

Extended DISC Personal Analysis

REPORT

Person analyzed

Sample Sam

Organization

Extended DISC Interna...

Date

2/22/1999



This analysis is based on the responses given in the Extended DISC Personal Analysis questionnaire. This analysis should not be the sole criterion for making decisions about this individual. The purpose of this analysis is to provide supporting information to the respondee and his/her manager/leader.

This analysis is prepared by Extended DISC International and it is protected by Copyright.

Licensed to: Extended DISC - 1.800.257.7481

Attributes:

Purposeful, strong-willed, independent, direct, demanding, ambitious, communicative, motivating, decisive, active, busy, alert, social.

Motivators:

Sam is motivated by the opportunity to work on a challenging and independent task where he has many decisions to make. He enjoys working with people (or being around them), although he is not very team-oriented. Sam values variety and comprehensive assignments.

Tries to Avoid:

He abhors everything routine and boring. Sam does not like time-sensitive work, strict control, 100% democratic teamwork nor pedantic tasks. He does not want to depend on others - especially on people whom he finds slow and incapable.

Ideal Supervisor:

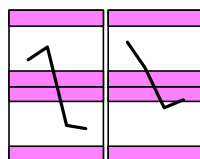
He needs a (and values) powerful supervisor with whom he can discuss work and who can express clearly what is expected of him. The supervisor needs courage to intervene immediately if things start to head in the wrong direction. For example, in the service field the supervisor should teach him less abrasive communication manners.

Communication Style:

In his mind the best way to tell things is how they are. he can be very nice and inspiring when he wants, or commanding and direct. Empty words and unnecessary talk are not his style.

Decision-making:

He makes decisions now and not tomorrow, and also starts to perform immediately. He contemplates the decisions, but not for long. He trusts his intuition and may change his surroundings if he finds he was mistaken.



Motivators / Comfort Area

- + Renewal and generating ideas
- + Possibility to win and to achieve
- + Freedom from restrictions and chains
- + Opportunity to control and lead
- + Achieving results through people
- + Varying and multifaceted situations
- + Independence
- + Trying new possibilities
- + Doing the impossible
- + Possibility to be in control
- + Venturing into the unknown
- + Deciding by himself

Tries to Avoid / Fears

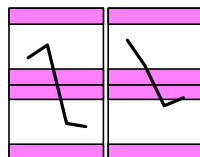
- + Being a bystander
- + Detailed instructions
- + Public failure
- + Showing weakness
- + Losing position
- + Dull and boring people
- + Hesitating people
- + Routine tasks
- + Waiting, standing in line
- + Bonds and restrictions
- + Being at the end of the line
- + Slow people

Strengths

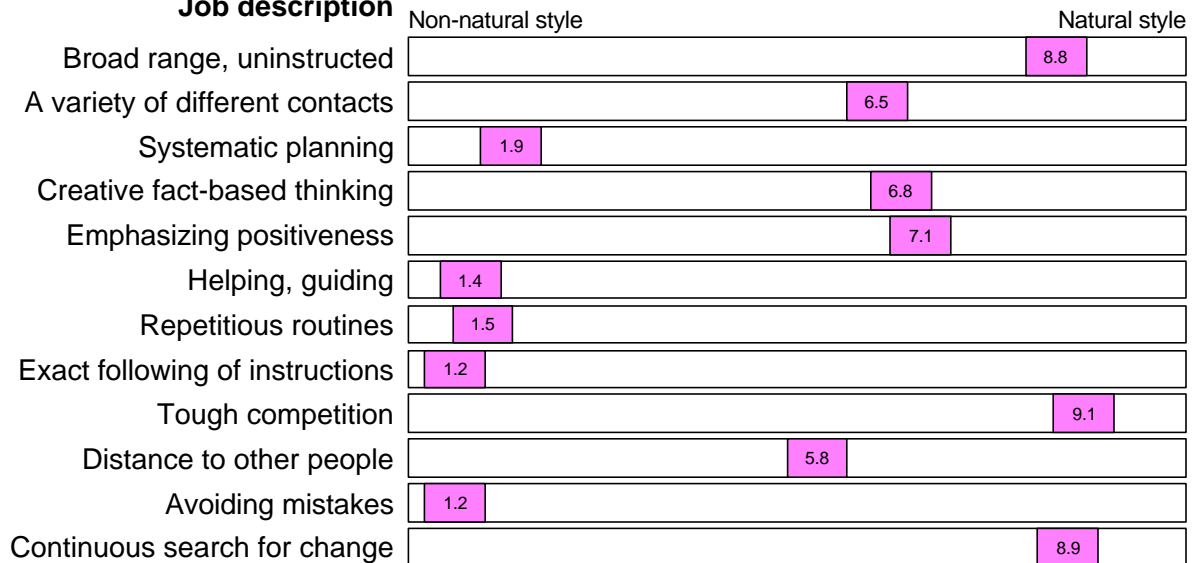
- + Is not afraid of doing anything
- + Can take risks
- + Makes the difficult decisions
- + Is ready to take responsibility
- + Can get people involved if necessary
- + Wants to be the market leader
- + Looks for and invents new ideas alone
- + Doesn't wind up in small circles
- + Gets people to understand the 'hard' values
- + Gets along in insecure situations
- + Dares to decide
- + Gives an energetic picture

Development Areas

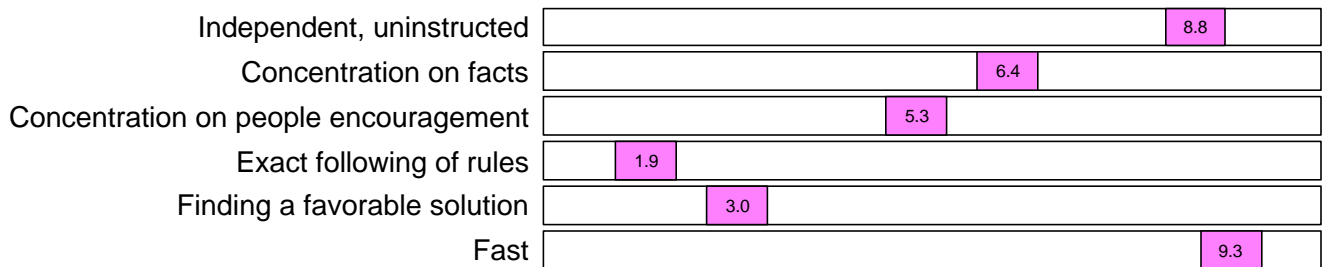
- + Acts too fast and spontaneously
- + Doesn't consider people's feelings
- + Doesn't ask for advice
- + Doesn't inform about changes
- + Makes changes that are too big
- + Doesn't consider details as important
- + Forgets to double-check
- + Destroys anyone who he considers a threat
- + Only interested in 'important' policy questions
- + Is too fast for others
- + Can't stand slow people
- + Doesn't listen



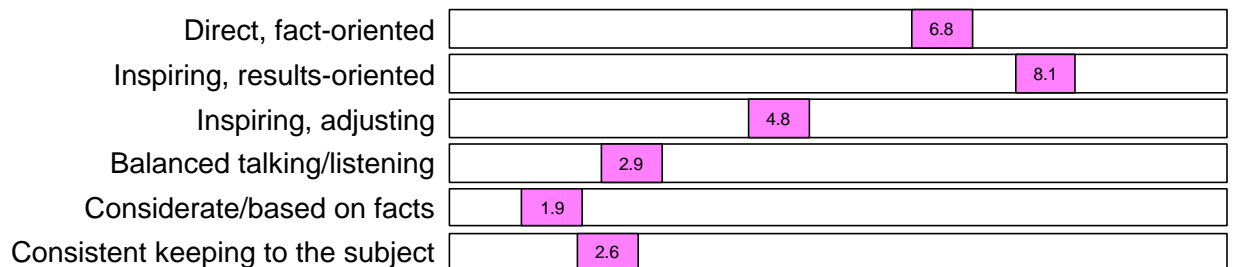
Job description



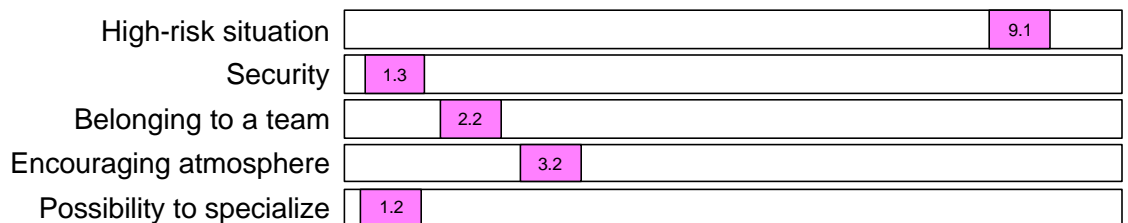
Decision-making



Communication

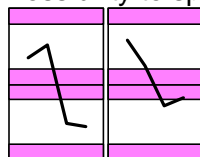


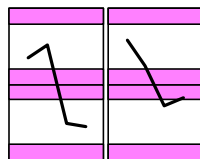
Is motivated by

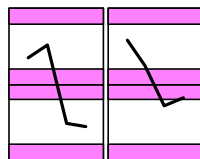
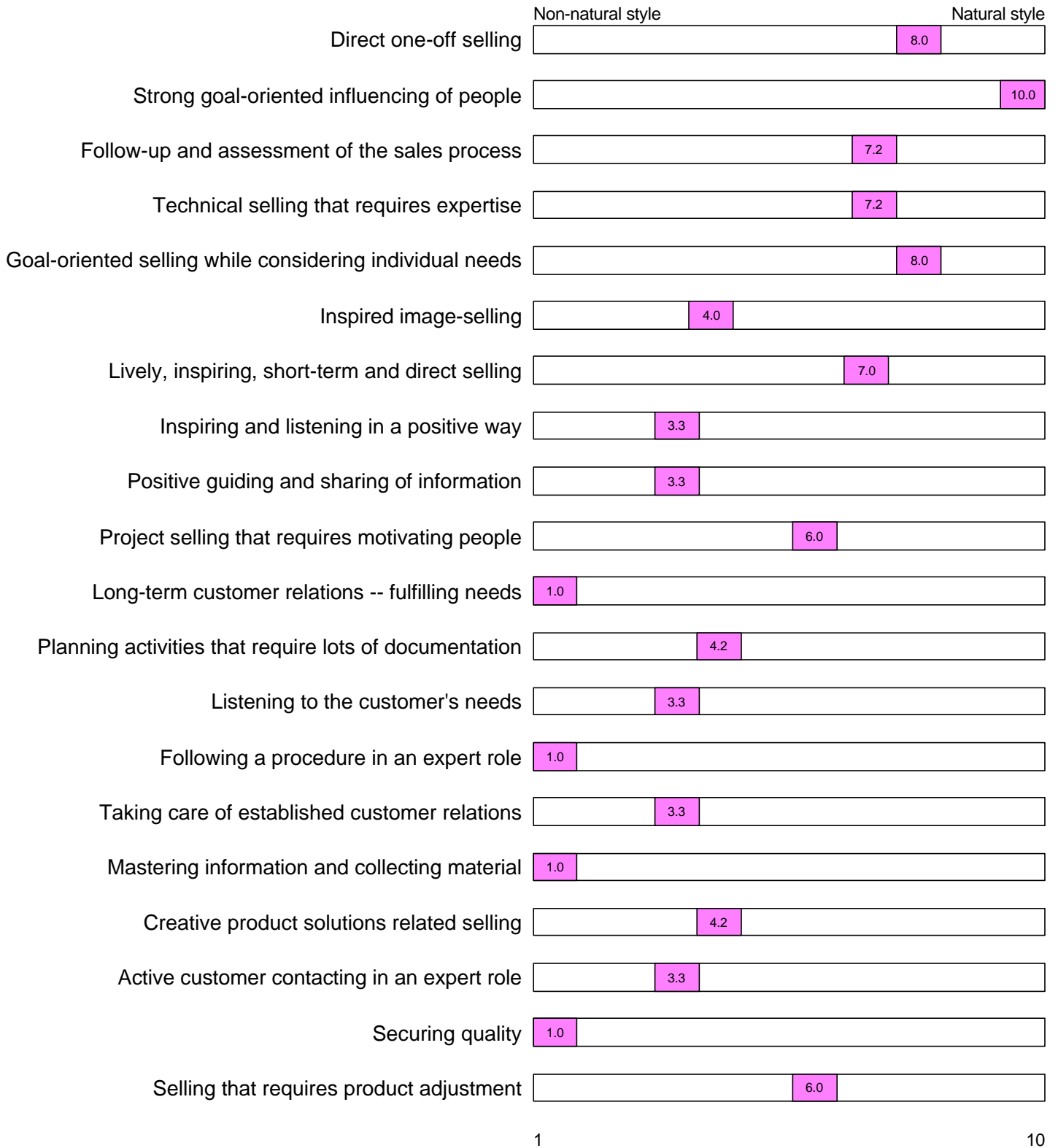


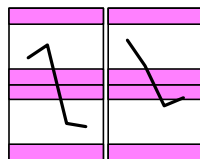
1

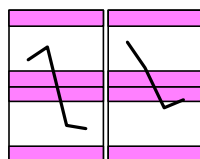
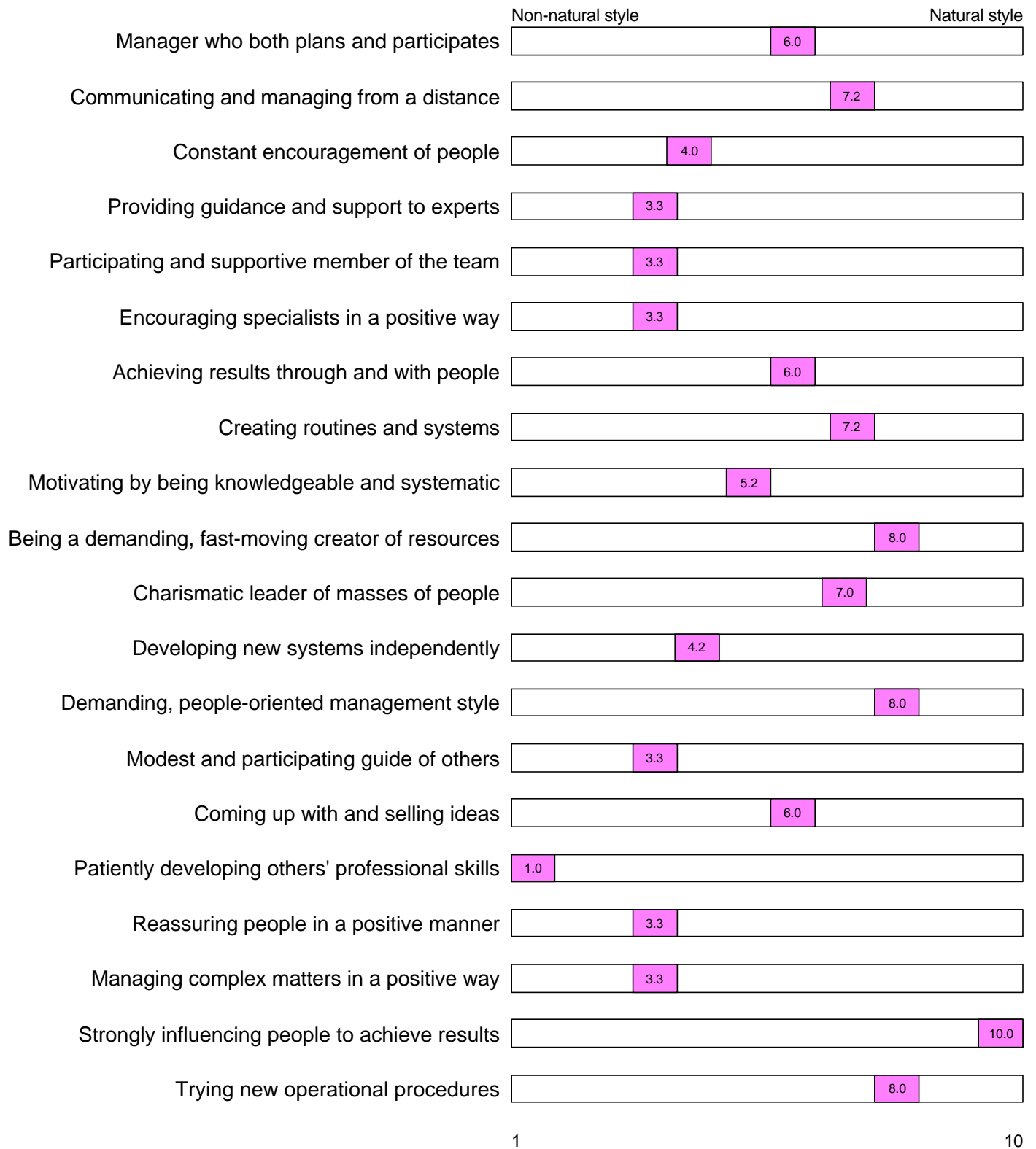
10

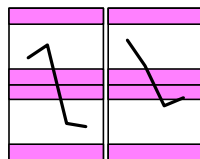
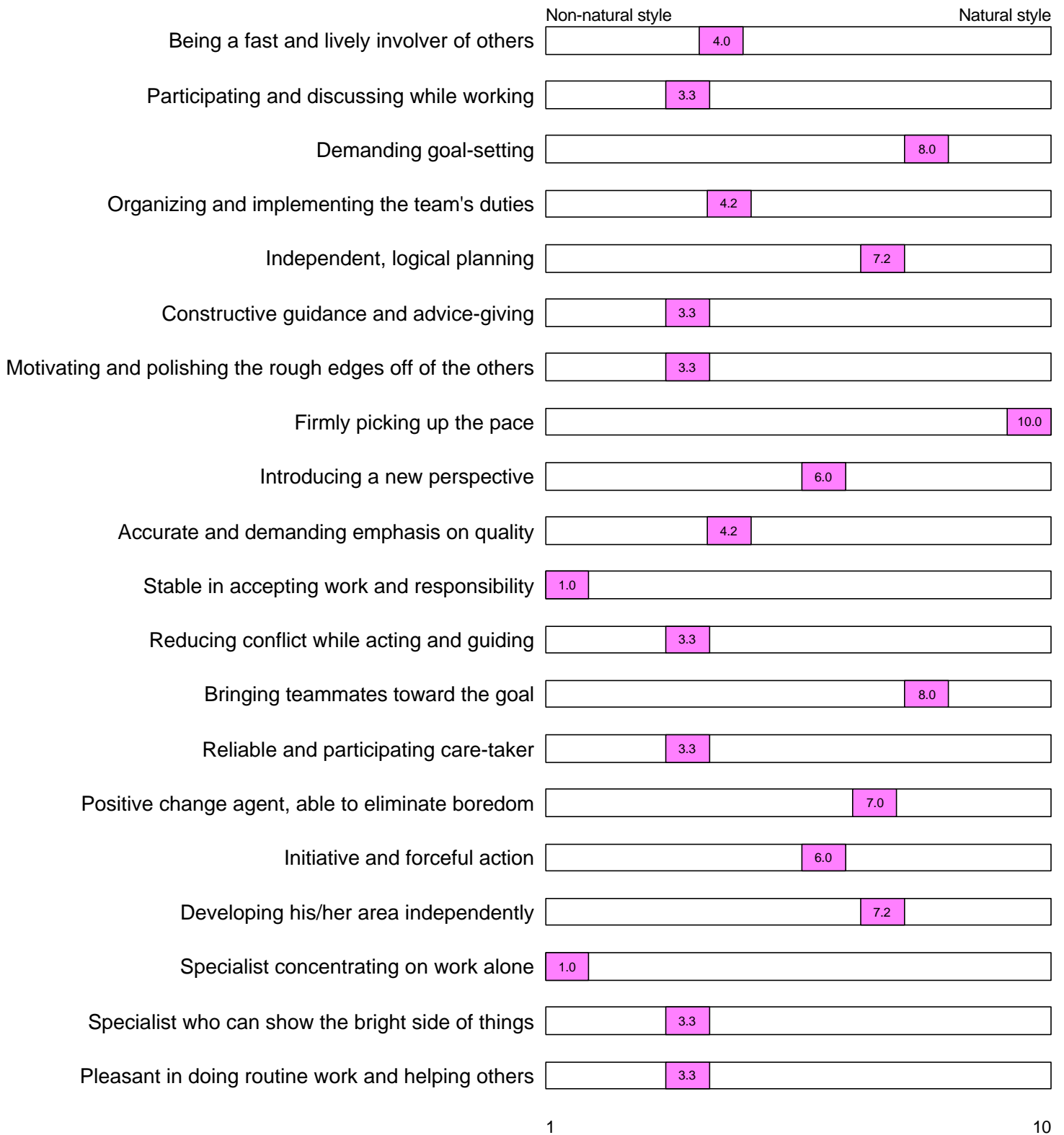


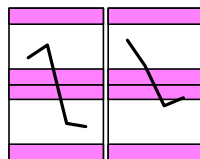
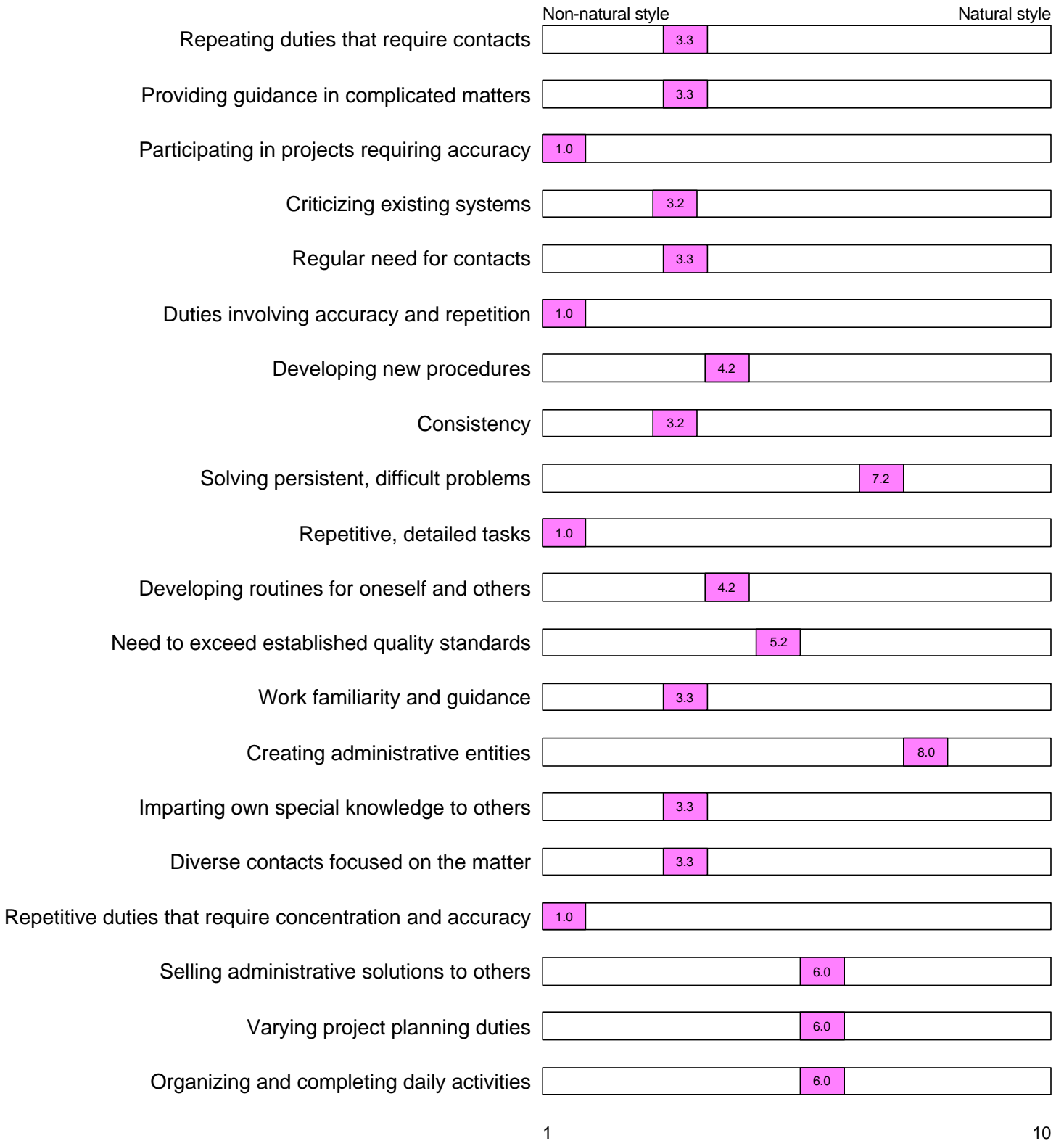


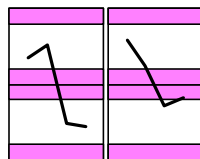


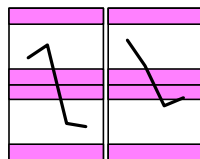
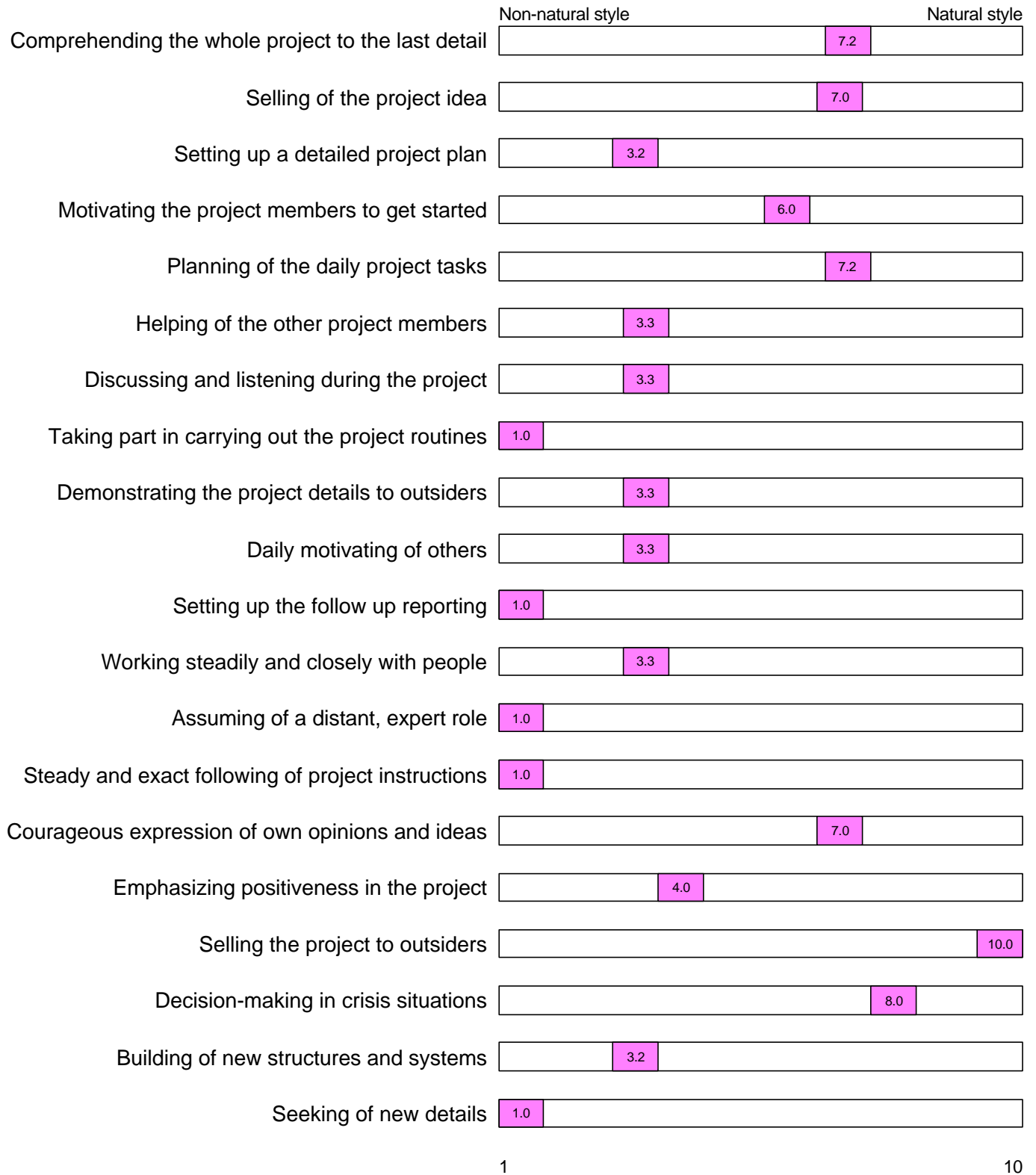


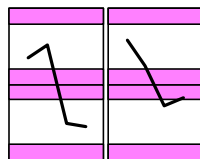
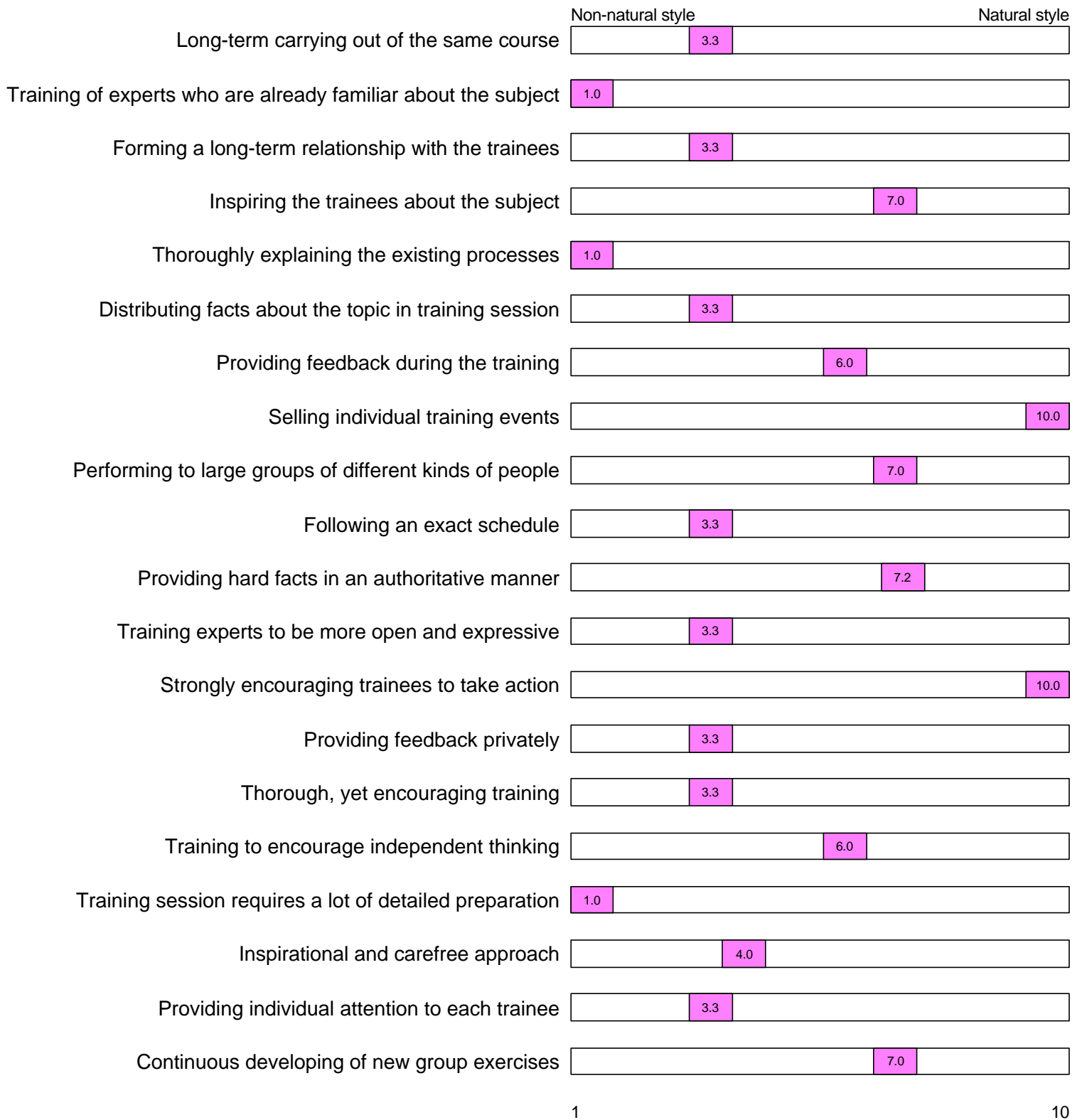


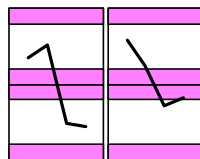
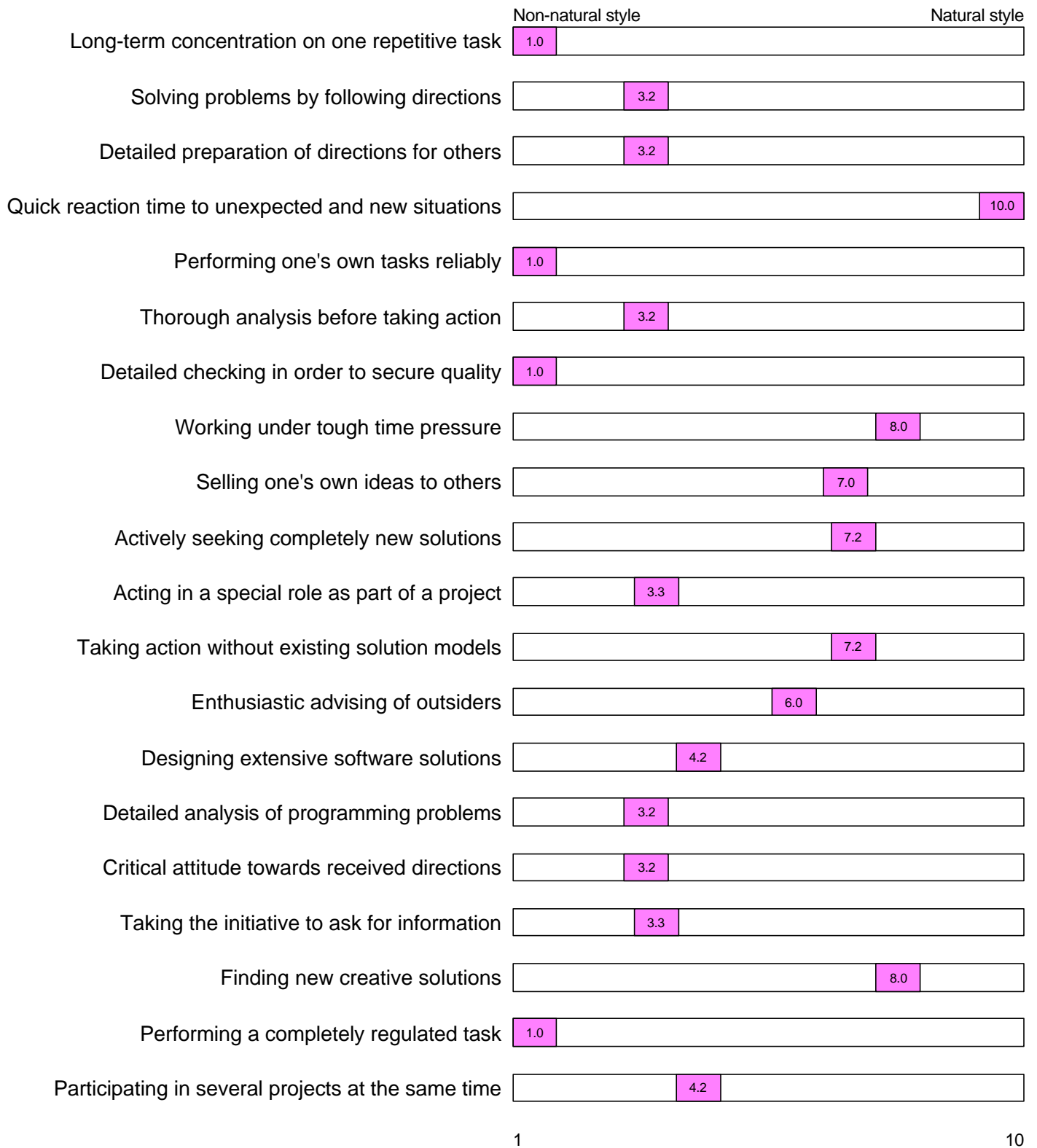


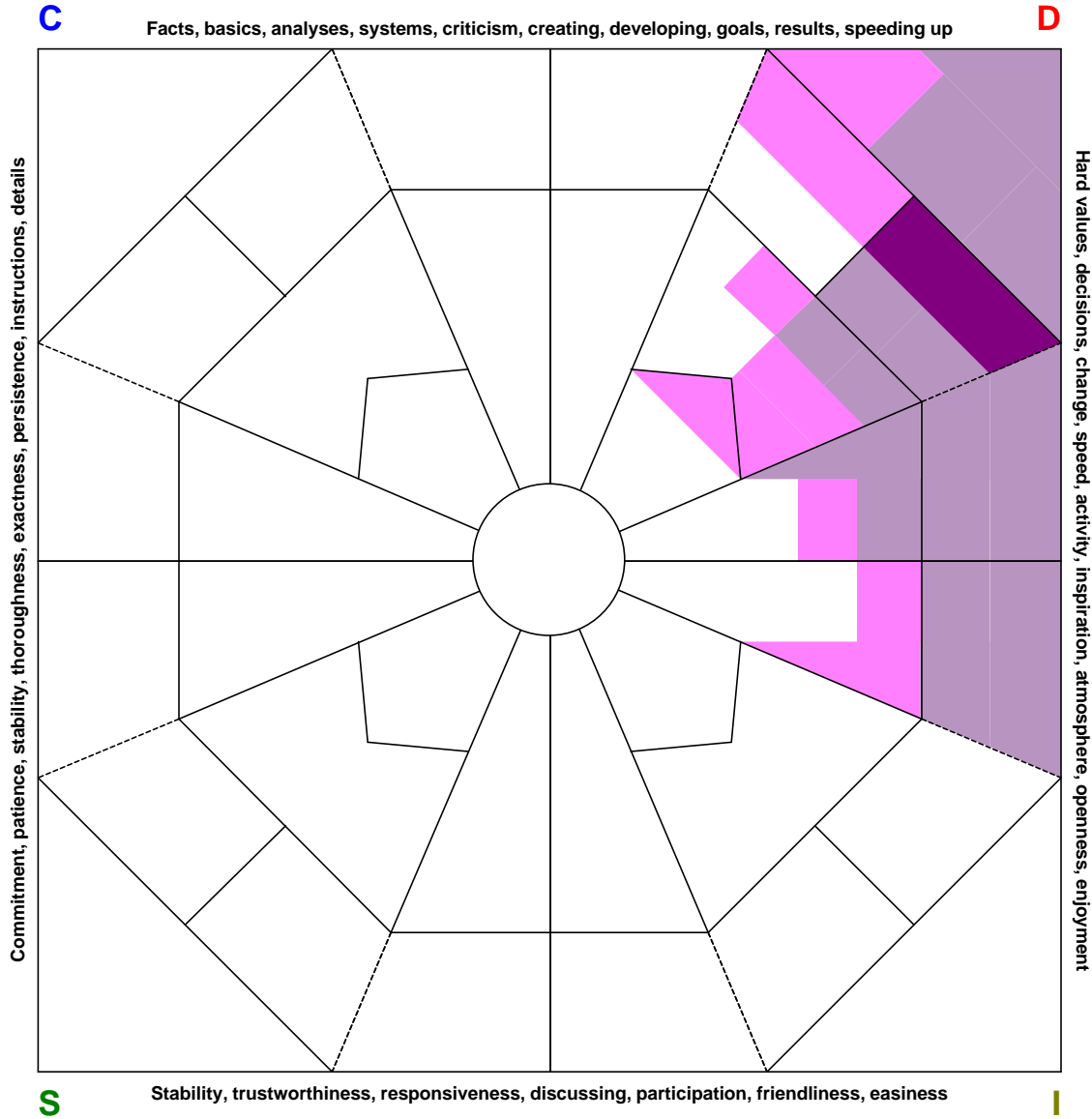










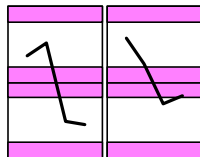






Flexibility Zones:

-  Current Zone = The position of the profile at the moment
-  Natural Flexibility Zone = The area where the profile will most probably shift
-  Easiest Development Zone = The area toward which the profile is easiest to develop
-  Most Difficult Development Zone = Areas that require stronger conscious adjustment of behavior



Extended DISC Personal Analysis

Extended DISC - Profile

Person analyzed

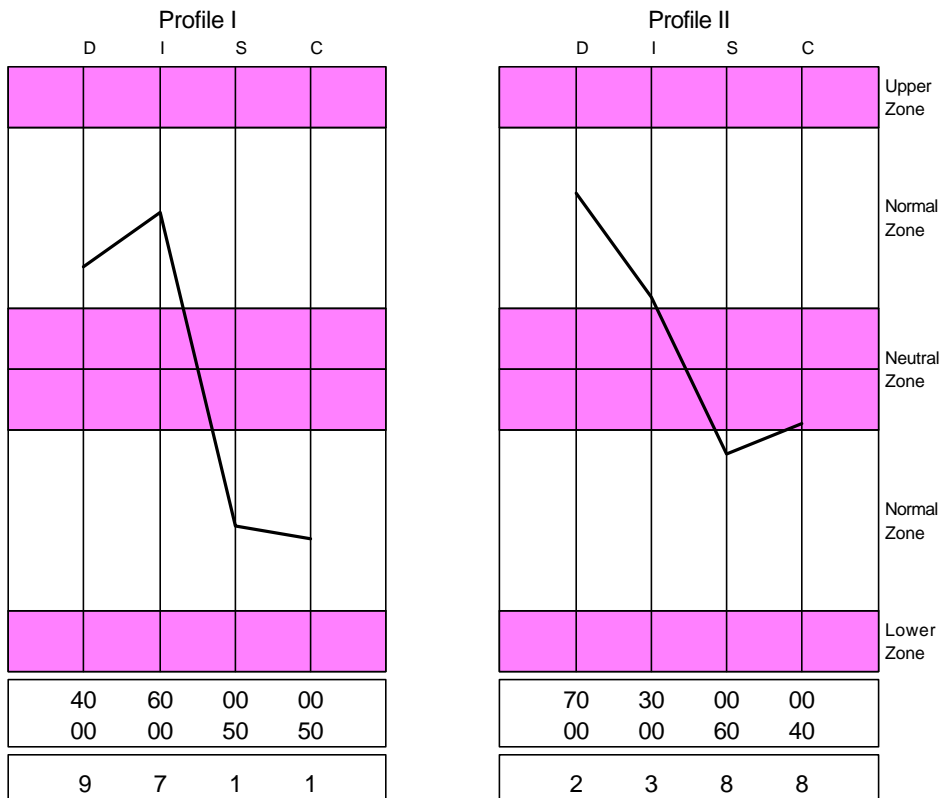
Sample Sam

Organization

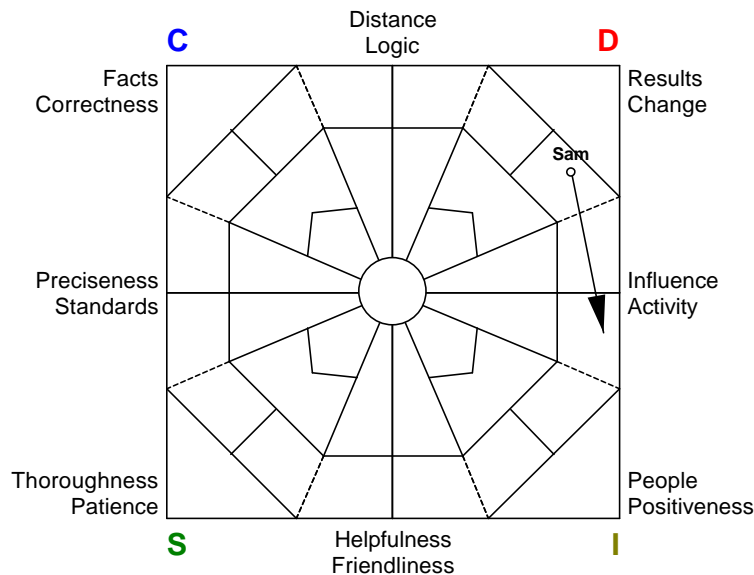
Extended DISC Interna...

Date

2/22/1999



Extended DISC - Diamond



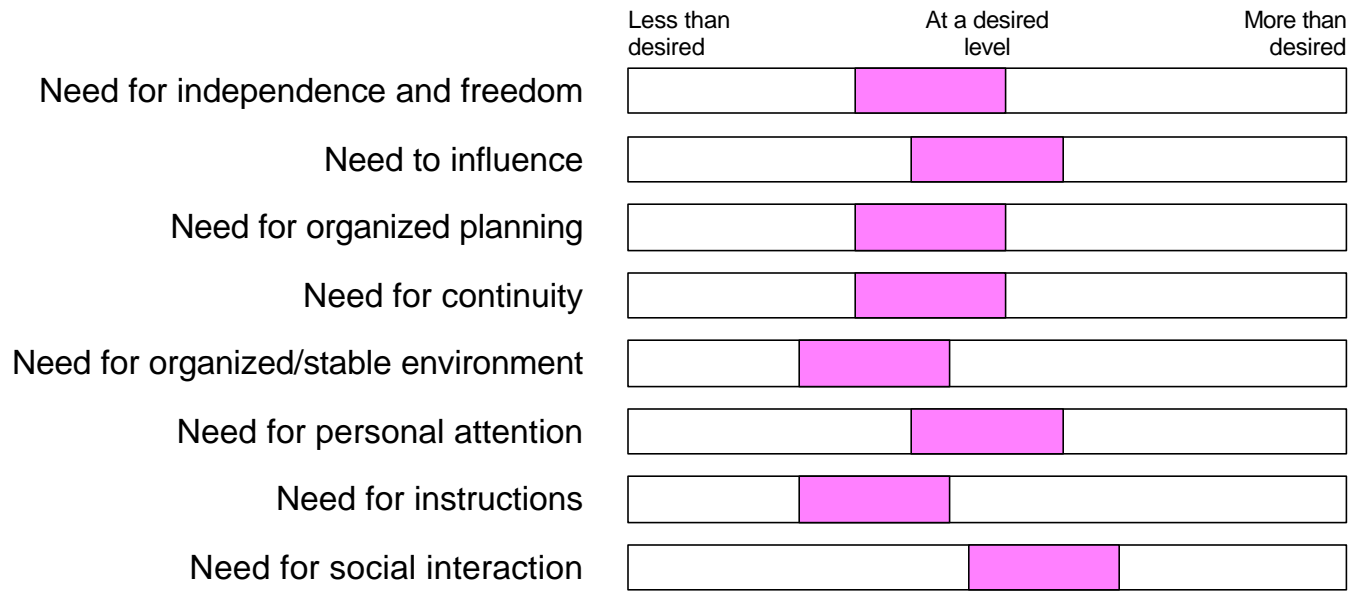
Extended DISC Personal Analysis	Person analyzed Sample Sam	
	Organization Extended DISC Interna...	Date 2/22/1999
Present Situation		

Note! This page is designed only for users who have attended Extended DISC User's Training. The page is not to be forwarded to anyone else.

Communicating strong emotions:



The Influence of the Present Environment on the Person's Motivation



Consistency of the results (0-5)

PSim 5 PSiz 3 PPos 3

