HR Profiling Solutions Ltd
On-Boarding Assessment

This Assessment is based on the responses given in the online questionnaire. This Assessment should not be the sole criterion for making decisions. The purpose of this Assessment is to provide supporting information for the manager to help with on-boarding new hires. Note: This assessment is based on Extended DISC® Methodology.

Sam Sample

Organisation:

FinxS

Date:

23.10.2025

RECRUIT & SELECT

LEAD & MANAGE

SALES & SERVICE

TEAM & BUILD

GROW & DEVELOP

Extended DISC® Assessments

Employee Extended DISC® Profile

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

There are no good or bad profiles/styles. Just different ones.

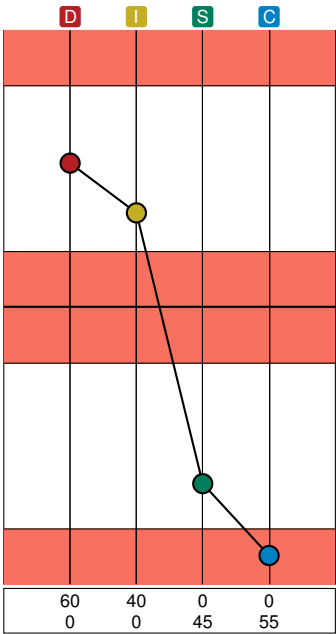**Profile I - Sam's adjusted style**

(conscious behaviour)

This profile shows how the employee believe's they must adjust to meet the demands of their present environment.

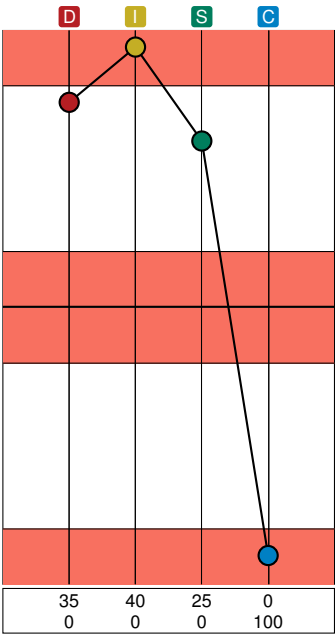**Profile II - Sam's natural style**

(unconscious behaviour)

This style remains fairly stable, but not rigid, over their lifetime. It is the style that is most comfortable for them and uses the least energy.

Profile I - Perceived Need to Adjust	Profile II - Natural Style

Profile I values:
D	I	S	C
60	40	0	0
0	0	45	55

Profile II values:
D	I	S	C
35	40	25	0
0	0	0	100

	D	I	S	C
Profile II	35%	40%	25%	0%

Ideal Manager - Leader

His manager/leader should be able to stop and move forwards purposefully. The manager/leader must be able to listen, discuss things besides business and be easy to approach. From time to time the manager/leader has to give him energy, especially when beginning new tasks and when different opinions arise.

Score Interpretation

Boxes sitting to the right of 0 on any of the scales below indicate that Sam is likely to benefit and flourish from having this in their work environment. Boxes sitting to the left of 0 indicate factors that are not so important for them.

	-5	-4	-3	-2	-1	0	1	2	3	4	5
Needs clear goals and freedom:										**4**	
Needs clearly defined tasks and continuity:			**-3**								
Needs freedom to influence other people:											**5**
Needs goal-focused development projects:			**-3**								
Needs lots of attention:								**2**			
Needs lots of positive encouragement:										**4**	
Needs support in decision making:			**-3**								
Needs the feeling of safety and continuity:				**-2**							

Identify three actions that would help Sam during the On-Boarding Process.

_____

_____

_____

_____

_____

Employee Competencies

Each sliding scale below shows the candidate's flexibility within the given Employee Competencies.

- Each competency has been graded on a scale of -5 to 0 or 0 to +5.
- A grade below -1 means this competency would require more energy for them to perform.
- If they score from -1 to 1 this area can be developed comfortably.
- A score of 2 or more means this competency is simple for the candidate and demands very little energy from them.

A low score does not mean Sam is incapable of performing this competency, but simply that it would require more energy from them. This is not a "can or cannot" scale.

Competency	Non-Natural						Natural				
	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being compliant with regulations and processes:			**-3**								
Being continuously helpful:					**-1**						
Being willing to work with a wide range of people:											**5**
Broad range of responsibilities with few instructions:									**3**		
Changing work plans or routines without complaint:							**1**				
Following instructions precisely:			**-3**								
Following rules exactly:			**-3**								
Having courage to stand up to supervisor:										**4**	
Having patience to complete a task:			**-3**								
Listening carefully:				**-2**							
Performing repetitive routines/tasks:				**-2**							
Responding quickly to changing task priorities:								**2**			
Shows initiative:										**4**	
Shows positiveness:										**4**	
Speaking out regardless of consequences:			**-3**								
Stepping 'up a gear' to cope with change:										**4**	
Working independently with no instructions provided:											**5**

Communication

Onboarding isn't just about paperwork and procedures; it's about making people feel confident, connected, and ready to succeed. One powerful way to do this is by adjusting your communication to suit different behavioural styles.

When we recognise and respond to how individuals prefer to receive information, solve problems, and build relationships, we create a more supportive and productive onboarding experience. Whether someone thrives on detail, needs social connection, or wants to dive straight into action, small adjustments in your approach can make a big impact.

Here are some practical communication tips based on the behavioural style of your new team member, supported, and set up for success.

Sam's main behavioural style is **Influence Style (I):**

They're social, expressive, and want to feel part of the team.

Communication Tips

- Be enthusiastic and warm in your tone.
- Involve them in team activities or introduce them to colleagues early.
- Allow room for casual conversation, it builds connection.
- Keep your tone light and encouraging.
- Offer praise and positive feedback regularly.

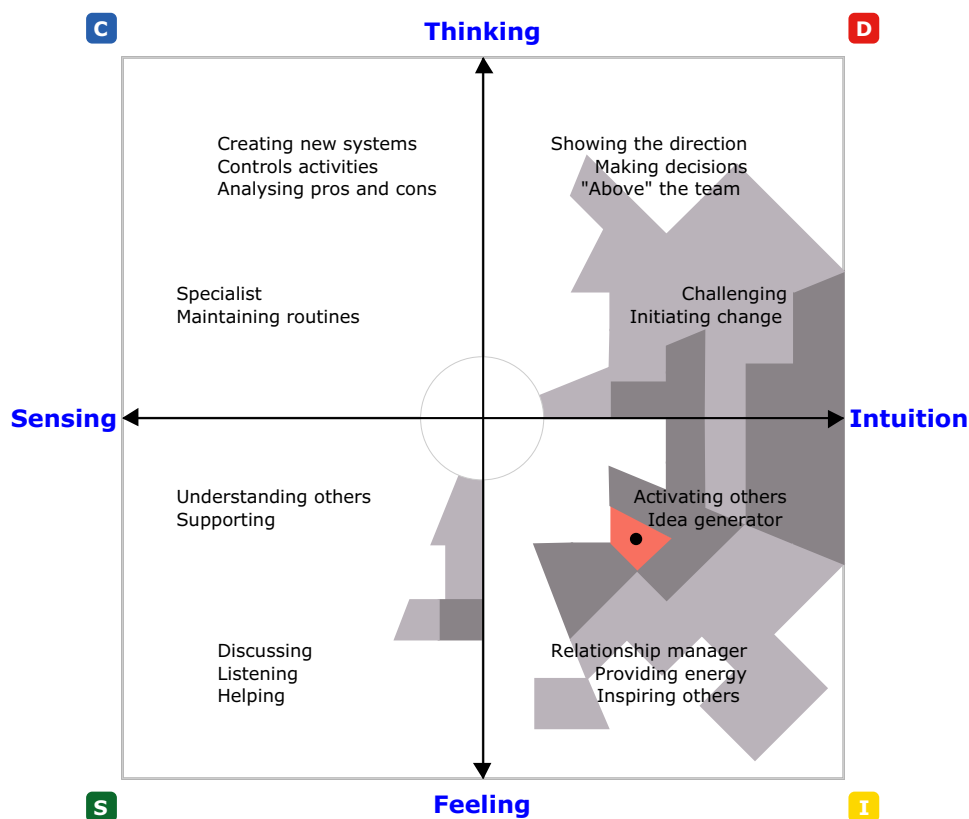**Onboarding Tip:** A friendly welcome and social orientation go a long way.

Flexibility Zones

- The Flexibility Zone Diamonds demonstrate how much and in what direction a candidate's behaviour is flexible.
- The coloured area represents the location of Profile II - the candidate's most natural behavioural style.
- The darker shaded areas represent other zones where the candidate can function comfortably.
- The lighter shading represents zones where it would be easy for the candidate to develop.
- The white areas represent the most difficult zone for the candidate to develop. Operating in these areas would require a stronger conscious adjustment of behaviour and more effort/energy.

Sam's Diamond

The Team Member Diamond includes generic text describing the behaviours of the different styles in a team.
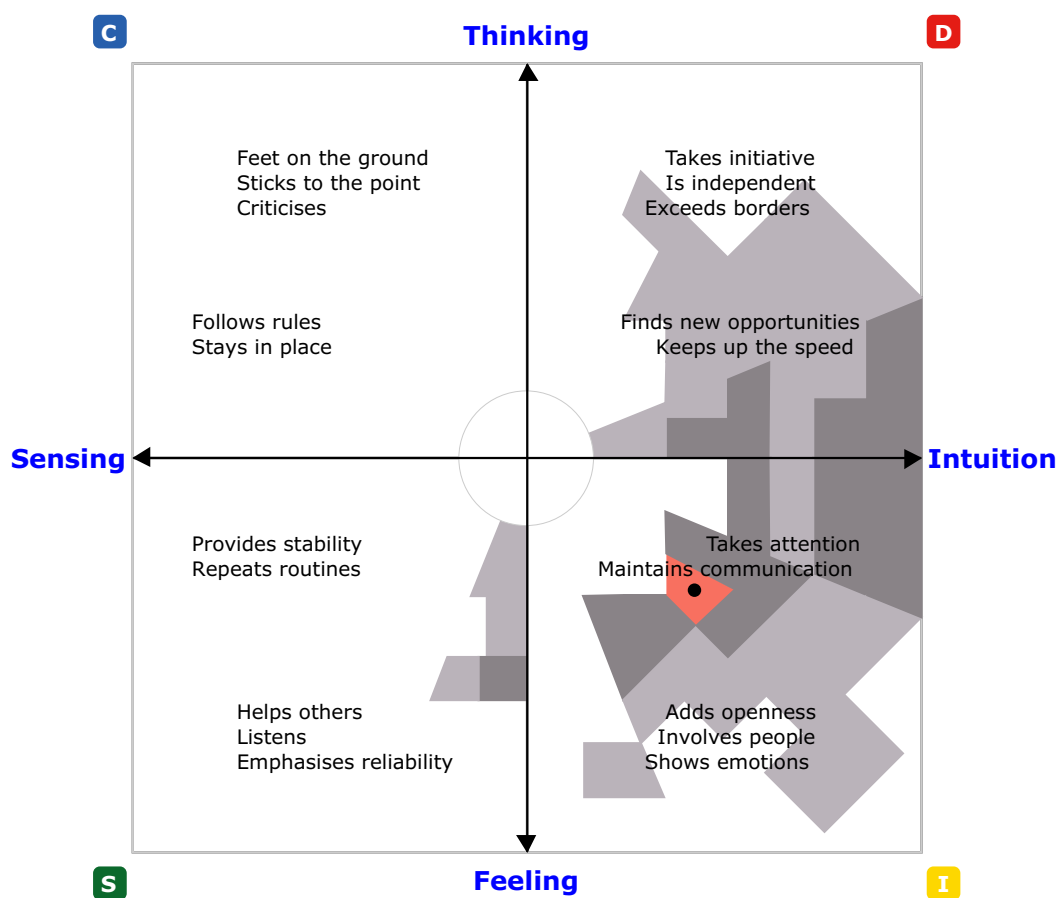
The candidate's most natural behavioural style is represented by the coloured area together with their flexibility zones as represented by the shaded areas.

Employee Behavioural Diamond

The Employee Behavioural Diamond includes generic text related to the various behaviours of the different styles in a workplace situation.

The candidate's most natural behavioural style is represented by the coloured area together with their flexibility zones as represented by the shaded areas.

Sam Sample

Organisation:	Date:
FinxS	**23.10.2025**

Preferred Job Content

The Job Content Diamond includes generic text relating to the preferred job content of the different styles.
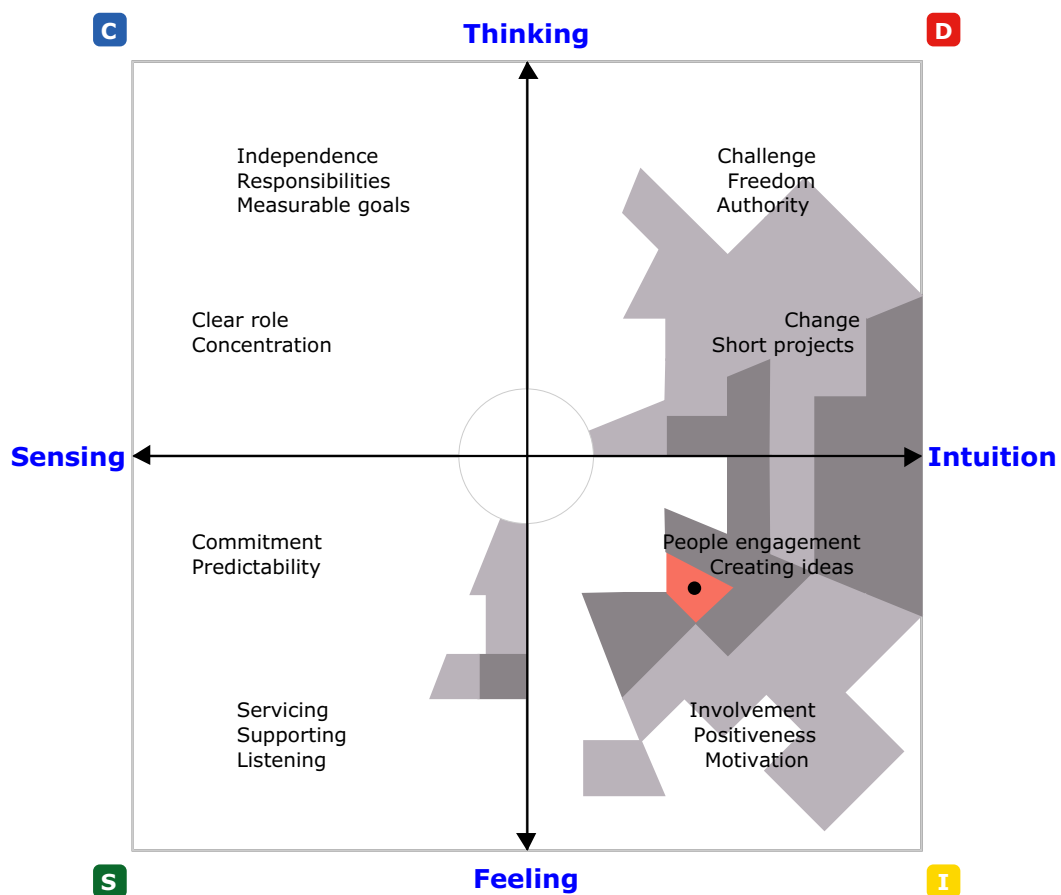
The candidate's most natural behavioural style is represented by the coloured area together with their flexibility zones as represented by the shaded areas.

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Stress

Stress is the external pressure a person feels that forces them away from their comfort zone. A certain amount of stress is inherent in the normal everyday tasks and responsibilities of a work environment.The top 3 indicators that Sam is experiencing stress are given below along with some ways you can help Sam to alleviate it.

Signs of Stress

A box located to the right of 0 indicates that the stated behaviour can be a sign of stress.

	Not significant										Significiant
Is overly interested in the opinions of others:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**
Has strong emotional opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**
Becomes overly concerned about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**

Causes of Stress

Below are some factors that are most likely to generate stress for Sam.

	Not significant										Significant
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**
Being put aside:	-5	-4	-3	-2	-1	0	1	2	3	4	**5**

Alleviating Stress

These are the top 3 ways you can help to alleviate Sam's stress.

	Not significant										Significant
Suggest talking 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
Give the opportunity to meet people and hear what they have to say:	-5	-4	-3	-2	-1	0	1	**2**	3	4	5

Tailoring the Onboarding for Sam

Successful onboarding isn't one-size-fits-all. By understanding an employee's natural behavioural style, we can create a smoother and more engaging introduction to their new role. The following tips and checklists are designed to help managers and teams adapt their onboarding approach to each DISC style – making sure new employees feel understood, supported, and confident from day one.

Sam's primary behavioural style is the Influence (I) style. Here are a few onboarding tips to support this style:

- Facilitate lots of introductions with team members, key contacts, social opportunities.
- Use an upbeat, energetic tone during onboarding.
- Involve them in team activities early on.
- Recognise their contributions publicly when appropriate.
- Provide opportunities for creativity and idea sharing.

I-styles thrive on connection, fun, and recognition.

Influence (I-Style) Onboarding Checklist

�🖊 **Task**

☐ Schedule early team introductions and social interactions

☐ Use a warm, energetic onboarding tone

☐ Recognise and affirm their enthusiasm

☐ Involve them in group discussions or brainstorming early

☐ Provide informal meet-the-team sessions

☐ Explain who they can approach for help and ideas

☐ Build in opportunities for creativity and idea sharing

☐ Avoid overwhelming them with rigid procedures upfront