



Leadership Forecast Basic

BASIC LEADERSHIP FORECAST

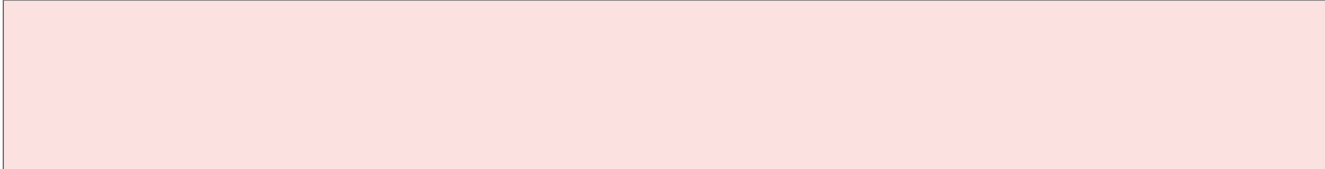
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Sample John

IT Developer

Deep Blue Sea Organization



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INTRODUCTION

This document is a report on your behavioral style.

Assessment System DISC INSUNRISE® is based on the behavioral model developed by the American scientist PHD, Doctor William Moulton Marston of Harvard University (May 9, 1893- May 2, 1947).

In 1928 Dr Marston published "The Emotions of Norman People" in which he described the DISC theory. The main concepts of this theory are the foundation of the DISC Behavioral Model.

Thousands of scientific experiments and tests based on the DISC model have been carried out. These tests proved that individuals possess both unique characteristics and common patterns. The common patterns help to measure and define individual style of personal behavior.

Research shows that behavioral style cannot be "good" or "bad". Each person can be successful and efficient if he understands his own strengths and weaknesses. DISC INSUNRISE "Individual Style Report" does not grade personal behavior but only describes and measures it.

Better self-awareness may help you to improve your interaction with the others and better adapt to the environment.

Treat the Behavioral Style Report in a creative way. Just cross out the statements you disagree with but only after consulting with people you trust- your friends, relatives or colleagues. You may not be aware of some traits of you character!

Try to create your own Personal Development Plan based on this survey.

Use only professional tools!

Be successful!

Your INSUNRISE Psychometrix Inc.

General Descriptions of Behaviour

This chapter of the report deals with the main tendencies of John's behavior. These are the traits that he is most likely to show in his natural environment, when John is not under stress or influence of other factors and is not trying to fit a situation.

- Caring, deliberate, calculating, introvert, traditionalist, constant, stable, cooperative, unobtrusive, distrustful, systematic, logical, scrupulous, doubtful, skeptical, undemonstrative, controls his emotions, peaceful, conscientious, service-oriented, law-abiding, careful, moderate, reserved, abides by common rules, takes time making decisions, seeks order, tolerant, polite, analytical, moderately and selectively contactable, tactful, modest, avoids competition, tends to accumulate information, predictable, wholesome.
- Tolerance and unobtrusiveness are John's important character traits.
- He tries to control his impulses and does not like to be too emotional.
- John has a reputation of a practical and objective person.
- His natural ability to listen and understand others helps him to collect necessary information for analysis and processing.
- John tends to prepare for upcoming important meetings and events beforehand.
- He has a need to think through the whole project before beginning to work on it.
- John can be described as a person who is detail-oriented and values quality work.
- He likes to make sure not to make mistakes or omissions at work.
- John tries to avoid unreliable methods at work and prefers to use an old proven technique rather than progressive but unverified one.
- John can be distrustful to unfamiliar people. Such attitude is evident by the fact that he asks the new people questions, answers to which do not require personal input.
- He prefers to have limited contacts and likes to control the intensity of all his relationships with people.
- He thinks that emotional but illogical and unsubstantiated persuasion method is less effective than logical and fact-based method.
- John feels disappointed if he has to participate in small talk.
- He favors systematic approach to work. He is rather critical of unsubstantiated statements and usually is quite cautious about new things.
- John tends to accumulate information without sharing it with others if he thinks that they will not understand it adequately. However, he is quite frank with the members of his work team. This characteristic can be both helpful and a disappointing for his managers.
- Being conservative by nature, he does not like personal competition of any kind.
- John always tries to find a logical explanation and solution to any problem.
- He is in constant search of better solutions and tries hard to avoid mistakes at work.

General Descriptions of Behaviour

- John values quality most of all.
- Maintaining good relationships with people is as important for him as accomplishing assignments at work.
- Many people consider John a selfless helper who does not seek recognition.
- Calmness, self-control and poise are John's major behavioral traits.
- He is a reliable and full member of the work team.
- John prefers to work in a non stressful and calm environment. He can work in isolation.
- John may hesitate when he needs to make a quick decision. He will postpone making a decision until he collects all necessary data in order to make the right choice.
- He prefers to abide by the existing procedures and plans and likes work meetings to start and end on time.
- John is not authoritative and does not like to command other, but he can be a good coordinator or executor.
- If John is convinced of something, he will persistently defend his point of view.

Motivating Stimuli

There is a common opinion that the best environment for a person is the one that creates for him the conditions for self-motivation. Employ the information stated below to identify together with John his main individual motivators.

- Reliability, thoroughness.
- All-embracing certainty and predictability.
- Absence of sudden changes in work plans and work order.
- Work atmosphere build on harmonious, peaceful relations and cooperation.
- No need to perform new, uncustomary duties.
- Opportunity to work undisturbed and feel support of the team and belonging to it.
- Sense of personal usefulness.
- Recognition of colleagues earned through loyalty and willingness to help.
- Absence of competition.
- Rational allocation of duties.
- Narrow, specific tasks.
- Ability to calmly focus on a problem.
- Availability of well-defined and detailed instructions.
- Open access to information.
- No need to multi-task.
- Time margin.
- Environment, where logics and objectiveness prevail over emotions.
- Engagement in projects, which John would be able to commence and finalize.
- Opportunity to be alone with oneself from time to time; integrity of personal space.
- Passive leisure time.

Management Style

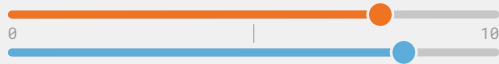
This Chapter identifies John's Leadership skills. This skills set covers a wide range of behavioral characteristics in management and motivation.

● Natural Style

● Adapted Style



8.1 Defers to the team's opinion
6.0



7.7 Informed, manager with objective judgements and attention to details
8.2



7.6 Management logistics and coordination of employees' work
5.5



7.5 Concentration on routine management processes
2.9



5.6 Is concerned with creating a positive environment within a team
8.2



5.1 Ability to calm people down and cheer them up, gain their voluntary subordination
7.7



5.1 Assesses the work of employees and provides them with objective feed-back
7.7



4.5 Control over mistakes and shortcomings in work of employees
4.5



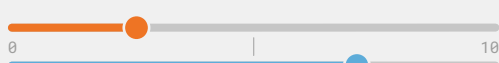
4.5 Commitment to system in management
4.5



4.5 Ability to set clear objectives and allocate production roles within a team
1.9



2.9 Distinguishes strengths and achievements of employees
5.0



2.5 Is personally involved with employees, seeks to create team spirit
7.2



2.4 Creates a tensed environment within a team to increase productivity
1.9



2.4 Ability to employ other people's potential for the benefit of team objectives
4.5



Strategic and Systemic Vision

This chart assesses John's Strategic vision and Systematic thinking. Registered indicators of selected skills give an idea of how far he has understood the company's long-term goals and how good his Strategic management skills are.

● Natural Style

● Adapted Style



7.6 Methodical approach to the analysis of his/her mistakes
5.5



7.4 Project risk assessment
6.6



7.1 Work with special attention to details
5.0



5.4 Application of tried-and-true, safe work methods
2.9



4.9 Grasp of the importance of divisionsinter-relatedness within a company
2.4



4.9 Recognition of the role of a single project within the framework of the entire enterprise
2.4



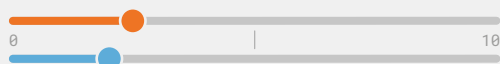
4.5 Efficient balance between compliance with procedures and business development
4.5



4.5 Understanding the strategies of the client-company and its goals
4.5



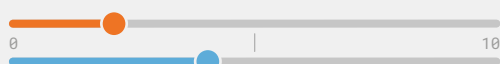
2.9 Emphasis on positive aspectsin the course of project development
5.0



2.4 Perspective vision.
1.9



2.0 Ability to prioritize
4.0



2.0 Consciousness of project deadlines
4.0



Proactiveness and Leadership

Data in this Chapter help determine John's level of Leadership qualities including a wide range of skills: from the ability to motivate by example to proactivity and independence.

● Natural Style

● Adapted Style



5.5 Ability to create friendly and positive environment within a team



5.5 Anticipation of the possible course of events and search for optimal solutions



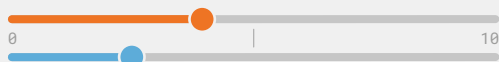
5.1 Transmission of corporate culture and company values



5.1 Ability to show perspectives and overall team goals



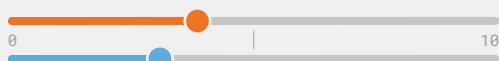
4.9 Encouraging employees to passing critical judgements constructively



3.9 People-oriented leadership



3.9 Applying different managerial approaches depending on a situation



3.8 Aspiration for development/Progressiveness



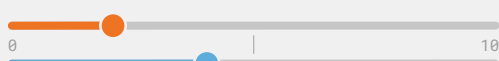
2.4 Independent decision making



2.4 Being initiative and positive while solving project tasks



2.4 Ability to earn reputation



2.0 Ability to motivate by setting personal example

Problem Solving and Decision Making

Below you will find the text descriptions of how John makes decisions and overcomes difficulties while solving problems. In our analysis we take into consideration such parameters as: assertiveness, risk-taking/ risk-aversion, directness/ caution, independence/ following orders, and others.

- John advocates calm and peaceful ways of problem resolution, which do not require tension or forcing events.
- He believes that one should deal with problems on an ongoing basis.
- Trying to adapt to the circumstances, he prefers not to take risk.
- He tends to act in accordance with his usual line of behavior, but with no harm to quality and not against expectations of other people.
- Usually he seeks to find a compromise rather than take part in a competition.
- He plays the role of an employee or an assistant, performs his duties with high quality, however, does not favor taking initiative in responsible matters.
- He is capable of working on routine tasks for lengthy periods of time in a consistent and systematic mode and without complaining about solitude.
- He has an acute sense of possible negative consequences of the decisions he makes, no matter if these decisions involve people, economic or political aspects.
- He has a tendency to display forethought and cautiousness in actions and judgments, which is sometimes perceived by other people as the lack of self confidence.
- Deliberateness and conservatism are the characteristic components of John's decision-making style.
- He likes to ground his choice in logics and analysis of available information.
- Sometimes he is spending unreasonably much time on making a certain choice because he wishes to be sure that his actions will lead to the desired result.
- If John has made up his mind, it will be very difficult to make him change his mind.

Behaviour in Conflict Situations

This Chapter gives a complete picture of John's skills in dealing with conflict. Compromise approach skills as well as those related to constructive ways of avoiding conflict are evaluated.

● Natural Style

● Adapted Style



8.1 Showing empathy / View of the situation through the eyes of the opponent.
6.0



8.1 Aspiration to find compromises
6.0



7.7 Being diplomatic in management of conflict situations
8.2



7.6 Loyalty and adaptability
5.5



6.0 Ability to make the most of the situation using arguments of both sides of the conflict.
2.4



5.6 Ability to act as a mediator in disputes.
8.2



5.5 Preventing conflicts.
5.5



5.3 Constructive conflict management.
5.3



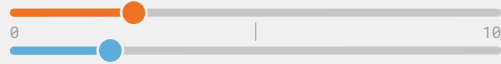
4.9 Active search for solutions in arguments.
2.4



4.5 Reforming the existing relations based on the analysis of the conflict.
4.5



2.9 Ability to minimize conflicts through personal contacts and humor.
5.0



2.4 Search for innovative solutions for old problems.
1.9

Efficiency-limiting Factors

This chapter specifies possible, efficiency-limiting factors and behavioral traits of John that fall beyond his job sphere. We recommend pointing out 1-4 limiting factors and developing a plan based on these factors to weaken or master them.

- Avoids progressive innovations for the sake of stability guaranties.
- Slowly adjusts to changes.
- Needs assistance with grasping new tasks; does not always dare to take on unprecedented projects.
- Does not manifest sufficient commitment and initiative in tackling production issues.
- Avoids acting on his own.
- Inclined towards accumulating information without sharing it with others. May silence out his viewpoint, until someone asks to express it.
- Not always recognizes or remembers that there is a deadline for assignment delivery.
- Strives to maintain the same neutral attitude to any situation. Because of that colleagues may accuse him of indifference.
- Has a tendency to express false modesty or false consent.
- Does not go further than communicating with his team-members; is rather reserved with people he does not know well.
- Prefers the policy of non-intervention.
- Seeking to escape conflict conversation topics, leaves important questions at times unresolved.
- Has a tendency to overstating the complexity of problems.
- Reveals an inclination to bureaucracy.
- Makes decisions slowly.
- May drag out his participation in certain projects.
- Sometimes an over-the-top analysis of a situation and preparation to it substitute for him the action itself.
- States ideas instead of "selling" them.
- May have some problems with prioritizing.
- Evaluating all "pro" and "contras", sometimes becomes hostage of his own scrupulosity.
- Allows others to make decisions for him.
- Perceives the critique of his work as attacks on him personally.
- Reduces the conversation to the discussion of details, using this as a mean of self-defence.

John's Strengths

Every person has certain strengths. The ability to make use of one's potential distinguishes the most successful people. The research in the field of people's behavior shows that the realization of one's abilities is the most powerful instrument, which makes it possible for a person to open up and become more efficient.

- Constant and predictable.
- Controls his actions; not hot-tempered.
- Tactful and polite.
- Capable of adjusting to the situation and others.
- Focused on maintaining long-term relationships.
- Uses peaceful methods of conflict resolution.
- Tends to self-educate and research.
- Avoids extremities.
- Knows how to stabilize unpleasant situation and calm others down.
- Sympathetic and polite.
- Objective in his judgments.
- Knows how to ask the right questions.
- Attentive to the person he talks to.
- Cautious.
- Supports reliable decisions.
- Focused on finding a compromise.
- Consistent.
- Does not let the matters slide.
- Responsible.
- Patient, knows how to wait.
- Does not leave things unfinished.
- Capable of doing routine jobs for a long time.
- Likes accuracy; uses his intuition.

Recommendations to improve John's own efficiency

A person's self-perception may significantly differ from the way other people perceive him. This difference manifests itself in less conscious behavior. Point out the most important in your opinion statements and compare your choice with the opinion of people, who know you well.

JOHN WOULD BEHAVE MORE EFFECTIVELY IF:

- Not to be afraid to act spontaneously, take more initiative.
- To strive for greater independence in decisions.
- To behave more expressively and less formally.
- To express more flexibility in regards to accepting changes and innovations.
- To master new methods in work.
- To cultivate a feeling of optimism.
- Not to underestimate his capabilities and skills.
- To allow others criticize his actions not taking the criticism personally.
- To have a more creative approach to the execution of assignments.
- To take a more active part in discussions in the role of a competent expert.
- To articulate his viewpoint on various matters more often putting aside the fear to cause negative reactions or seem incompetent.
- To be more persistent in trying to get people interested in his ideas, to go beyond passive statements.
- To place a more significant emphasis on deadlines.
- To give special attention to choosing priorities.
- Not to postpone the resolution of complicated problems.
- To enter a confrontation, if it is required to achieve better results.
- Not to clam up whenever someone challenges his convictions.
- To be more confident and categorical in saying "no".
- Not to exaggerate the complexity of certain situations.
- To be less fixed on details and nuances.
- Not to lose sight of his career objectives.

Personal Development Plan

The generation of personal goals is often more effective than targets provided by outside authority.

We have prepared a list of skills which you might decide to improve. It is necessary to choose one or more of the proposed options, after that sketch certain steps which John should take. Turn to the Report to make the task easier.

Try to set real deadlines rather than to just plan actions.

- Relations
- Discipline and Self Organization
- Delegating tasks
- Decision making
- Efficiency
- Self development
- Planning and time management
- Self-confidence
- Career goals
- Leadership

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Development Plan start date: _____

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