

"... first understand well who you are, before you meet a new person and hope, that he will understand you." G.G.Marquez
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INSUNRISE
ASSESSMENT BEHAVIOR SYSTEM DISC

MANAGEMENT UNIVERSAL PROFILE

Systemic evaluation of competencies

GROUSE
JOHN

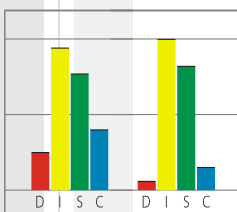
Organization LLC

manager

29/05/2019

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Introduction

BEHAVIOUR STYLE

Behavioral style

This document is a report on your behavioral style.

Assessment System DISC INSUNRISE® is based on the behavioral model developed by the Swiss psychologist Karl Gustav Jung in his fundamental work "Psychological Types" published in 1921. Jung's ideas were developed further by the American scientist, 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.

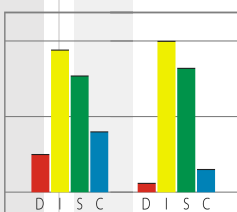
Research shows that behavioral style cannot be "good" or "bad". Each person can be successful and efficient if he understands his own strengths and weaknesses. DISC INSUNRISE "Individual Style Report" does not grade personal behavior but only describes and measures it.

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 the DISC INSUNRISE Behavior Style report.

Be successful!

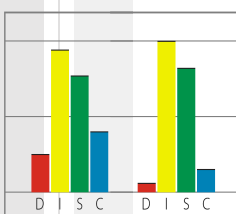


CHAPTER 1

General Descriptions

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

- Friendly and open, attentive to people, expressive, inspirational, independent, enthusiastic, charismatic, communicative, slightly disorganized, convincing, impulsive, rather passive in making decisions, peaceful, demanding in certain situations, inventive, loves diversity, moderately adventurous, tries to preempt negative consequences, rather secretive, combines impulsiveness and predictability, loves commanding approach, does not change her beliefs easily, moderately optimistic, selectively trusting, sociable, tries to be patient, relaxed, willful, inattentive to details, methodical in certain situations.
- John is a companionable and sociable person
- She tries to be patient and understanding with people.
- John tends to act only if she has support of her team.
- She avoids assuming sole responsibility for making difficult decisions.
- She admits that she needs to trust people and wants others to trust her as well.
- John likes her achievements to be recognized publicly.
- She tries to earn everyone`s affection and recognition for her willingness to help others in need.
- John has an optimistic view of her ability to persuade others and influence their opinion.
- She tries to express her ideas logically. However, at the same time she can change subject in a conversation without an apparent reason.
- Her friendliness and compassion helps John to collect necessary information.
- John is a great communicator, because she is able to express her ideas clearly, ask the right questions, involve others in a conversation and listen to people.
- In a conversation, John tries not only to discuss topics which are interesting to her, but also topics that are interesting and important to others.
- John has a very good sense of humor which helps her to give feedback to others in a non offensive way.
- She will try to avoid competition and confrontation. However, she is willing to defend her ideas in certain situations.
- John tends to be individualistic. She feels better if she has few requirements and rules to consider.

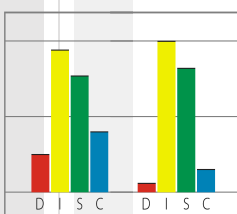


CHAPTER 1 (continuation)

General Descriptions

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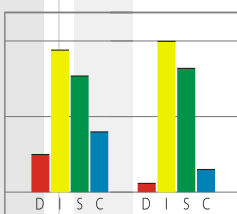
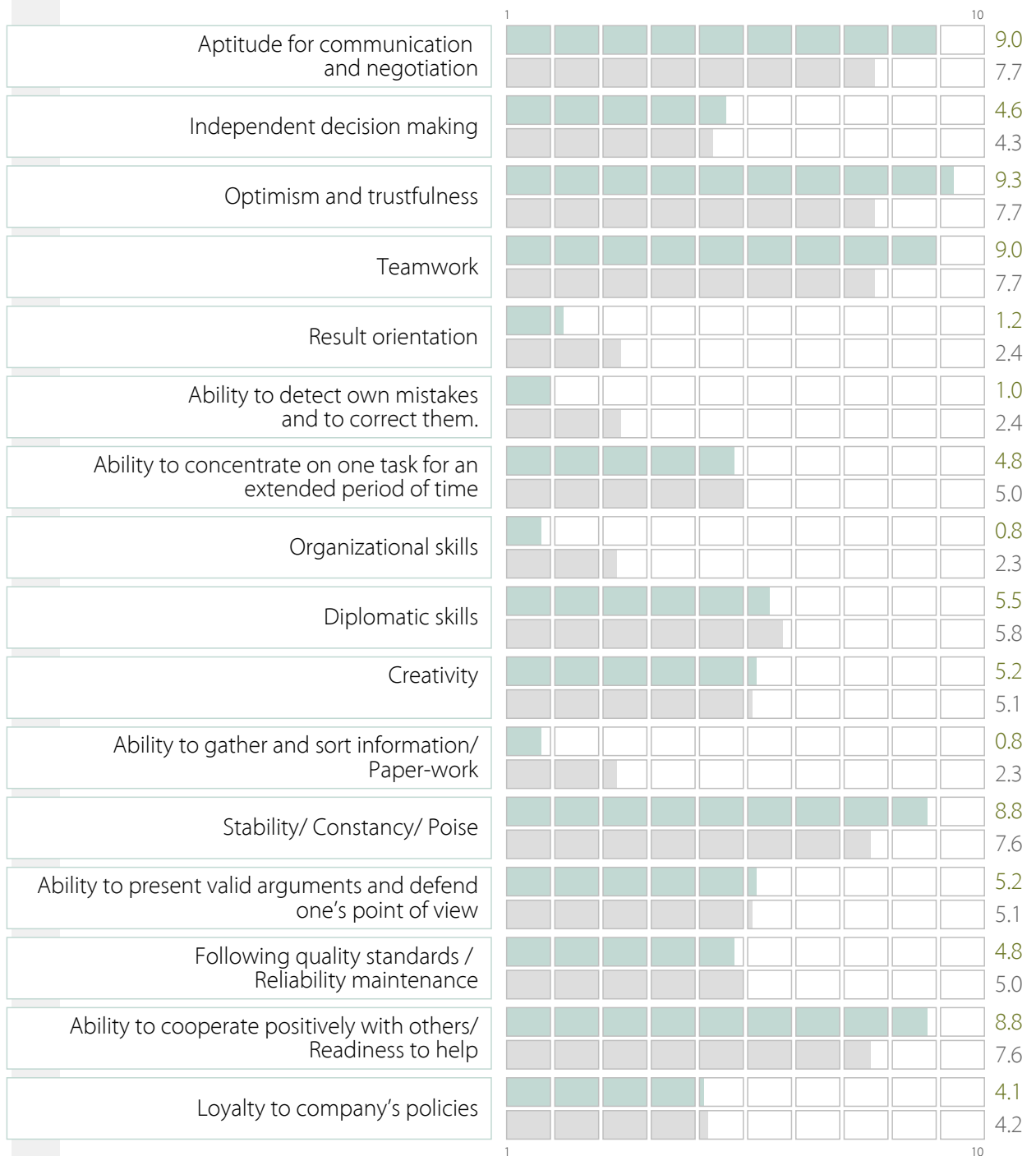
- John can be described as an inventive person with atypical way of thinking.
- She wants to have diversity on the condition of maintaining stability.
- When solving conflicts, John will not risk losing good relationships with people, because she considers them a priority.
- John prefers a pleasant, non stressful work environment. However, often she is involved in dynamic activities.
- She tends to be a little infantile. In many situations, she wants the responsibility to be assumed by someone else, or be equally distributed among members of the team.
- John may delay solving a problem, hoping that the situation resolves itself.
- John is not an authoritative person and does not like to be in charge of other people.
- She tries to maintain friendly and possibly long-term relationships with many people.
- John wants to maintain family relationship.
- She can be both communicable and reserved, depending on a situation.
- She is capable of communicating with strangers.
- John tends to defend her point of view. However, she will give in if she thinks that it is not worth arguing.
- It is unlikely that John will take initiative. She will probably assume the role of an inspirational team player.
- John prefers to be free of direct control over her actions.
- She looks at rules as guidelines which are necessary in order to avoid straying off the right course. However, sometimes she pays too much attention to unimportant instructions.
- John`s aspiration for independence and at the same time unwillingness to invent or dictate her own rules is the reason for her self-consciousness.



CHAPTER 2

Basic Competences Analysis

This chapter of the Report covers the main tendencies of John`s behavior. These are the qualities that John will demonstrate in the situation most comfortable for her, when she is not under stress and is not making an effort to conform to a situation.



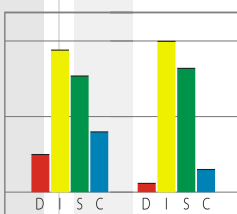
Natural behaviour
 Adapted behaviour

CHAPTER 3

Problem Solving and Decision Making

Is it possible to change those characteristics of human behavior of which we are not aware? Yes, no and maybe. We are convinced that the only way to achieve that is to understand one's own behavior better. Below you will find the description of how John makes decisions and overcomes difficulties while solving problems. In our analysis we take into consideration such parameters as: timidity, risk-taking/ risk-aversion, directness/ caution, independence/ following orders, and others.

- John is not looking for troubles on purpose, has not tendency to struggle and competition.
- It is easier for her to make a choice, when she knows that people she respects are making a similar decision.
- John may persistently hold on to her viewpoint, even if it goes against the opinion of other people.
- Nevertheless, for the most part she tries to arrive at a compromise, a solution that would suit the majority.
- She has a creative approach to overcoming difficulties, however, she strives to act methodically and consistently.
- She believes that mutual effort is a key to achieving good results. As a rule, she achieves the set goals by involving other people in an unobtrusive manner and participating on the same level with them.
- She will be actively calling others to action, bring forward ingenious suggestions and will be the first to rise to the call, however, she will try to act as a part of her team avoiding individual responsibility.
- She has a tendency to give other people the initiative of making a certain decision. Sometimes, people tend to misuse this quality of John.
- For the most part, John tries to wait until difficulties and problems bypass, rather than fight them, especially if the problem concerns her only.
- She offers emotional and effective support to colleagues, but often forgets her own interests.
- She does not want the decisions she makes to impact the regular and comfortable state of affairs. She enjoys participating in meetings dedicated to planning.
- It is important to her that the possible risks are moderate or completely absent.
- She makes decisions concerning other people cautiously trying not to spoil relations with them.
- Quite often John's choice depends on her immediate emotions.

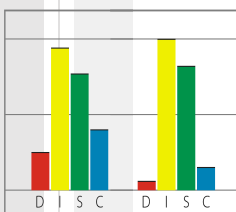


CHAPTER 3 (continuation)

Problem Solving and Decision Making

Is it possible to change those characteristics of human behavior of which we are not aware? Yes, no and maybe. We are convinced that the only way to achieve that is to understand one's own behavior better. Below you will find the description of how John makes decisions and overcomes difficulties while solving problems. In our analysis we take into consideration such parameters as: timidity, risk-taking/ risk-aversion, directness/ caution, independence/ following orders, and others.

- She employs original, but not too radical methods in work.
- In difficult situations she is specifically concerned with the wellbeing of her team (family).

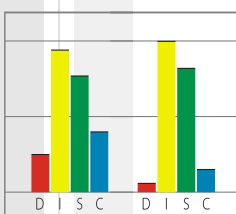


CHAPTER 4

Communication and Convincing Style

This part of the report measures such parameters as: level of trust, openness, outgoingness, ability to express ideas, ability to persuade, analytical thinking, the degree of reliance on facts etc. These parameters above all determine the communicative style of a person. Analyze carefully the information stated below.

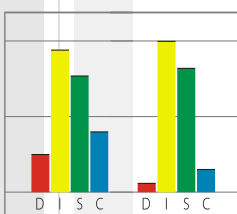
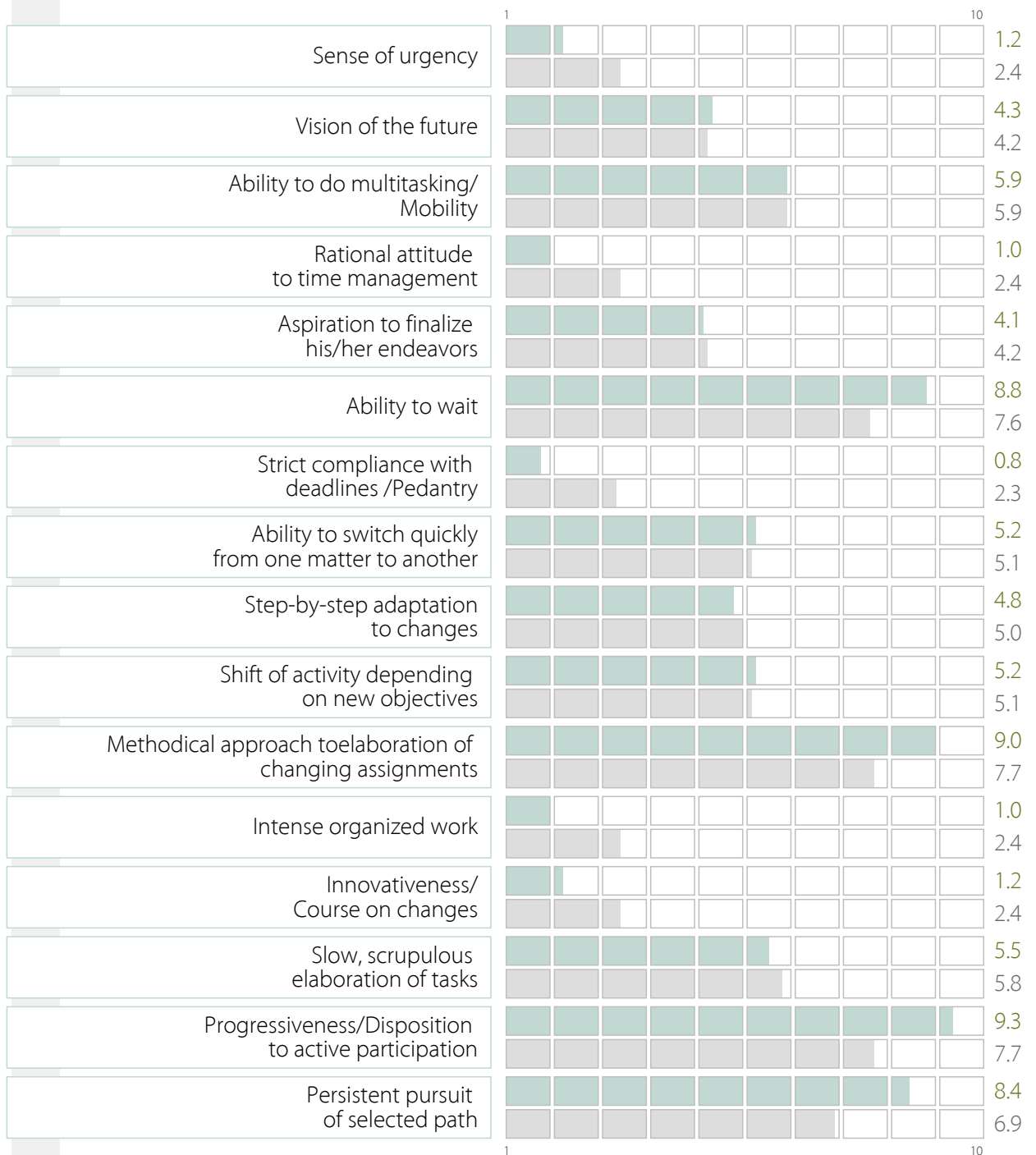
- John is open and friendly with most people, but she is especially close with a limited number of close friends and colleagues.
- She feels that other people expect her to be positive in order to achieve greater success at work.
- John likes social interaction and can be rather chatty and eloquent in a comfortable environment.
- She respects the uniqueness of each person and enjoys interacting with different types of personalities.
- John is capable of establishing new contacts and inspiring others; however, she does not dominate conversations.
- She values people for their personal qualities and not for their position or power.
- John avoids using her power or position as an argument in a conversation.
- John wants people to see her for what she really is.
- Most people think that John is easy to talk to because she is both a persuasive speaker and a good listener.
- She often uses her charm and unobtrusiveness when trying to convince someone.
- John is capable of assuming the role of a representative of her team.
- John likes people to pay attention to her; however, she may feel shy if she becomes the center of attention.
- She tends to have deep emotions when she has to be harsh in order to defend her position or prove herself right.
- During a discussion, John will be more assertive if she is well informed on the subject; she will try to make sure other people listen to her and understand her position.
- If she fails to convince her opponents on the first attempt, John may cede in order to get better prepared and then try again.
- Lack of conflicts and animosity is an important incentive for John.
- As opposed to those who prefer to use printed materials such as reference books and reports, John believes that her eloquence and ability to adjust to each situation will be enough to win the other person over.



CHAPTER 5

Stability - Dynamism (scales)

One of the most significant aspects of our behavior is the typical to us pace of activity, as well as our perception of changes in our environment. The key parameters that are measured in this chapter are: persistence, consistency, methodical approach, ability to be a listener, attitude to innovations.

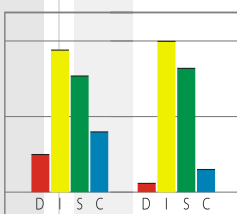
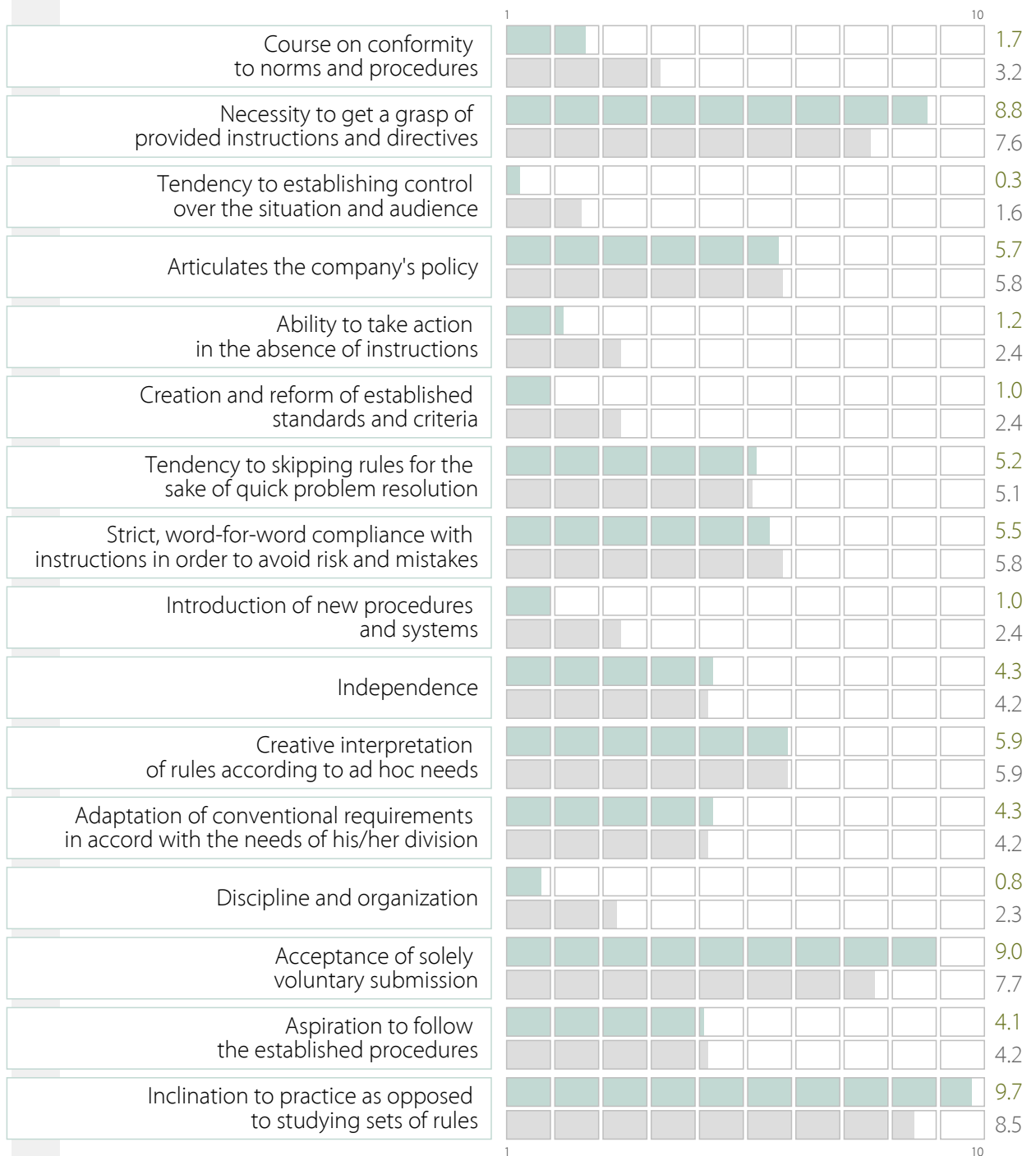


Natural behaviour
 Adapted behaviour

CHAPTER 6

Compliance with Standards and Instructions (scales)

This page lists the descriptions concerning John's attitude to rules stipulated by others. Besides, it provides a characteristics of her commitment to quality and reliability. In other words, we measure to what extent the rules of procedures are important to her in order to carry out her work in a quality manner, accurately and carefully.

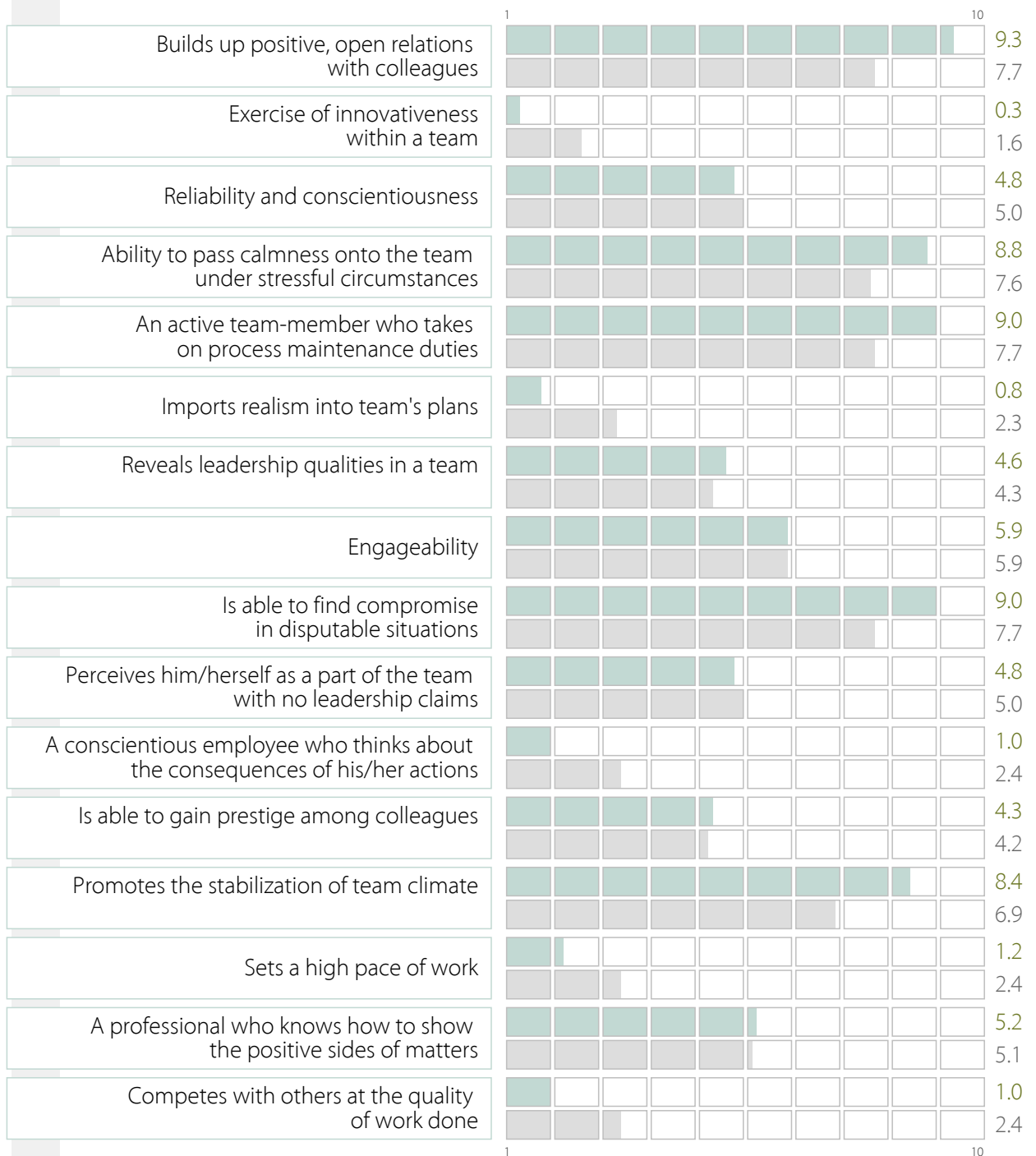


█ Natural behaviour
 █ Adapted behaviour

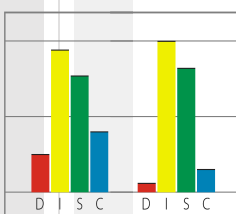
CHAPTER 7

Teamwork Skills

Everyone brings their own unique set of skills and characteristics in the community. The more a worker matches the requirements of a position the less is his stress «Me - Work environment» and higher his motivation. The awareness of the own behavior is a key factor of good performance. It is very important for a leader to know exactly features of every employee to make maximum use of his capacity, without prejudice to his emotional equilibrium.



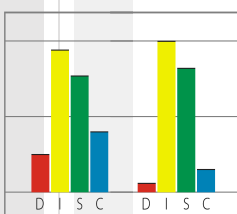
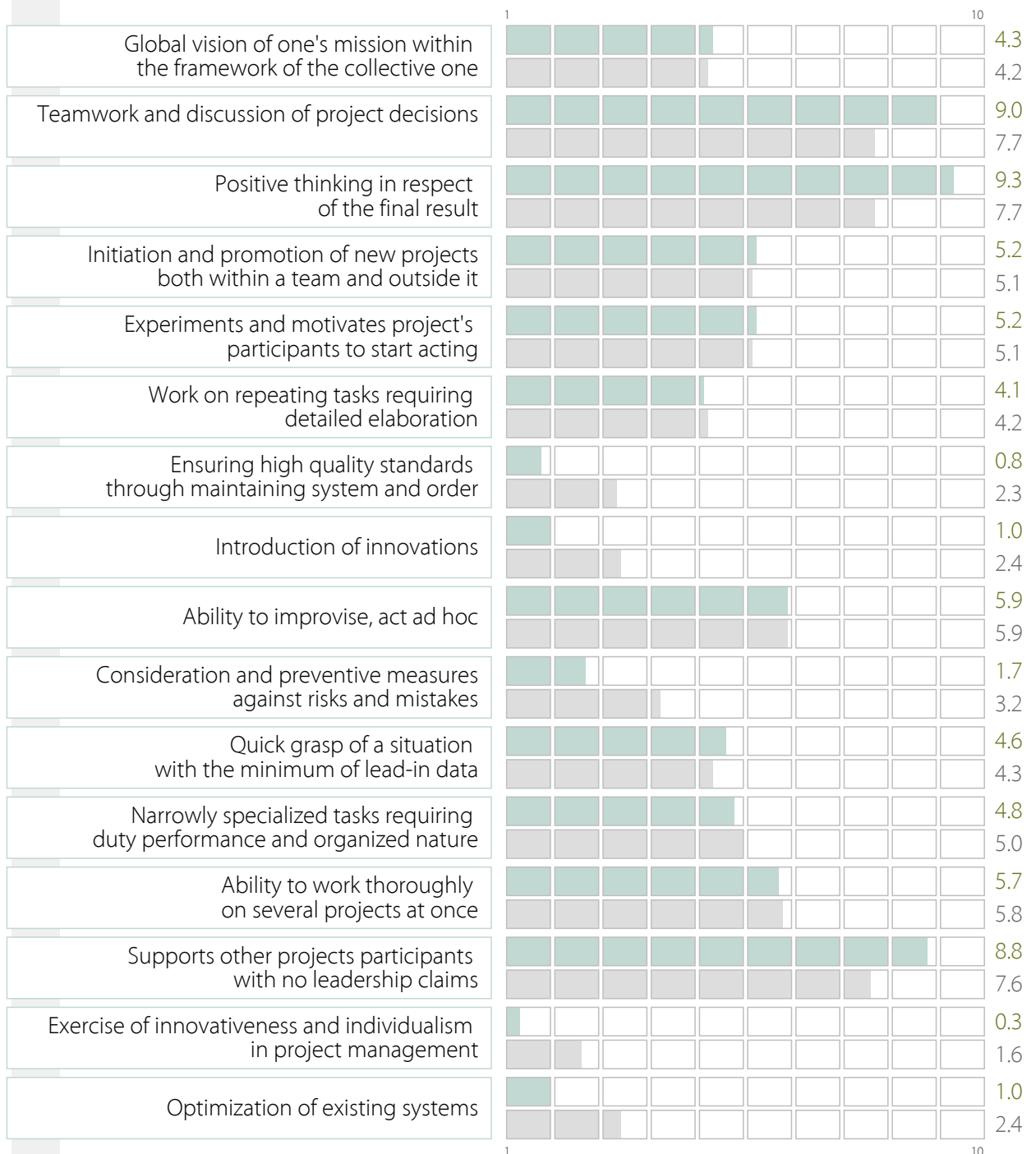
Natural behaviour
 Adapted behaviour



CHAPTER 8

Working on a Project Style

In order to work out the optimal method of project management, we recommend that John studies the data provided in this chapter alone or together with her manager. It is important to keep in mind that a person works well only when she has a good grasp of the surrounding environment and consciously adapts her behaviour to it. However, an outstanding level of commitment is achieved when the job requirements naturally coincide with the main behavioural tendencies of an employee.



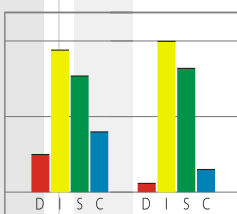
█ Natural behaviour
█ Adapted behaviour

CHAPTER 9

Recommendations for Better Communication — WHAT TO USE

The majority of people realizes and has a clear understanding of the way they would like people to communicate with them. In spite of this, many people will find this chapter exceedingly important and useful for building up efficient communication. Below you will find the list of recommendations, which are advisable to consider, when communicating with John. Read this chapter carefully and pinpoint 4-5 statements, which are the most significant ones for her. These recommendations will be especially useful for those, who are often in touch with John.

- Express your opinion softly; John should not hear threat in your words.
- Be informal and unstressed.
- Express interest in John as a person.
- Speak simply and frankly.
- Try to find mutual interests.
- Begin interacting with John with a personal conversation or personal comment.
- Turn to discussing issues that interest you after you establish contact with her.
- Speak to John about herself, her goals and important perspectives.
- Watch what the situation has to offer; do not force the conversation.
- Be prepared to deviate from protocol.
- Spend time motivating John; joke and interact with her.
- Make sure that she heard and understood what you had said.
- Explain in a written form what you expect of John at work.
- Use amiable tone of voice that will show your sincere interest.
- Praise and encourage her a lot, especially in front of her team. Popularity is the most powerful incentive for John.
- Try to find in time and point out mistakes to John.
- Stimulate her and encourage her to be more determined and not to be afraid to take up risky assignments.
- Watch her gestures and movements for signs of agreement or dissatisfaction.
- Offer solutions to problems.
- If you want to convince John of something, try to present the positive advantages of your suggestion in an optimistic light. Your plan should be attractive but not radical.
- Speak emotionally, but don't try to out-talk her.
- Refer to the opinions of people whom John respects as an argument.
- Express new ideas.
- Remember that innovation and changes should not affect John's usual order of things.



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 (including ability to listen to others)
- Discipline and Self Organization
- Delegating tasks
- Decision making
- Efficiency
- Self development
- Planning and effective time management
- Self-confidence
- Career goals
- Personal goals
- Leadership
- Family
-

Sphere of activity: _____

- 1.
- 2.
- 3.
- 4.

Sphere of activity: _____

- 1.
- 2.
- 3.
- 4.

Sphere of activity: _____

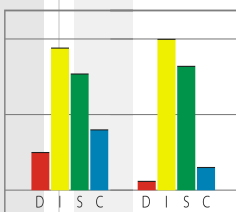
- 1.
- 2.
- 3.
- 4.

Sphere of activity: _____

- 1.
- 2.
- 3.
- 4.

Date of launching Development Plan: _____

Date of review: _____



BEHAVIOUR STYLE

Introduction

NATURAL AND ADAPTED BEHAVIOR

This individual report is based on the interpretation of Graphs of Natural (II) and Adapted (I) behavior. Graph I represents our "Professional mask" or the behavioural style that we wish or consider appropriate to show to other people. Adapted behaviour is less intuitive and may be either in the line of or Natural behavior or be quite close to it.

Graph I measures an ability of an individual to adapt his behaviour consciously to particular situations. If you ask a candidate to fill questionnaire keeping in mind not his work, but his family life, where he (she) is performing the role of a father (mother), Graph I will reflect his (her) behavior which he (she) considers to be adequate to be successful in this role.

Graph I can change much more easily and quickly than Graph II. To a certain extent, we all adapt our behaviour to the environment, work situations included.

Graph II describes less conscious instinctive behaviour of an individual. This Graph is more informative and reflects our true image that is what he (she) really is when he (she) does not try to control himself (herself). In normal conditions, Graph II changes very little in time. However, some event or accident, which can give rise to strong emotions in a person, may change the shape of Graph II, e.g. a serious surgical operation, a car crash, changes in a family life, the loss of a job, etc.

The price we pay for the adaptation of our behaviour is our energy. The following should be kept in mind:

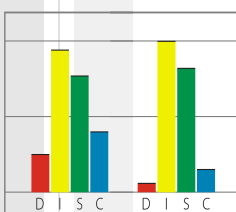
Long term behavioural adaptation may exhaust one's energy.

If a person is seriously motivated to adapt his (her) behaviour, he (she) is able to conduct himself (herself) in accordance with the demands of the environment.

To restore the energy supply a person has to turn back to his (her) Natural style of behaviour.

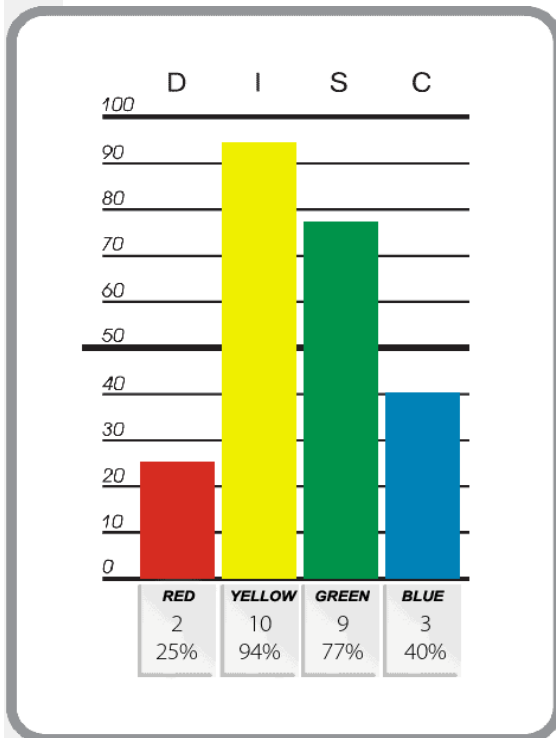
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his (her) natural performance.

When the gap between the Graphs is minimal, a person feels more energetic and dynamic and can fulfill different tasks for a long time, being under minimal or without stress at all.

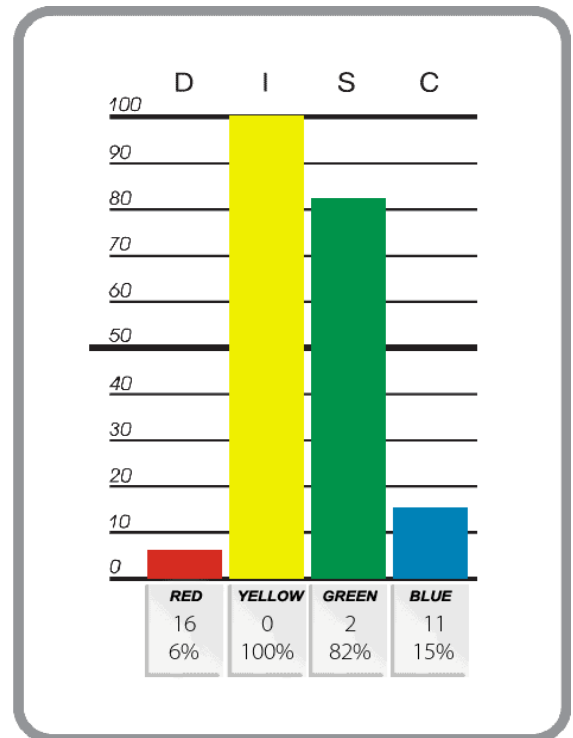


CHAPTER 10

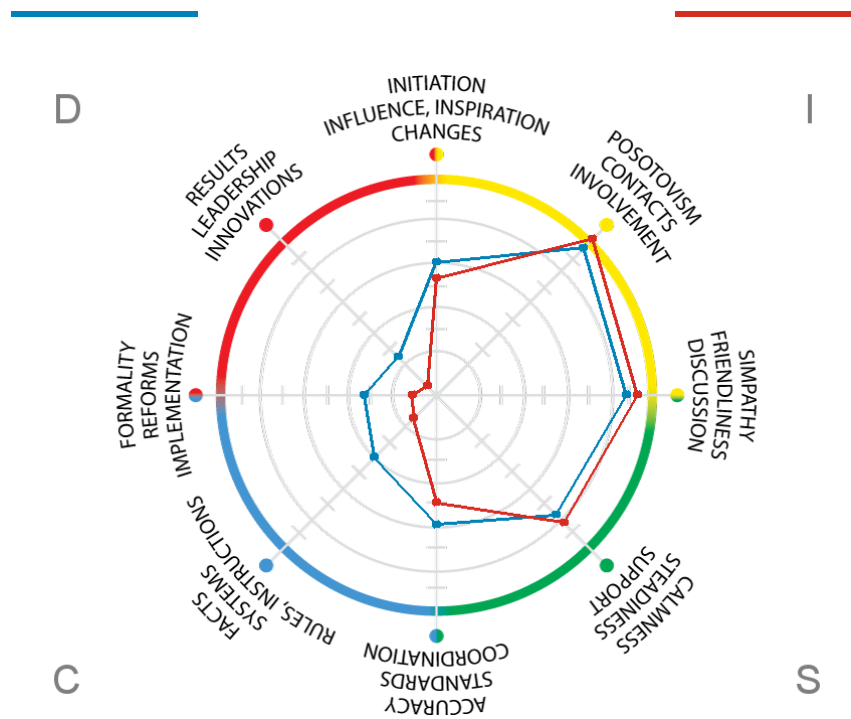
BEHAVIOUR STYLE - Graph analysis



Adapted behaviour
Referential style
INSPIRING-TEAM-WORKER



Natural behaviour
Referential style
INSPIRING-TEAM-WORKER



INSUNRISE ROSE

Introduction

INSUNRISE ROSE is a powerful multifunctional tool that can be applied independently or combined both, with the individual or Job Profile reports.

INSUNRISE ROSE was developed on the basis of DISC Model, designed to help each applicant to understand both himself and others better.

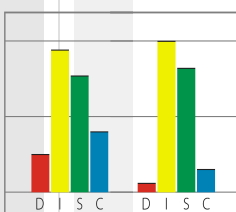
INSUNRISE ROSE helps to:

- Identify job matching
- Fix the difference between one's conscious and unconscious behavior;
- Identify and prevent inner stress;
- Minimize inconsistencies between one's way of behaviour at work and outside it;
- Helps to work out strategies to improve team spirit

To analyze the degree of job matching or direction of adaptation of behavior, it is necessary to compare the distance between the indicators of the Job (square) and Natural (rhomb) or Adapted Behavior (star) of one or more employees.

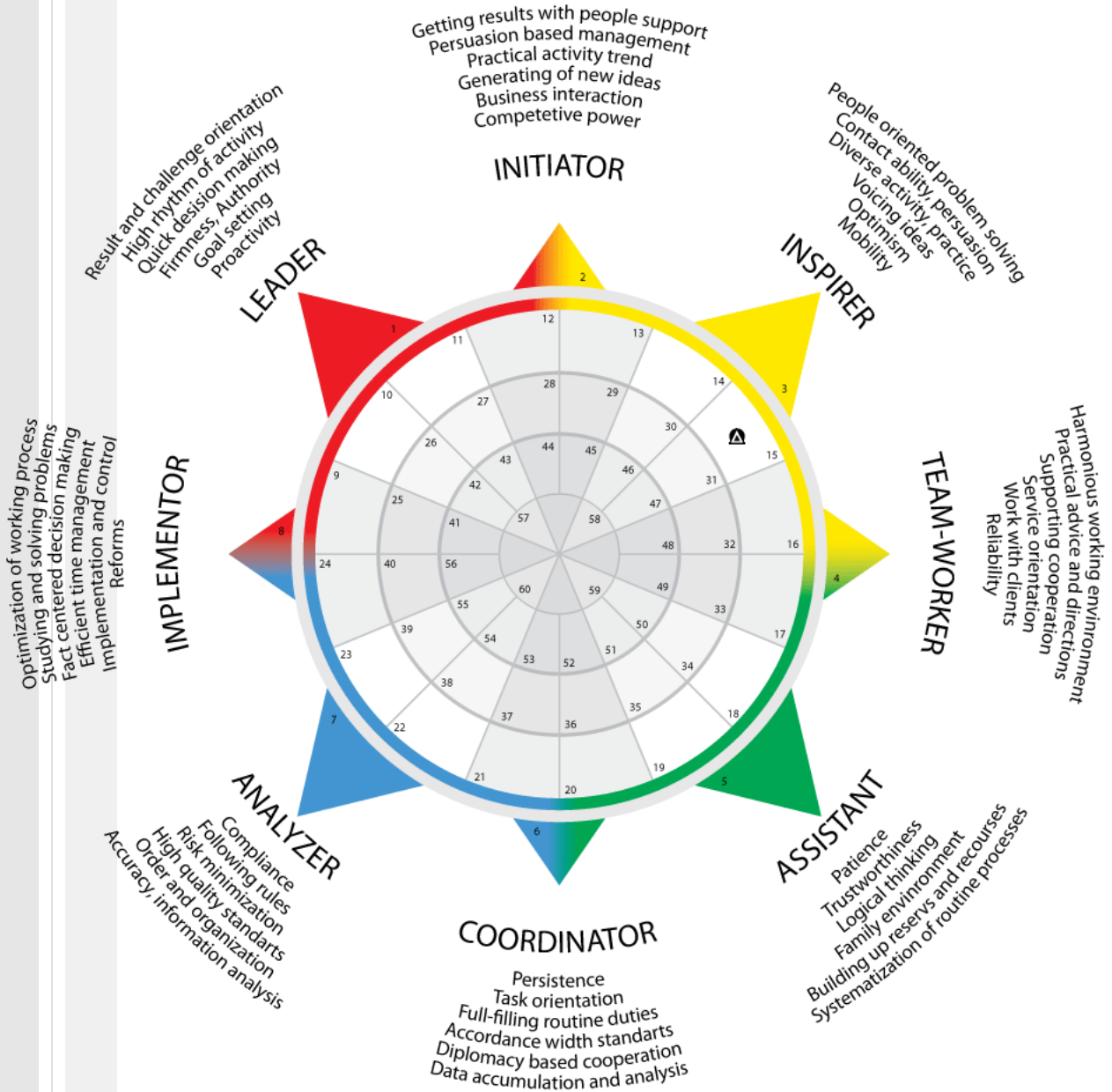
To observe the team dynamic it is advisable to place on the INSUNRISE ROSE the indicators of the Job position and then the ones of Natural and Adapted Behaviour of all members of the team and analyze the correlation between them.

Such method allows to identify quickly the areas of possible conflicts between members. You will be also able to see how to improve interaction and mutual understanding within the team.



CHAPTER 11

INSUNRISE ROSE - analytical instrument



- Natural Behaviour
Referential style
INSPIRING-TEAM-WORKER
- ▲ Adapted style
Referential style
INSPIRING-TEAM-WORKER

