

Extended DISC Entrepreneur Report

This assessment is based on the responses given in the online questionnaire. This assessment should not be the sole criterion for making decisions about this person. The purpose of this assessment is to provide supporting information for the respondent and their manager. Note: This assessment is based on Extended DISC Methodology

Sam Sample

Organisation:

FinxS

Date:

09.05.2022



INTRODUCTION TO YOUR DISC ASSESSMENT

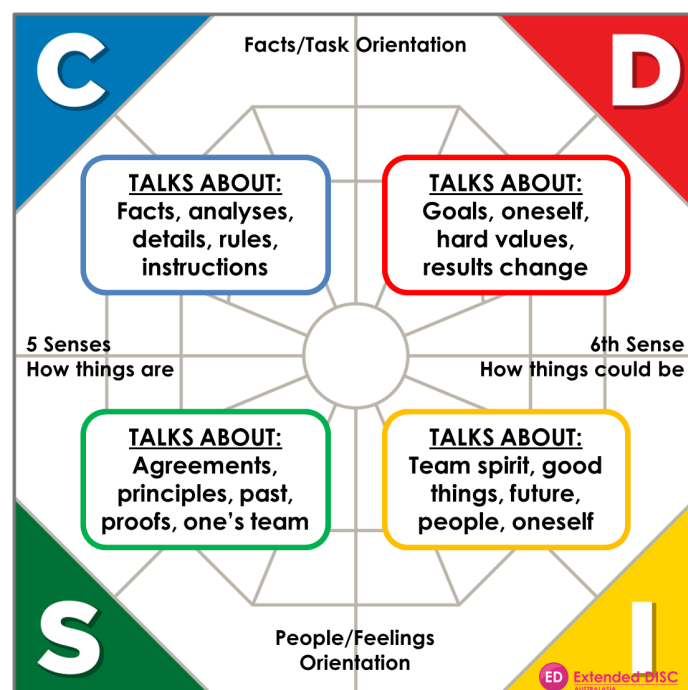
What is Extended DISC®?

The Extended DISC® Behavioural Assessment is a self-assessment that identifies your natural strengths and development areas. Sam, your Extended DISC® Assessment is a valuable resource that you can draw on to help you strengthen and develop your behaviours. This assessment can help when you encounter challenges in any area of your life as it provides insight into both your own behaviour and the behaviour of those around you. It allows for more effective communication, ways to relieve stress, as well as providing insight into why you may find a particular situation challenging.

Extended DISC® Assessments are based on concepts of human behaviour from well-renowned psychologists and behavioural theorists. Today Extended DISC® assessments are part of human management systems of organisations all across the world, with over one million assessments completed annually.

- All of the information in this report is derived from your "natural behavioural style". Your natural behavioural style takes the least energy and effort, requires the least amount of concentration, and is usually the most comfortable to you. It is the style that you normally use to react to situations and is most frequently exhibited in your behaviour.
- This Behavioural Assessment recognises the uniqueness of individuals and divides the four main styles into 160 different combination styles. These styles are not better or worse. Each of the styles has its unique strengths and development areas.

OVERVIEW OF THE EXTENDED DISC® MODEL



YOUR DISC STYLE

How to Interpret the Profiles

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

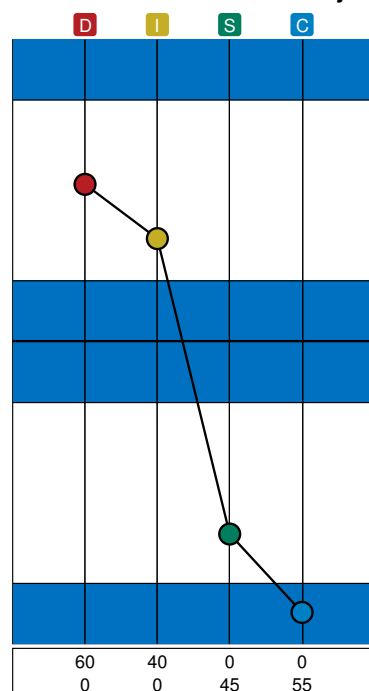
Profile I - your adjusted style (conscious behaviour). This is the style you believe you must adopt to meet the demands of your present environment.

Profile II - your natural style (unconscious behaviour). This style is innate and uses the least amount of energy, your natural style remains fairly stable, but not rigid, through out your life.

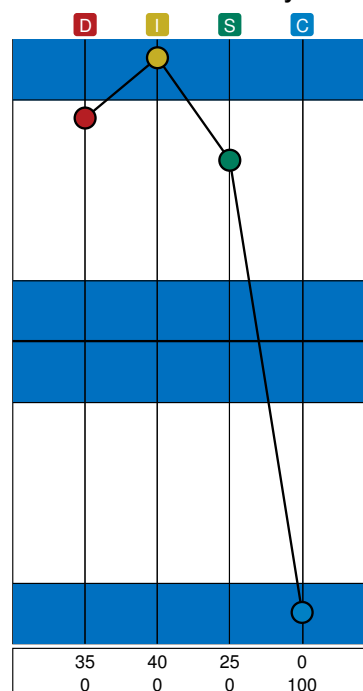
There are no good or bad profiles. Just different profiles.

Your DISC style is: IDS

Profile I - Perceived Need to Adjust



Profile II - Natural Style



PSiz	PSim	PPos
5	4	5

YOUR FLEXIBILITY ZONES

The Extended DISC Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

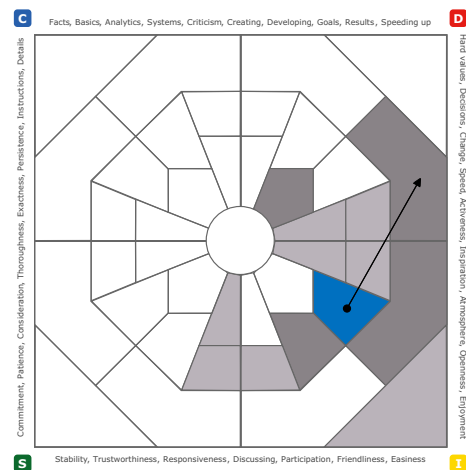
The **coloured shade** on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The **grey shadings** demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The **white areas** of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The **arrow** shows how you are adjusting your natural behavioural to meet the demands of your present environment. The beginning of the arrow represents Profile II and the end of the arrow represents Profile I.

The further you move from your deepest shade, the more energy required.



ABOUT YOUR STYLE

The attributes below are a description of how you are typically seen by others. While this page describes your typical behaviour, a person can modify their conscious behaviour to suit a particular situation.

Attributes

Social, pleasant, sociable, thorough, organised, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

Communication style

This person has sometimes been described as a pleasant, people-oriented but purposeful conversationalist. He is able to encourage and inspire people, take the team's interest into account and guide his team towards the goal. He is not so receptive a listener as he seems.

Decision making

He can certainly be a good, deliberate decision maker in his field. In new matters, he may superficially analyse the facts and to some extent trusts his intuition. Sometimes he can be cheated by involving emotions.

STRENGTHS & DEVELOPMENT AREAS

Your Strengths

These strengths come easily and naturally to you and take little energy:

- Is competitive in a people-oriented way
- Can keep people motivated
- Doesn't crush others when changing things
- Takes notice of emotions
- Can generate ideas
- Has a longer perspective in perceiving things
- Can sell one's ideas to others
- Dares to work without instructions
- Is encouraging and positive
- Can be patient
- Does what is best for the team
- Likes people

Reactions to Pressure Situations

These reactions to pressure situations may become more evident when you are under pressure or over enthused.

- Makes inaccurate assessments
- Operates superficially
- Allows emotions to influence oneself
- Tries to please too much
- Doesn't behave directly
- Doesn't always expose one's real opinions
- Needs popularity
- Spends too much time with people
- Makes mistakes by being inaccurate
- Thinks about oneself a little bit too much
- Gets excited without proper analysis
- Wants to retain friends at any cost

MOTIVATORS & DEMOTIVATORS

Your Motivators

You are more likely to respond positively if these motivators are present or increased in your workplace:

Sam is motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually he is not a person who could work for others, but he likes to create good environment and enjoys putting people in a good mood. He likes independence inside an organised company. Sam also needs a certain amount of freedom.

- Good and lively friends
- Positive and excited atmosphere
- Freedom in how to take care of responsibilities
- People who are easy to get involved
- Openness in communication
- Freedom from detailed tasks
- Opportunity to join in
- Free discussion
- Lofty ideas and changes to work with them
- Having own opinion been heard
- New opportunities
- Positive way to promote things

Your Demotivators

Your motivation is likely to decrease if these situations are present or increased in your workplace.

This type of person does not like strict instructions nor chains that make his work boring and limited. He does not like an exaggerated pedantic attitude nor faultfinders. Sam has difficulty approaching people who do not know how to have fun or cannot enjoy each others' company.

- Dryness and boredom
- Dull routines
- Being separated from people
- Progressive changes being prohibited
- Detailed instructions
- Losing popularity
- Own team breaking up
- Coldness and toughness
- Restrictions
- Facts-oriented thinking
- Getting stuck in one place
- Bad team-spirit

YOUR ROLE IN A TEAM

Influencer

An influencer is someone who creates ideas and wants to proceed and who has a good ability to influence the other group members. They don't stay in one place hesitating and deliberating but believe in their own instinct and spontaneity. They like change and taking part in many different kinds of groups, situations and roles. Other group members see them as an open and sociable person but somewhat superficial and self-absorbed. In reality they are just so full of action that they don't have time to stop and deliberate other people's worries, even if they would like to. They like to bring out their own opinions and try to persuade others onto the side of their group. They aren't very patient listeners. They have to stand out in a group somehow; they find it awful to be an average person in an average group. Concentrating on one thing is difficult for them because they are a lot better at thinking up ideas and starting them than finishing them.

Your Attitude Towards Teamwork

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

Your Role as a Decision Maker in the Team

- Wants to make quick decisions
- Brings up decisive ideas
- Doesn't analyse all the alternatives

Your Role as a Motivator in the Team

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

Your Role in Team Formation

Sells ideas of the team to others, paints the future, and gets everyone's attention and involvement. Can get people involved and engaged in something they actually do not want to be part of.

Your Role in a Stable Team

Finds the team new challenges and uses their motivational skills to get others to accept the needed change. May lose focus and concentration when feels nothing changes, resulting in tasks left incomplete.

Your Role in a Team in Crisis

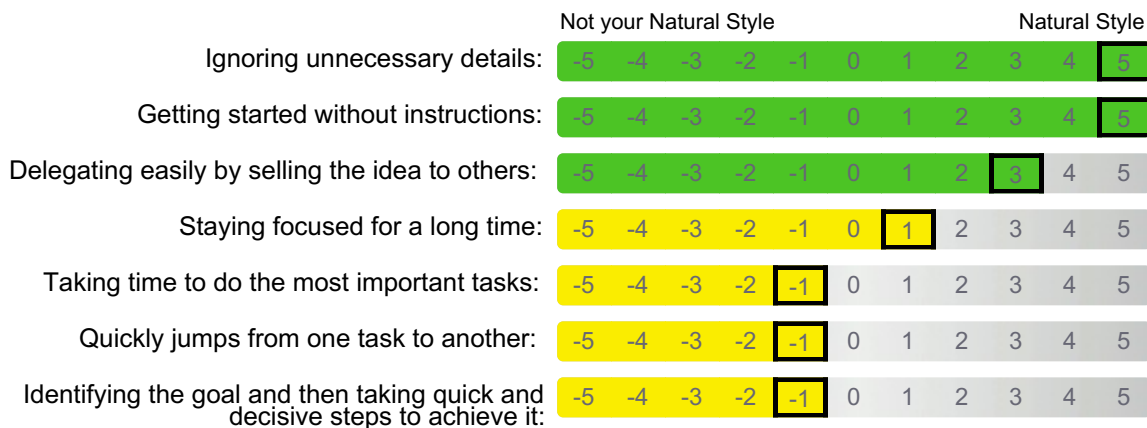
Comes up with ideas on how to solve the problem and what actions need to be taken - immediately. Sells their ideas to others. May divide the team members in those who are good for the team and those who are the causes of the problem or who cannot solve the problem.

HOW DOES YOUR PROFILE FIT WITHIN YOUR ROLE?

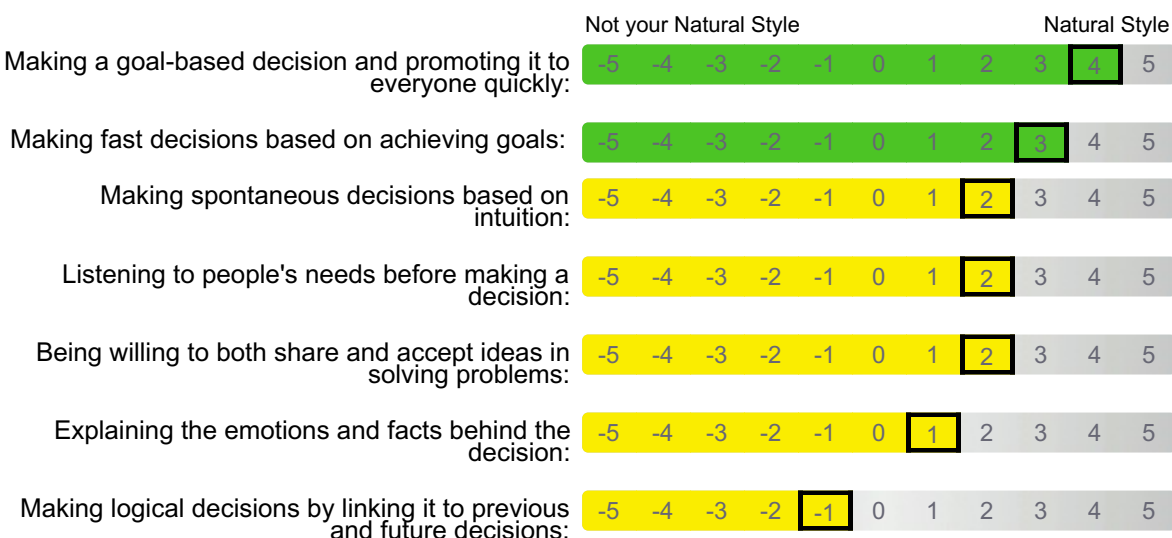
Each slider below shows your flexibility within the competencies of Time Management, Communication and Management / Leadership. Each competency has been graded on a scale from -5 to 0 or 0 to +5. A grade below -1 means this competency would require more energy. If you score from -1 to 1 this area can be developed comfortably. A score of 2 or more means this competency requires very little energy from you.

As with the flexibility diamond, this does not mean you are not capable it simply requires more energy. This is not a "can or cannot" scale.

How You Prefer to Manage Your Time



How You Prefer to Make Decisions



How You Prefer to Communicate



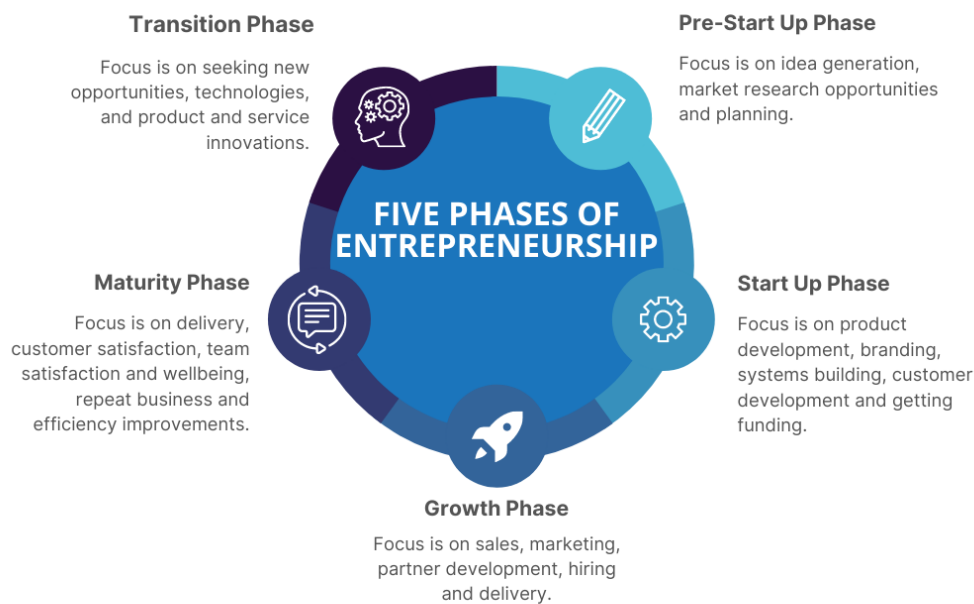
How You Prefer to Lead Others



Your Entrepreneurial Orientation

	Not your Natural Style						Natural Style					
Actively seeking completely new solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Creating a positive image for stakeholders:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Creating routines and systems:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Connecting several operational processes to support achieving the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Daring to enter totally new areas:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Developing business strategies that leverage opportunities and minimise risk:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Developing new organisational processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Detailed checking in order to secure quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Enthusiastically promoting one's company:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Finding new customers:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Having a strategic perspective, seeing the bigger picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Improving product quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Is willing to invent and try anything new in the search for improvement:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Maintaining stakeholder relations to achieve results :	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Maintaining customer trust:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Maintaining production processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Making risky decisions quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Persistently developing more business:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Seeking to continually improve the business performance:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Striking a balance between people and tasks/things:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Taking care of customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Taking initiative to develop new business opportunities:	-5	-4	-3	-2	-1	0	1	2	3	4	5	
Staying focused on quality when developing systematic processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5	

YOUR NATURAL STYLE DURING THE PHASES OF ENTREPRENEURSHIP



Pre-Start Up Phase:

During this phase the entrepreneur is coming up with ideas, identifying market research opportunities, and planning. Below are the strengths and weaknesses of your dominant style during this phase.

- + Can see outside the square for potential opportunities
- + Engages with others to seek input
- + Moves quickly to develop potential possibilities
- May avoid facts, figures, and details and can be overly optimistic
- May change direction to avoid conflict

Start Up Phase:

During this phase the entrepreneur has committed to an idea or opportunity and now the hard work begins towards launching. This includes product development, branding, systems building, customer development, and getting funding. Below are your strengths and weaknesses during this phase.

- + Enjoys multitasking and is an active promoter that can get people excited
- + Acquires resources by making connections
- + Uses contacts to look for potential business partners
- May procrastinate or get side tracked in planning details and implementation
- May be overly optimistic in assessing risks

Growth Phase:

During this phase the business has launched and now the challenge is growth. The entrepreneur has a heavy focus on sales, marketing, partner development, hiring, and delivery. Below are your strengths and weaknesses during this phase.

- + Creates a positive atmosphere within the new and evolving organisation
- + Enjoys making new connections and promoting the organisation
- + Can excite others and sell ideas to them
- May become overly optimistic and can tend to over promise and under deliver
- May make mistakes under pressure and forget to provide details

Maturity Phase:

During this phase the business has survived and grown well enough to become an established player in the market having carved out their own sustainable market share. The focus during the maturity phase is on delivery, customer satisfaction, team satisfaction and wellbeing, repeat business, systems, and efficiency improvements. Below are your strengths and weaknesses during this phase.

- + Focuses on the customer and people, creates a positive work environment
- + Easy to approach and makes customers feel comfortable
- + Looks for favourable solutions, finds a happy compromise
- Focuses on the pleasant issues and may not deal with difficult situations
- Unrealistic when assessing people. Let's emotions get in the way

Transition/Decline/Regeneration Phase:

During this phase the market has moved on. To survive the business needs to seek new opportunities, technologies, products, services or innovations must be sought to position the business for it's next cycle. Below are your strengths and weaknesses during this phase.

- + Utilises their network to seek new opportunities
- + Enjoys a new and changing environment, looks to the future to generate novel, exciting ideas
- + Looks to the future to generate novel, exciting ideas
- May act impulsively and make decisions based on emotion rather than fact
- Gets involved in too many things

TIPS TO IMPROVE YOUR PERFORMANCE

Tips to Improve Your Success as an Entrepreneur:

- Write down the details even if you believe that you could explain them if necessary
- First try it out in practice but then document the process or ask someone else to document it
- Try to avoid drawing any conclusions - look for facts only
- Pay attention to everything, even the smallest details, that relate to the project
- Learn to use logical figures and tables instead of just words
- Remember to provide enough concrete instructions
- Before you begin to explain about what you do, ask others what they want to hear

Tips to Improve Your Success as a Leader:

Do's:

- Try to keep your written communication as matter-of-fact as possible
- Learn to find the errors - and do something about them
- Learn to ask for and listen to feedback about what you say
- Make sure you have a detailed follow-up system - and that everybody is aware of it
- Create a system that identifies the problems when they occur
- Go through the trouble of writing down how things should be done
- Set aside time for people who demand more information

Dont's:

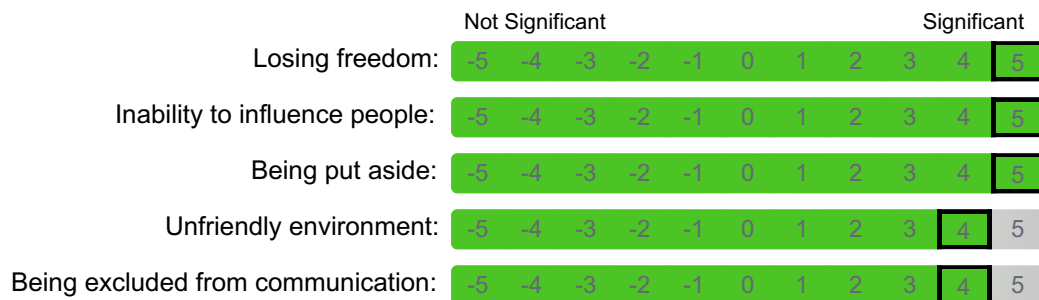
- Spend less time with people than you prefer to
- Do not take quality for granted - create a system that rewards quality
- Interfere with the experts' work as little as possible
- Do not assume that policies and procedures on quality is enough to achieve quality
- Be careful not to implement bigger and bigger changes
- Encourage employees to analyse their own situation without saying what you think it is
- Do not make people compete too much

WORKPLACE STRESSORS

Each slider below shows stress factors that are significant or not significant to your style. Each stress competency has been graded on a scale from -5 to 0 or 0 to +5. A grade below -1, or if the bar is red in colour, means this competency is not significant for you. If you score from -1 to 1, or the bar is coloured yellow, this area may be significant. A score of 2 or more, or a green coloured bar, means this competency is very significant to your style.

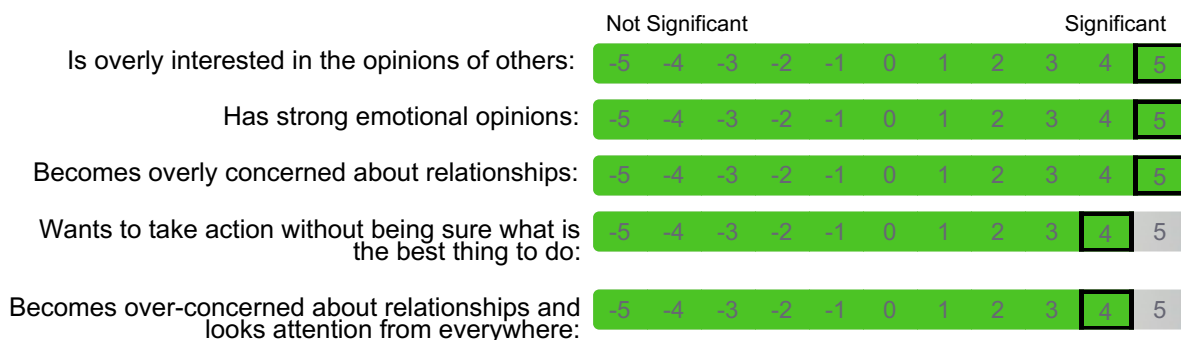
Causes of Stress

The causes of stress are different from one person to another because of who we are. Below are the top five factors that are most likely to generate stress for you.



Signs of Stress

Under stress or pressure we can revert back to our natural behavioural style because it is the style that requires the least amount of energy. Below are the top five indicators that may or may not become apparent when under stress:



Release of Stress

Below are the top five factors that are most likely to help alleviate stress:

	Not Significant										Significant				
Allow possibility to talk about the problem from different angles:	-5	-4	-3	-2	-1	0	1	2	3	4	5				
Give more room to solve the problem independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5				
Allow space, and time to talk and listen to people:	-5	-4	-3	-2	-1	0	1	2	3	4	5				
Give opportunity to meet people and hear what they say:	-5	-4	-3	-2	-1	0	1	2	3	4	5				
Emphasise positiveness in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5				

Thank you Sam for completing the Extended DISC Questionnaire and obtaining this assessment.