REPORTS
Overview

Extended DISC® Reports

Standard Behavioural Analysis

This report provides supporting information for the respondent and their manager. It presents the individual's profiles, their flexibility zones, motivators and demotivators, strengths and development areas. It gives an indication of how the individual may be seen by others and how they are likely to behave in a team environment. It provides details of their natural time management, communication and management styles and indicators of causes and signs of stress and how it may be relieved.

Grow & Develop

This report focuses specifically on identifying natural strengths and areas where there is room for growth and development. It looks at the individual in their own role and in their team. It offers tips for improving performance. It culminates in a 5-Point Behavioural Action Plan for the individual to complete.

Lead & Manage

This report is based on the Situational Style Leadership model ('Adaptive Style'). It aims, by plotting natural strengths against multiple competencies of leadership and management, to build awareness of a person's natural leadership style, allowing them to make more effective adjustments and increase their success as a leader. It includes several worksheets and a Personal Action Plan.

Team & Build Analysis

This report looks at the team Shotgun, Name and Arrow Maps along with the flexibility zones of the team as a whole. It goes on to identify the roles that individuals tend to take in a team according to their DISC style and shows the natural strengths of each team member against a number of team function competencies.

Recruit & Select

This is a report for management about a (potential) new hire. If offers information about the candidate's DISC style and attributes, but also uses the competencies to show a candidate's relative strengths in administration, project management, leadership, management, customer service and sales. A series of interview questions is also included to give a company more information about their candidate and what motivated them to apply for the role.

Sales & Service

This report focuses on a person's natural strengths in terms of sales aptitude. In addition to addressing a candidate's natural attributes, it displays the candidate's natural areas of flexibility on the Sales and Customer Service Diamonds and looks at the person in relation to the sales competencies of the hunter, the farmer, the expert.

Remote WorX

This report offers support, hints and tips for remote workers, providing information that can be used to adjust routines, communication and working styles to suit both a person's natural strengths and the requirements of a remote environment. It also identifies the DISC styles virtually and offers tips on communicating effectively with other styles by email and voice mail.

Retention and Motivation

This is a report for managers focusing on a single employee. Its purpose is to provide practical tips and insights for growing and motivating individual staff members in the interests of fostering employee job satisfaction and staff retention.

Lead & Manage Style Assessment

This report identifies the leadership cultures of the styles in some detail and looks at the individual's natural leadership, management and communication styles, along with their natural strengths in developing their employees. It includes tips for building success, effective relationships and strong communication as a leader, concluding with a Personal Action Plan.

Individual Communication Assessment

This report focuses principally on heightening the individual's awareness of their natural communication styles, including their listening style, so that they are able to make conscious modifications when required. Additionally, it offers tips on how to communicate with the different styles. It concludes with a Personal Action Plan.

Manager's Communication Assessment

This report aims to increase a leader's awareness of their natural communication styles, so they can make adjustments where appropriate. It includes competencies concerning the leader's role in employee motivation and goal achievement. It offers hints for becoming a more successful leader through better communication as well as tips on how to communicate with the different styles. It concludes with a Personal Action Plan.

TIP Group Assessment

This report identifies the candidate's DISC style and then goes on to offer general tips for that behavioural style in Customer Service, an Office role, a Project role, as a Specialist, in a Team, as a Trainer, in Health and Safety. "Do's" and "Don'ts" for Management and Sales are included. (You can select and de-select categories, if you wish, in the Report Designer.) Finally, there are tips for retaining and improving a relationship with each of the DISC styles, including what not to do, and tips for communicating with each of the styles.

Work Pair Analysis

This report combines the behavioural analysis results of two or more individuals. It can be used to help a pair or a team understand one another better. It displays each individual's profile and offers a comparison of their communication and decision-making styles, how each tends to listen, take the initiative, plan, adapt and share. The flexibility of the pair/team is shown on a single Diamond. It concludes with communication tips and decision-making facts and a worksheet for the team to complete.

On-boarding Assessment

The purpose of this report is to help facilitate the on-boarding process by providing behavioural information about a new hire. It gives information about the new recruit's ideal manager, their strengths and attributes, flexibility zones, preferred job content and stress indicators.

Management 52 (FinxS International Report)

This report identifies 52 competences which a manager/leader may be expected to perform. Its focus is on identifying development needs, using percentages to show a competence match, in areas that are useful for specific elements of a particular manager's role. Note that this report provides a summary of the results/content of the 52 individual management reports, which are also available.

Team Culture (FinxS International Report)

This report identifies a team's culture. By determining the percentage of each DISC behavioural style in a team, the team type – homogeneous, heterogeneous or diverted can be identified along with the dominant style. The report provides information on the types of behaviours typically found in groups dominated by a particular DISC style and shows how much each individual contributes to and prefers this culture. The report can be used to identify team strengths, weaknesses and development needs.