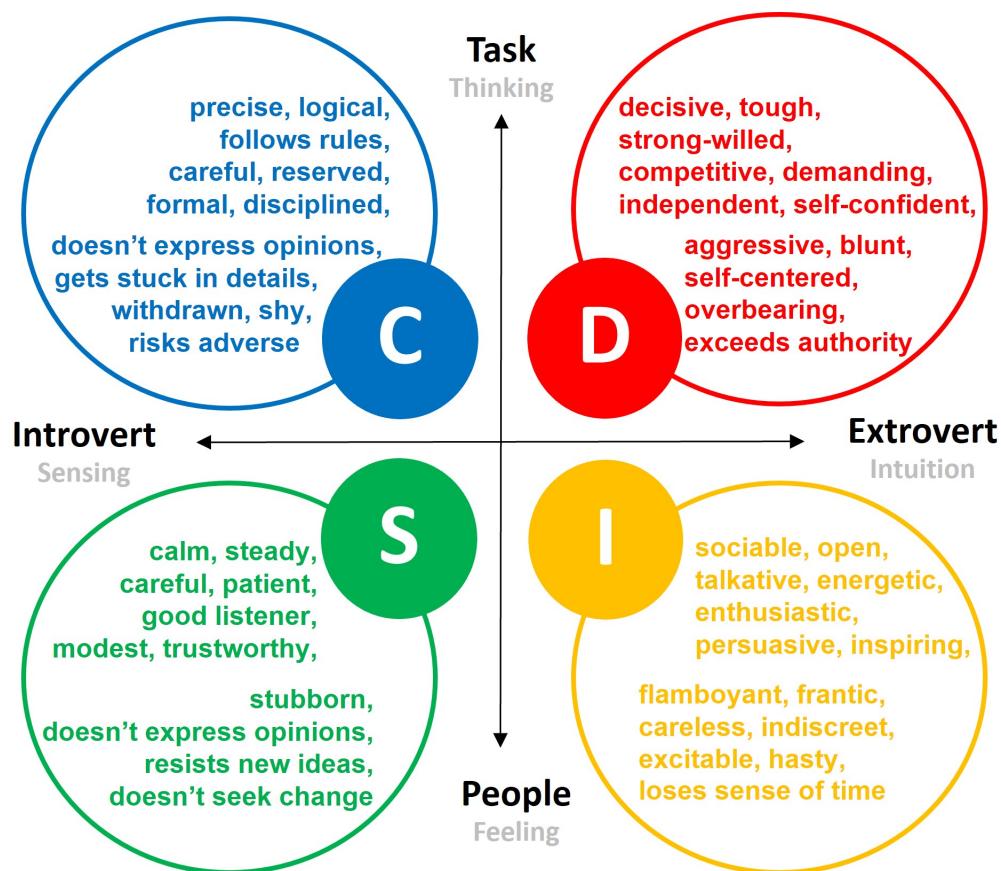
Organisation:  
(Organisation)

Date:  
18.07.2023

Extended  
**DISC®**  
Assessments



## Identifying the DISC Styles



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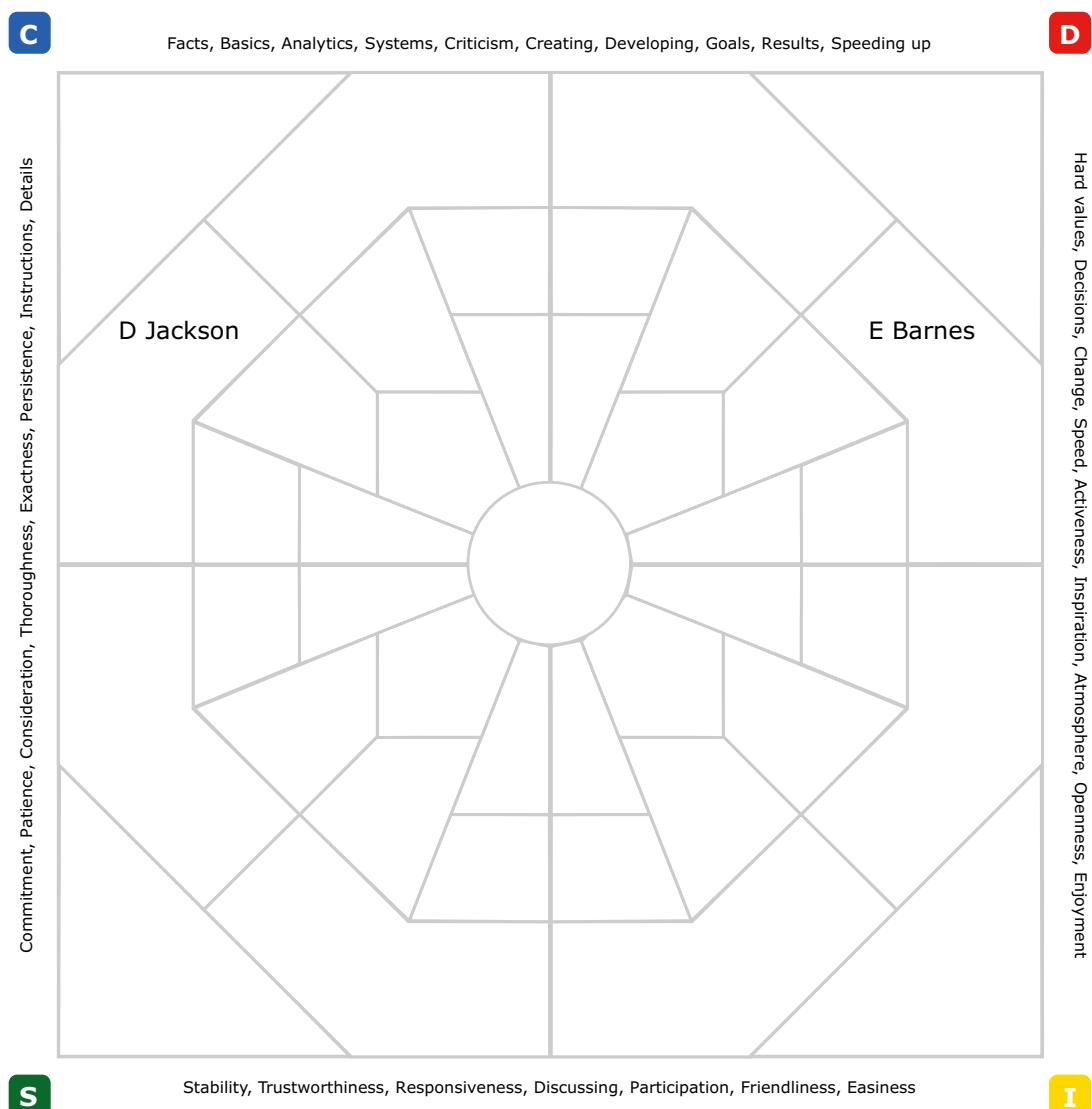
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## Your Team Map



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## What Motivates Your Team

### Donald Banks

Ellen is motivated by the opportunities to rule herself and her actions. She likes freedom, variation, challenges and clear projects. This person should decide work-related matters for herself and after that have the freedom to complete them. She likes measurable goals.

### Denise Jackson

Denise values thoroughness, knowledge and facts. She operates deliberately and reasonably, leaving out emotions. She values practical criticism and appreciation concerning the results of her work and her skills.

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## Motivators

### Donald Banks

- Renewal, generating ideas
- Opportunity to win and achieve
- Freedom from boring and tedious tasks
- Getting people involved in the action
- Achieving results by influencing people
- Varying and multi-faceted situations
- Freedom caused by change
- Facing new situations
- Opportunity to react freely
- Generating new and creative ideas
- Daring to enter the unknown
- Deciding one's own matters

### Denise Jackson

- Matter-of-fact and progressive working style
- A job guided by details
- Chance to concentrate on one's own thing
- Feeling of close support
- A job with no need to argue or get nervous
- Systematic search for changes
- Assignments that require accuracy
- As much information as possible about one's work
- Enough time to delve into the decisions
- Feedback for work well done
- Freedom from unnecessary socialising
- Thorough progress

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## Situations that Reduce Motivation

### Donald Banks

She may get bored or frustrated if her freedom is restricted by overly tight rules and restrictions. This person cannot wade through details nor concentrate on the same task for too long. Ellen needs to be supported by a person who handles the details and repetitive tasks. She may demand exactness and devotion to the task from others.

### Denise Jackson

She does not express her position until Denise is absolutely convinced of it. She never acts against instructions (perhaps follows them too precisely). Being in the spotlight or in any kind of public appearance usually stresses her. Therefore, Denise remains in her own role and area.

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## Situations that Reduce Motivation

### Donald Banks

- Having to follow things from the sideline
- Detailed instructions
- Public failure
- Showing weakness
- Losing one's position
- Boring and dull people
- Hesitators
- Routine tasks
- Waiting, queuing
- Chains, restrictions
- Having to be at the end of the line
- Slow people

### Denise Jackson

- Taking power into one's own hands
- Social events
- Being up front alone
- Commanding others without directions
- Inconsequent decision-making
- Outgoing and talkative people
- Taking risks
- Breaking the rules
- Taking responsibility for something new
- People who demand one to take a stand
- A state of insecurity
- Having to act without competence

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## Preferred Support From Manager

### Donald Banks

Her manager/leader has to be quite frank and able to say "no." The manager/leader must arouse competition in her mind and irritate her intentionally to get her to show what Ellen can do. The manager/leader cannot be too soft nor hesitating. The manager/leader does not have to be her best friend but cannot betray her - otherwise she starts to pursue her own interests only.

### Denise Jackson

This type of person fits into an organisation comprised of specialists where the manager/leader determines the limits and divides the specific tasks. The manager/leader has to be responsible for the results and make the major decisions. The manager/leader could teach her to be more courageous and open in discussions.

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## Work Environment Behaviours

### Donald Banks

Stepping 'up a gear' to cope with change: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Responding quickly to changing task priorities: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Working independently with no instructions provided: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Broad range of responsibilities with few instructions: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Changing work plans or routines without complaint: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Being willing to work with a wide range of people: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Shows positiveness: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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### Denise Jackson

Having patience to complete a task: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Following rules exactly: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Following instructions precisely: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Being compliant with regulations and processes: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Performing repetitive routines/tasks: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Listening carefully: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Being continuously helpful: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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## Causes of Stress

### Donald Banks

Non-challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Losing your position:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Limited room for flexibility:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5

### Denise Jackson

Unclear responsibilities:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Lack of clarity about your role and tasks:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Lacking knowledge of the facts:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Having to show emotion:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5

## Signs of Stress

### Donald Banks

Becomes more aggressive and pressures to get short term results:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Becomes impatient and does things even if they might go wrong:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	<input type="checkbox"/> 5
Focuses solely on achieving the goal, regardless of the consequences:	-5	-4	-3	-2	-1	0	1	2	3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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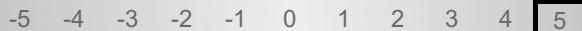
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## Denise Jackson

Trusts only logic and sense, but is still afraid of the worst:



Retires, resists, becomes stubborn:



Questions everything:



Focuses solely on non-essential details:



Becomes very uncompromising, expressing opinions very directly:



## How to Relieve Stress

### Donald Banks

Provide an opportunity for them to operate independently:



Let them walk out as a winner, yet give them time to think:



Suggest moving around:



Agree on important goals and how to achieve them:



Give more room to solve the problem independently:



### Denise Jackson

Write down clearly what you expect from this person:



Put everything in writing:



Provide all possible information:



Provide information, feedback and clear instructions:



Make sure all details are covered:

