

FinxS® Remote Worker - Hiring Summary Report

FinxS®

This report is based on the responses given in the Extended DISC® Behavioural Assessment Questionnaire. The purpose of this workbook is to support the selection and management of people who are considered for a remote work position. The workbook should NOT be the sole criterion for making decisions about these individuals.

Remote Worker Applicants

Organisation:

ABC Ltd

Date:

13.12.2021



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Applicants' DISC Styles - Summary of Extended DISC® Profiles

Summary of applicants' Extended DISC® Percentages

D	0%	0
I	67%	2
S	0%	0
C	33%	1
Total	100%	3

Applicants' Extended DISC® Percentages

Percentage Table

Person	Profile I				Date Analysed	Profile II			
	D	I	S	C		D	I	S	C
Henry Hunter	0	60	40	0	19.04.2018	0	50	50	0
Denise Jackson	0	0	0	100	28.04.2016	0	0	15	85
Mary Jones	50	50	0	0	28.04.2016	20	55	25	0

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Special cases in the applicants' Extended DISC® Profiles (check for details in each applicant's personal Remote Worker Hiring Report).

	Tight I	Tightish I	Overshift I	Undershift I	Tightish II	FRS in D	FRS in C
Henry Hunter	No	No	No	No	No	Yes	No
Denise Jackson	No	No	No	No	No	No	No
Mary Jones	No	No	No	No	No	No	Yes

Validity indicators in the applicants' Extended DISC® Profiles (check for details in each applicant's personal Remote Worker Hiring Report).

	PSiz	PSim	PPos
Henry Hunter	5	5	5
Denise Jackson	4	4	4
Mary Jones	4	4	4

Remote Worker Applicants

Organisation:

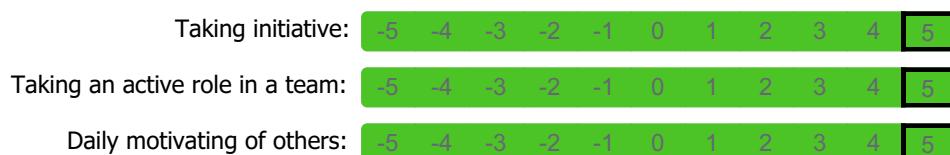
Date:

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Executive Summary of the applicants - Most natural elements of remote work

The following pages provide an overall summary of the results detailed in each applicant's personal Remote Worker Hiring Report. They describe the ideal remote work environment for each applicant. If these aspects are present in the remote work role a person applies for, the chances for success are clearly higher than if these aspects are missing.

Remote work responsibilities that come **MOST** naturally for these candidates**Henry Hunter****Denise Jackson****Mary Jones**

NOTE: We do not recommend drawing final conclusions based on this page alone. This is because there are also other situations where these candidates can succeed (described in detail in their individual reports). Additionally, it is important to know what circumstances decrease a person's motivation and effectiveness before making the final hiring decision.

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Aspects of remote work that support these candidates to remain self-disciplined

Henry HunterEmphasising positiveness: Adjusting one's approach with different people: Constructively solving daily routine problems: **Denise Jackson**Taking care of details with planned and focused steps: Seeking immediate perfection: Sticks to the plan: **Mary Jones**Ignoring unnecessary details: Inspiring and encouraging people: Handling a variety of different contacts: 

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Remote Worker Applicants

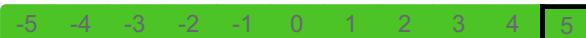
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Ideal remote work environment for these candidates

Henry HunterWorking with people one can trust: Sharing responsibilities with others: Receiving positive encouragement: **Denise Jackson**Working with task-focused people: Working independently from other people: Receiving instructions that cover all details: **Mary Jones**Maintaining opportunities to influence people: Creating positive, people-related ideas: Being able to leave details to other people: 

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Typical behaviours for these candidates

Henry HunterShows positiveness: Needs lots of positive encouragement: Being continuously helpful: **Denise Jackson**Having patience to complete a task: Following rules exactly: Following instructions precisely: **Mary Jones**Working independently with no instructions provided: Shows positiveness: Needs freedom to influence other people: 

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Executive Summary of the applicants - LEAST natural elements of remote work

The following pages provide an overall summary of the results detailed in each applicant's personal Remote Worker Hiring Report. They describe a remote work environment that will require most adjustment for each applicant. If these aspects are present in the remote work role a person applies for, the applicant may need to leave their comfort zone more often than they would prefer. They can still succeed in the role, depending on how comfortable they are in an environment that is not quite in their comfort zone.

Remote work responsibilities that come LEAST naturally for these candidates

Henry Hunter

Anticipating change in the environment and preparing for it:  -3 -2 -1 0 1 2 3 4 5

Being able to anticipate the long-term consequences:  -3 -2 -1 0 1 2 3 4 5

Taking initiative to develop new business opportunities:  -3 -2 -1 0 1 2 3 4 5

Denise Jackson

Acquiring and applying information quickly:  -3 -2 -1 0 1 2 3 4 5

Getting started without instructions:  -3 -2 -1 0 1 2 3 4 5

Promoting oneself constantly:  -2 -1 0 1 2 3 4 5

Mary Jones

Preparing for the unexpected:  -2 -1 0 1 2 3 4 5

Monitoring the execution of action plans and taking immediate action when needed:  -2 -1 0 1 2 3 4 5

Coming up with new solutions to technical problems:  -2 -1 0 1 2 3 4 5

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Aspects of remote work that do NOT support these candidates to remain self-disciplined

Henry HunterIdentifying and monitoring critical business metrics: Actively seeking completely new solutions: Taking action without existing solution models: **Denise Jackson**Multi-tasking: Stepping 'up a gear' to cope with change: Responding quickly to changing task priorities: **Mary Jones**Identifying and monitoring critical business metrics: Repetitive, detailed tasks: Progressing in a stable and planned manner: 

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Non-ideal remote work environment for these candidates

Henry Hunter

Having the opportunity to decide with whom one works:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Maintaining control over their own tasks:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Maintaining an important role in the organisation:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Denise Jackson

Being able to leave details to other people:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Being involved in varied people contacts:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Having freedom to decide everything:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Mary Jones

Being able to work without interruptions:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Being allowed to finish one task at a time:  -5 -4 -3 -2 -1 0 1 2 3 4 5

Having time to plan everything properly:  -5 -4 -3 -2 -1 0 1 2 3 4 5

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Typical behaviours that do NOT describe these candidates

Henry HunterNeeds goal-focused development projects:  -5 -4 -3 -2 -1 0 1 2 3 4 5Speaking out regardless of consequences:  -5 -4 -3 -2 -1 0 1 2 3 4 5Broad range of responsibilities with few instructions:  -5 -4 -3 -2 -1 0 1 2 3 4 5**Denise Jackson**Needs freedom to influence other people:  -5 -4 -3 -2 -1 0 1 2 3 4 5Responding quickly to changing task priorities:  -5 -4 -3 -2 -1 0 1 2 3 4 5Shows initiative:  -5 -4 -3 -2 -1 0 1 2 3 4 5**Mary Jones**Having patience to complete a task:  -5 -4 -3 -2 -1 0 1 2 3 4 5Needs clearly defined tasks and continuity:  -5 -4 -3 -2 -1 0 1 2 3 4 5Needs goal-focused development projects:  -5 -4 -3 -2 -1 0 1 2 3 4 5

NOTE: We do not recommend drawing final conclusions based on this page alone. This is because there are also other situations where these candidates can succeed (described in detail in their individual reports). Additionally, it is important to know what circumstances decrease a person's motivation and effectiveness before making the final hiring decision.

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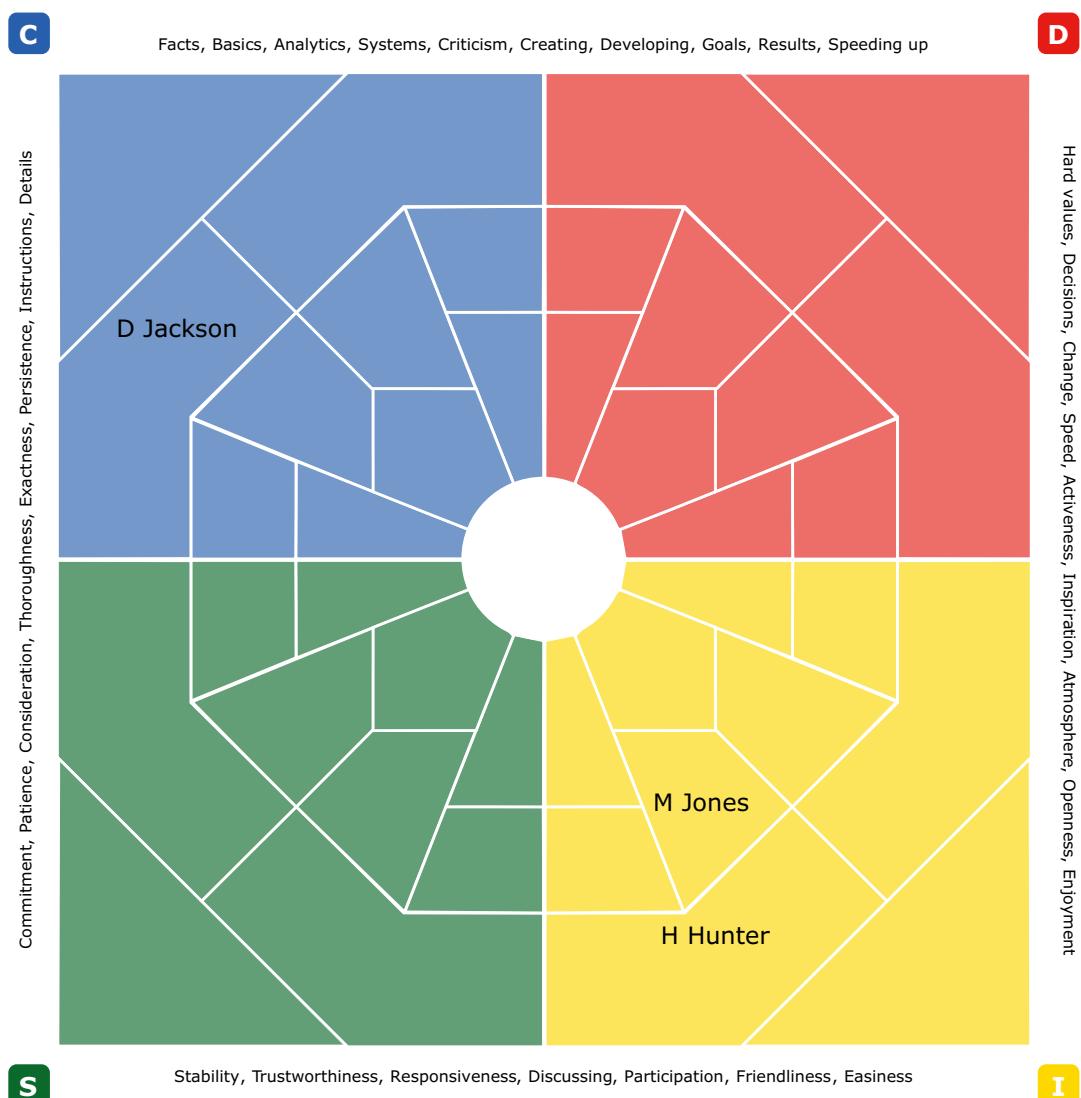
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Applicants on the Extended DISC® Diamond



Remote Worker Applicants

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ABC Ltd**13.12.2021****Hiring Summary**

Do not base the hiring decision solely on the information in this report. This report is designed to provide additional information about these candidates. Use this page to summarise your perceptions about these candidates based on this report, other available information, and the interviews you have had.

Number of respondents: 3 - Obvious strengths

Number of respondents: 3 - Challenges we need to prepare for / Additional information needed

Number of respondents: 3 - Adjustments needed from us if a positive hiring decision is made

Recommendation
