

# 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
<b>Total</b>	<b>100%</b>	<b>3</b>

## 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).

	<b>Tight I</b>	<b>Tightish I</b>	<b>Overshift I</b>	<b>Undershift I</b>	<b>Tightish II</b>	<b>FRS in D</b>	<b>FRS in C</b>
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).

	<b>PSiz</b>	<b>PSim</b>	<b>PPos</b>
Henry Hunter	5	5	5
Denise Jackson	4	4	4
Mary Jones	4	4	4



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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

Sharing of new learning with others: Being mindful of one's style and its impact: Taking a participating role in a team: 

## Denise Jackson

Correcting own decisions until they are perfect: Being able to identify all details needed to develop a certain skill: Performing a role of a product specialist available when needed: 

## Mary Jones

Taking initiative: Taking an active role in a team: Daily motivating of others: 

**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.

## Remote Worker Applicants

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

## Henry Hunter

Emphasising 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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## Ideal remote work environment for these candidates

## Henry Hunter

Working with people one can trust: -5 -4 -3 -2 -1 0 1 2 3 4 5

Sharing responsibilities with others: -5 -4 -3 -2 -1 0 1 2 3 4 5

Receiving positive encouragement: -5 -4 -3 -2 -1 0 1 2 3 4 5

## Denise Jackson

Working with task-focused people: -5 -4 -3 -2 -1 0 1 2 3 4 5

Working independently from other people: -5 -4 -3 -2 -1 0 1 2 3 4 5

Receiving instructions that cover all details: -5 -4 -3 -2 -1 0 1 2 3 4 5

## Mary Jones

Maintaining opportunities to influence people: -5 -4 -3 -2 -1 0 1 2 3 4 5

Creating positive, people-related ideas: -5 -4 -3 -2 -1 0 1 2 3 4 5

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

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## Typical behaviours for these candidates

## Henry Hunter

Shows positiveness: -5 -4 -3 -2 -1 0 1 2 3 4 5

Needs lots of positive encouragement: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being continuously helpful: -5 -4 -3 -2 -1 0 1 2 3 4 5

## Denise Jackson

Having patience to complete a task: -5 -4 -3 -2 -1 0 1 2 3 4 5

Following rules exactly: -5 -4 -3 -2 -1 0 1 2 3 4 5

Following instructions precisely: -5 -4 -3 -2 -1 0 1 2 3 4 5

## Mary Jones

Working independently with no instructions provided: -5 -4 -3 -2 -1 0 1 2 3 4 5

Shows positiveness: -5 -4 -3 -2 -1 0 1 2 3 4 5

Needs freedom to influence other people: -5 -4 -3 -2 -1 0 1 2 3 4 5

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## Remote Worker Applicants

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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: -5 -4 -3 -2 -1 0 1 2 3 4 5

Being able to anticipate the long-term consequences: -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

## Denise Jackson

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

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

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

## Mary Jones

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

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

Coming up with new solutions to technical problems: -5 -4 -3 -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 Hunter**Identifying and monitoring critical business metrics: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Actively seeking completely new solutions: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Taking action without existing solution models: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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**Denise Jackson**Multi-tasking: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Stepping 'up a gear' to cope with change: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Responding quickly to changing task priorities: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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**Mary Jones**Identifying and monitoring critical business metrics: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Repetitive, detailed tasks: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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Progressing in a stable and planned manner: 

-5	-4	-3	-2	-1	0	1	2	3	4	5
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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 Hunter

Needs goal-focused development projects: -5 -4 -3 -2 -1 0 1 2 3 4 5

Speaking out regardless of consequences: -5 -4 -3 -2 -1 0 1 2 3 4 5

Broad 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 5

Responding quickly to changing task priorities: -5 -4 -3 -2 -1 0 1 2 3 4 5

Shows 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 5

Needs clearly defined tasks and continuity: -5 -4 -3 -2 -1 0 1 2 3 4 5

Needs goal-focused development projects: -5 -4 -3 -2 -1 0 1 2 3 4 5

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## Remote Worker Applicants

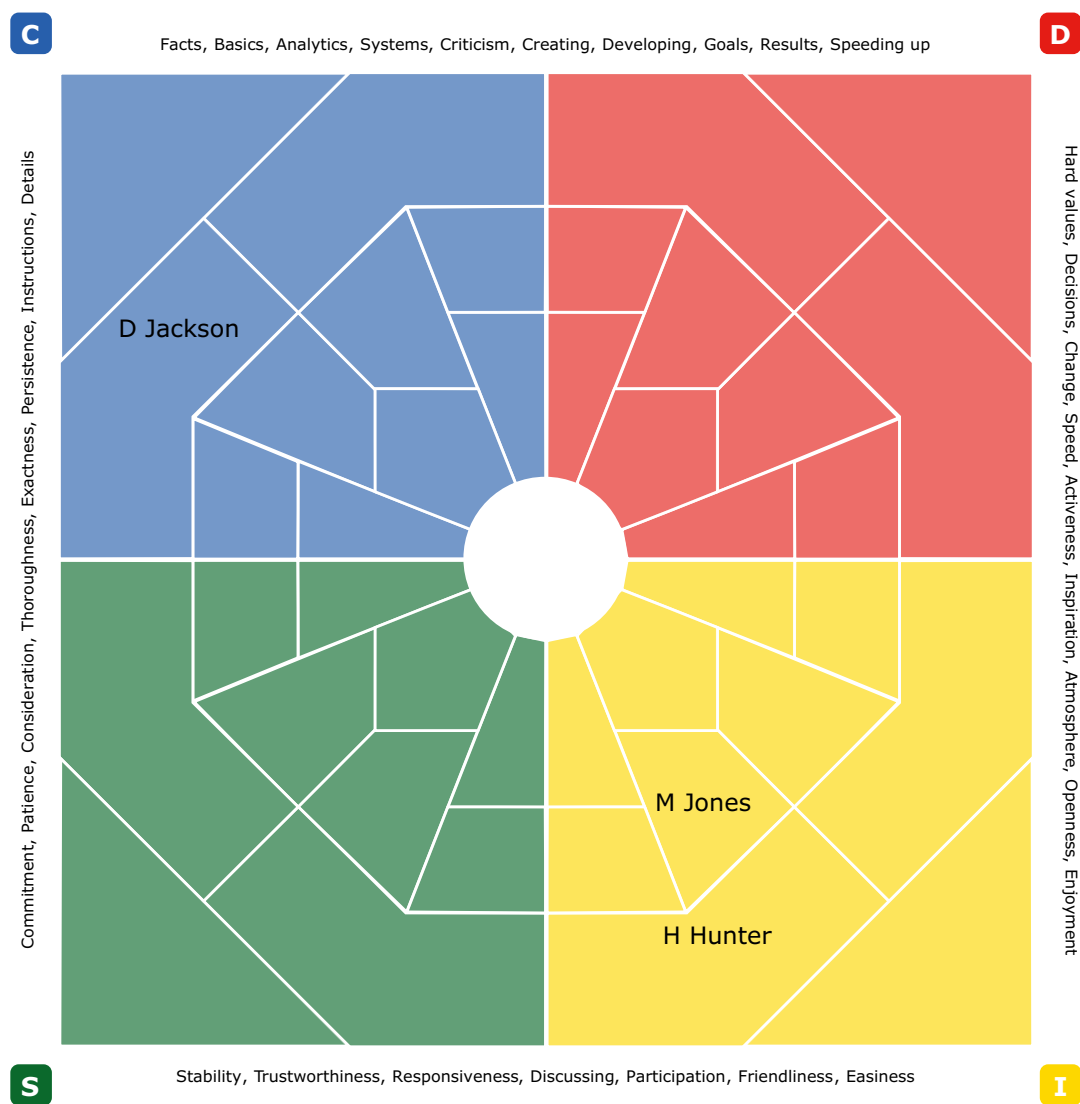
Organisation:

Date:

**ABC Ltd**

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## Applicants on the Extended DISC® Diamond





**Remote Worker Applicants**

Organisation:

Date:

**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**

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

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

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**Recommendation**

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