

FinxS® Management Report (Conflict Resolution)

FinxS®

This assessment is based on the responses given in the Extended DISC® Behavioural Assessment 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 in self-development.

Sam Sample

Organisation:

FinxS

Date:

30.08.2022



FinxS®

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Sam Sample

Organisation:

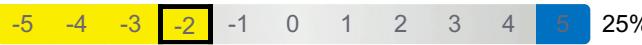
Date:

FinxS

30.08.2022

Conflict Resolution

Not taking sides, interviewing each person separately, concentrating on the facts, not personalities, asking each individual how they think they can resolve the problem, encouraging reconciliation, establishing ground rules for future behaviour and roles, emphasising benefits of cooperation and the consequences of none, informing team members of procedures for dealing with grievances.

Following policies and respecting agreements when making decisions:  25%

Seeking multiple perspectives and inputs from others in decision making:  25%

Asks for the input and ideas of others:  100%

Explaining facts and emotions in decision making:  55%

Communicating constructively with other employees:  35%

Planning communication to ensure everyone's opinion is heard:  65%

Minimising conflict by discussing and analysing all details:  35%

Developing cooperation among people:  65%

Listening to people's needs before making a decision:  65%

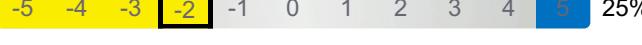
Approaching everyone with dignity and respect:  20%

Mediating between people:  55%

Reducer of conflicts and a guide for others:  55%

Discussing with people about the challenging details in their work:  35%

Helping people to understand the emotions involved:  100%

Finding a balance between people and facts when making a decision:  25%

Competence Match Percentage: 51%

Person score

Expectation

Identify your strengths and development areas for this management competence.

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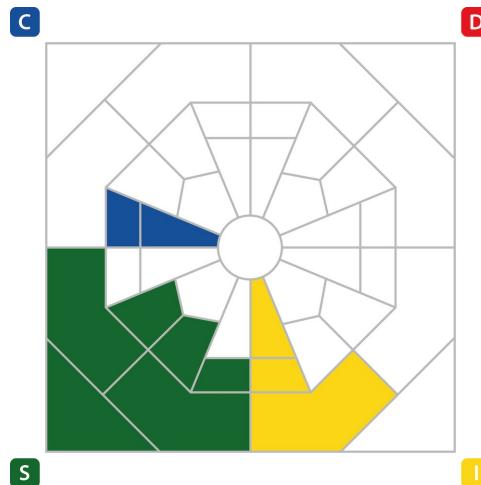
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Conflict Resolution - Required Behaviours

Below is the visual representation of where the required behaviours to succeed in Conflict Resolution are located on the Extended DISC® Diamond model.



Your Natural Comfort Area

This is where your hard-wired, natural behavioural comfort area is located on the Extended DISC® Diamond model. Compare to the required behaviours above.

