

Stress, Pressure, and Performance:

How Your Natural Behaviour Impacts Work Well-Being

This assessment is based on the responses provided in the online questionnaire. The purpose of this report is to offer valuable insights into how you respond to pressure and stress in the workplace. It aims to increase your awareness of your behavioural reactions in stressful situations and provides practical, effective strategies for managing and releasing stress.

Note: This report is based on the Extended DISC® methodology.

Sam Sample

Organization:

FinxS

Date:

17.03.2025



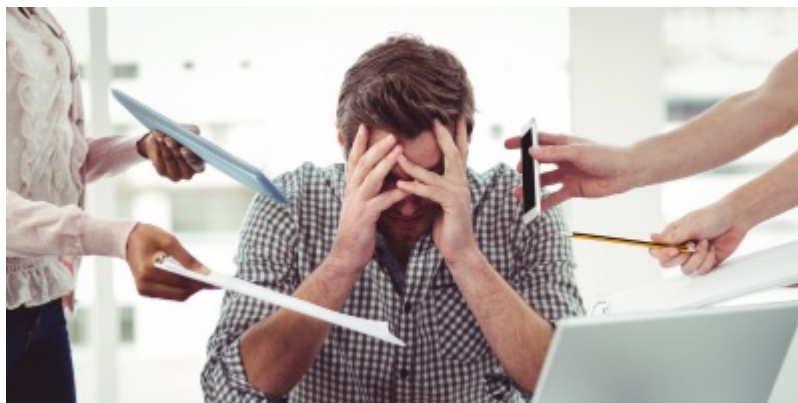
Introduction

This report is designed to help you understand your natural behavioural style in pressure situations. Stress in the workplace is a growing challenge, affecting employees across all industries. Tight deadlines, heavy workloads, interpersonal conflicts, and constant change are common stressors. While moderate stress can be motivating, excessive or prolonged stress can have serious consequences for both individuals and organisations.

Stress can lead to headaches, fatigue, anxiety, and reduced productivity for individuals, while organisations may experience higher absenteeism, increased turnover, and a decline in team performance. Understanding how stress affects your behaviour is key for personal development and well-being at work.

Throughout this report we reference both pressure and stress. We define pressure and stress as follows:

Pressure is the external or internal force that creates demands or expectations, while **stress** is the physical and emotional response to these demands when they exceed a person's ability to cope. Together, pressure and stress can influence behaviour, performance, and well-being in the workplace.



This analysis is based on your responses to the Extended DISC® Behavioural Analysis Questionnaire and should not be the sole basis for decisions about yourself. The Extended DISC® Analysis focuses on behavioural traits, not on your full personality, intelligence, skills, knowledge, or experience.

To gain the full benefit from this report, we recommend participating in a workshop or receiving feedback from a Certified Extended DISC® Consultant. This will help you interpret the results in a more personalised way and support your continued development.

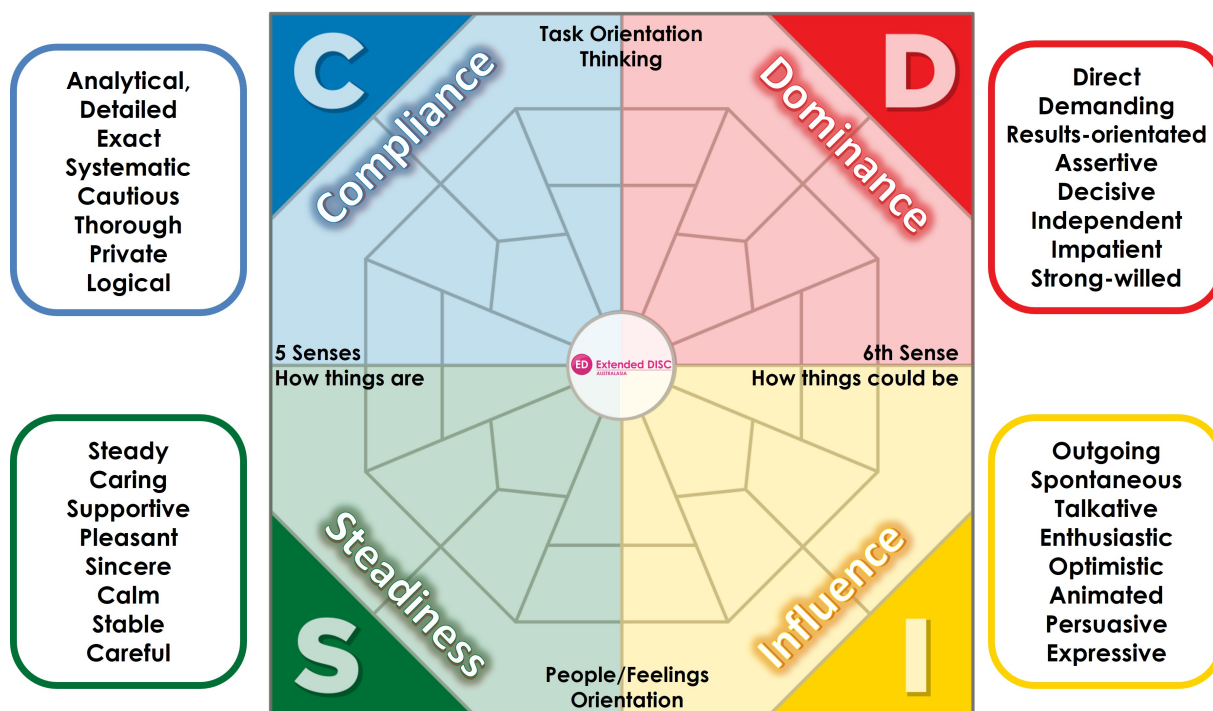
Enjoy exploring your profile, we hope you find valuable insights and practical guidance that will help you thrive and succeed in the workplace!

Extended DISC® Model

The Extended DISC® Behavioural Analysis questionnaire has been successfully used for over 30 years in more than 80 countries worldwide. In every country where it is applied, we conduct thorough studies to ensure meaningful and reliable results. The Extended DISC® Assessments and accompanying training are based on a fundamental principle: there are no "good" or "bad" people—only different people. We all have the opportunity to grow by recognising our behavioural strengths and weaknesses, accepting them, and seeking new ways to leverage them.

How to Identify the Behavioural Styles

This Behavioural Assessment based on Extended DISC® methodology which recognises and reports on 160 styles (40 in each quadrant) is summarised into four main types, with each style offering unique strengths and challenges. None of these styles are better or worse than the others; rather, they each contribute differently to various situations. Below are detailed descriptions of each of the four styles.



Extended DISC® - Profile

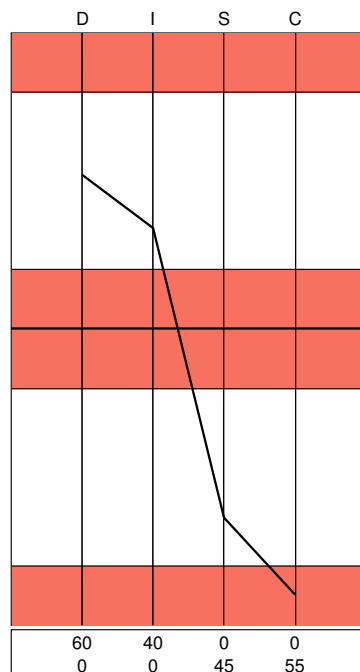
The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

Profile I - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

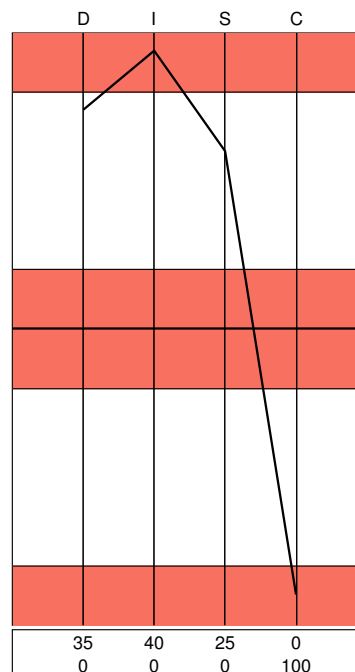
Profile II - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

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

Profile I - Perceived Need to Adjust



Profile II - Natural Style



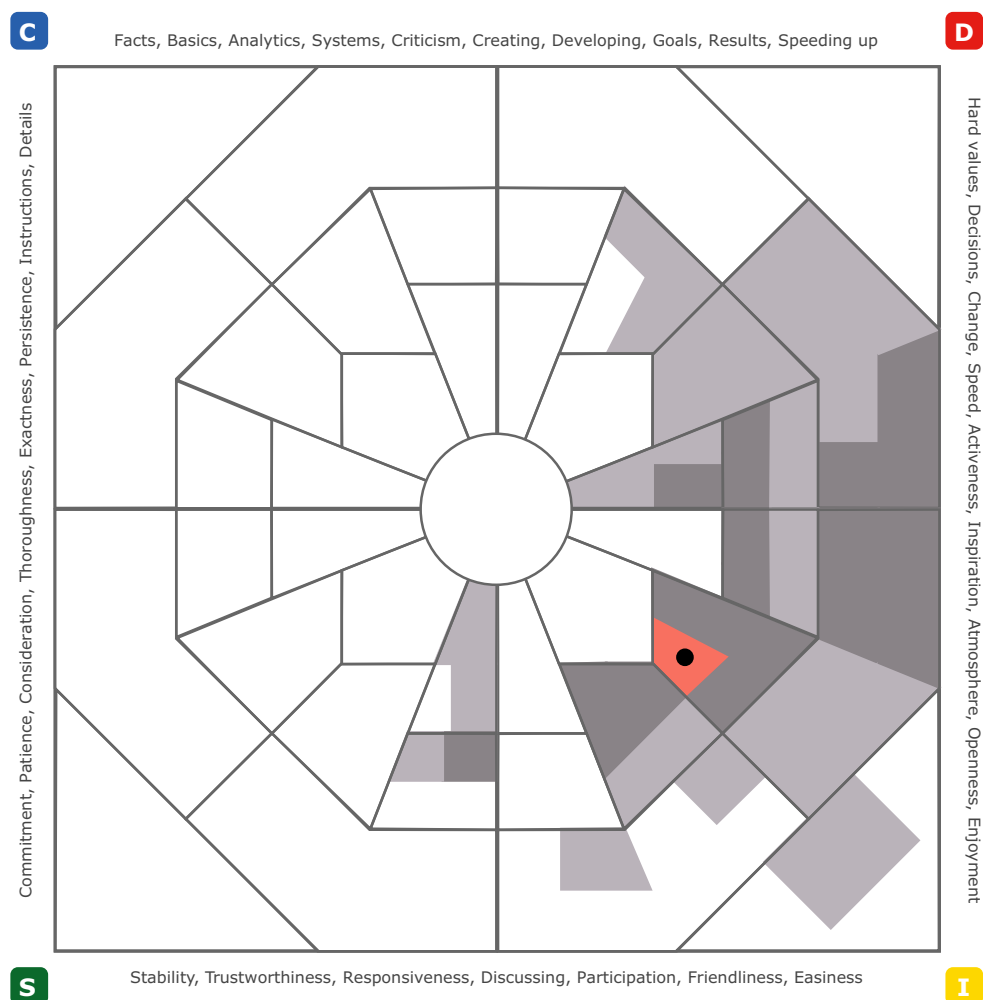
Your DISC style is: IDS (I - 40%, D - 35%, S - 25%)

Extended DISC® Diamond - Your Flexibility Zones

The Extended DISC® Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The shadings demonstrate the behavioural styles that are quite comfortable for you.

The white areas illustrate the areas on the Diamond that will require the most energy, effort and concentration from you. The further you move from your deepest shade, the more energy it takes.



Stress

It is important to recognise the causes and signs of stress and understand how it affects your performance. Remember, stress can impact you both positively and negatively.

Causes of Stress

Causes of stress vary between people due to our individual differences. Below are some factors that are likely to generate stress for you.

	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
Unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3 4	5
Losing position in the limelight:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Limited room for flexibility:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Non-challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Unfair way of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4 5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4 5

Have any of the above factors been present in your workplace recently? Make a note of your observations:

Signs of Stress

Under stress or pressure we may revert back to our natural behavioural style because it is the style that requires the least amount of energy. Below are some indicators that may or may not become apparent when we are under stress.

	Not significant										Significant
Becomes overly concerned about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5
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
Wants to take action without being sure what is the best thing to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeks attention everywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is not able to control emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is too interested in what other people think of him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes suspicious:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bases every action on what is just and fair:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Are any of these behaviours particularly evident in your actions recently? It may be worthwhile to ask your co-workers for feedback on these issues.

Make a note of your observations:

Recognising Warning Signs

Having gained insight into your primary signs of stress and reflecting on instances where these behaviours may have become evident in your actions, consider the questions below.

Write down a few of the main early signs you recognise when you are feeling overwhelmed or under pressure.

How can you proactively address these warning signs to prevent negative impacts on goals?

Release of Stress

The list below describes the most efficient ways of releasing stress/pressure for you. It's important to find ways to release stress sooner rather than later, as prolonged stress can negatively impact your well-being, productivity, and overall health.

	Not significant										Significant						
Allow possibility to talk 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						
Emphasize good team spirit in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Create enthusiasm:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Emphasize positiveness in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Allow possibility to move around:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Give opportunity to meet people and hear what they say:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Allow enough time to discuss the situation:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Provide an opportunity to operate independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5						
Get closer to them:	-5	-4	-3	-2	-1	0	1	2	3	4	5						

Which activities from the list above would you like to initiate or feel capable of starting in the near future?

Learning From Past Experiences:

Having gained insight into your primary causes of stress, signs of stress, and ways to release stress, consider the questions below.

How have my past responses to pressure or stress affected my ability to achieve goals?

What lessons can I learn from those experiences to improve my approach to achieving goals while under pressure or stress?

Communicating Under Stress

When under stress or pressure, our natural communication tendencies can shift, often leading to misunderstandings or conflicts. Being aware of these changes—and adjusting your communication style accordingly—can help maintain positive relationships and effective collaboration in the workplace. Here's how your natural behavioural style might communicate when under stress, and how you can adjust your approach based on the DISC styles of others.

Being a natural **I (Influence)** Style:

Under stress, you are likely to become more talkative and expressive, therefore seeking reassurance and support from others. Your enthusiasm may rise, but it could also come off as scattered or overly optimistic.

When under stress and communicating with a **D (Dominance)** style person, you should try to be more concise and focused, avoiding excessive talk or emotional expressions that might overwhelm the D style person. It's helpful to stay positive but realistic, and recognise that the D style person values quick, results-oriented communication.

With a **S (Steadiness)** style person, you should try to slow down and be more considerate in your approach, avoiding overwhelming the S with too much energy or excitement. It's helpful to focus on building trust and providing reassurance, as the S-style person values harmony and support.

With a **C (Compliance)** style person, you should aim to be more structured and organised in your approach, avoiding excessive talk or overly optimistic statements. It's important to provide clear, logical details and focus on facts, as the C-style person values accuracy and thoroughness, and may become frustrated by too much emotion or lack of clarity. Keeping the conversation focused and to the point will help foster better understanding.

Reflecting on Your Stress Communication Style:

Reflecting on the description of your natural style under stress, think about a recent situation where you were under pressure. How did your communication style shift? How might you adjust your approach next time to improve your interaction with others who have different DISC styles?

Supporting Other Styles Under Stress

Recognising stress in others is just as important as managing our own. Each behavioural style requires different types of support. Below are a few key strategies for communicating with each DISC style when you notice signs of stress or pressure. By adjusting your approach, you can offer the right support, helping them cope more effectively and ultimately strengthening both individual well-being and team dynamics.

Compliance:

Offer detailed information and ensure clarity in your communication.

Dominance:

Offer clear, direct solutions, but respect their autonomy.

Steadiness:

Create a stable environment and avoid overwhelming them with too many changes.

Influence:

Provide positive reinforcement and listen actively.

Think about a colleague or team member who may be experiencing stress or pressure. How can you apply the strategies outlined for their DISC style to offer effective support? What specific adjustments can you make in your communication to help them cope better and strengthen your team dynamics?

Thank you Sam for completing the HR Profiling Solutions Ltd online questionnaire and obtaining this assessment!

