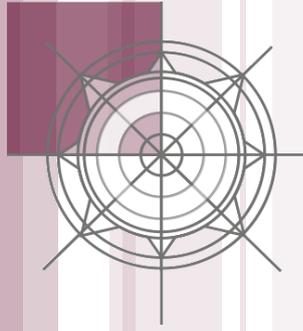


"... first understand well who you are, before you meet a new person and hope, that he will understand you." G.G.Marquez
"... first understand well who you are, before you meet a new person and hope, that he will understand you." G.G.Marquez



INSUNRISE
ASSESSMENT BEHAVIOR SYSTEM DISC

SALES STYLE REPORT

Personal profile

STARLING
PETER

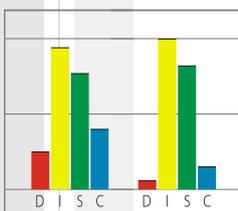
Organization LLC

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.

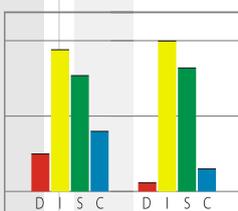
Research shows that behavioral style cannot be "good" or "bad". Each person can be successful and efficient if he understands his own strengths and weaknesses. DISC INSUNRISE "Individual Style Report" does not grade personal behavior but only describes and measures it.

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!

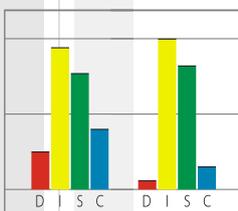


CHAPTER 1

General Descriptions

This chapter of the report deals with the main tendencies of Peter's behavior. These are the traits that she is most likely to show in her natural environment, when Peter 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.
- Peter is a companionable and sociable person
- She tries to be patient and understanding with people.
- Peter 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.
- Peter likes her achievements to be recognized publicly.
- She tries to earn everyone's affection and recognition for her willingness to help others in need.
- Peter 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 Peter to collect necessary information.
- Peter 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, Peter tries not only to discuss topics which are interesting to her, but also topics that are interesting and important to others.
- Peter 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.
- Peter tends to be individualistic. She feels better if she has few requirements and rules to consider.

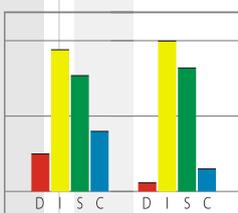


CHAPTER 1 (continuation)

General Descriptions

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

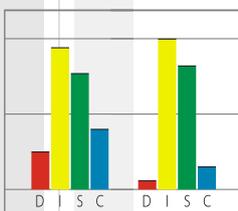
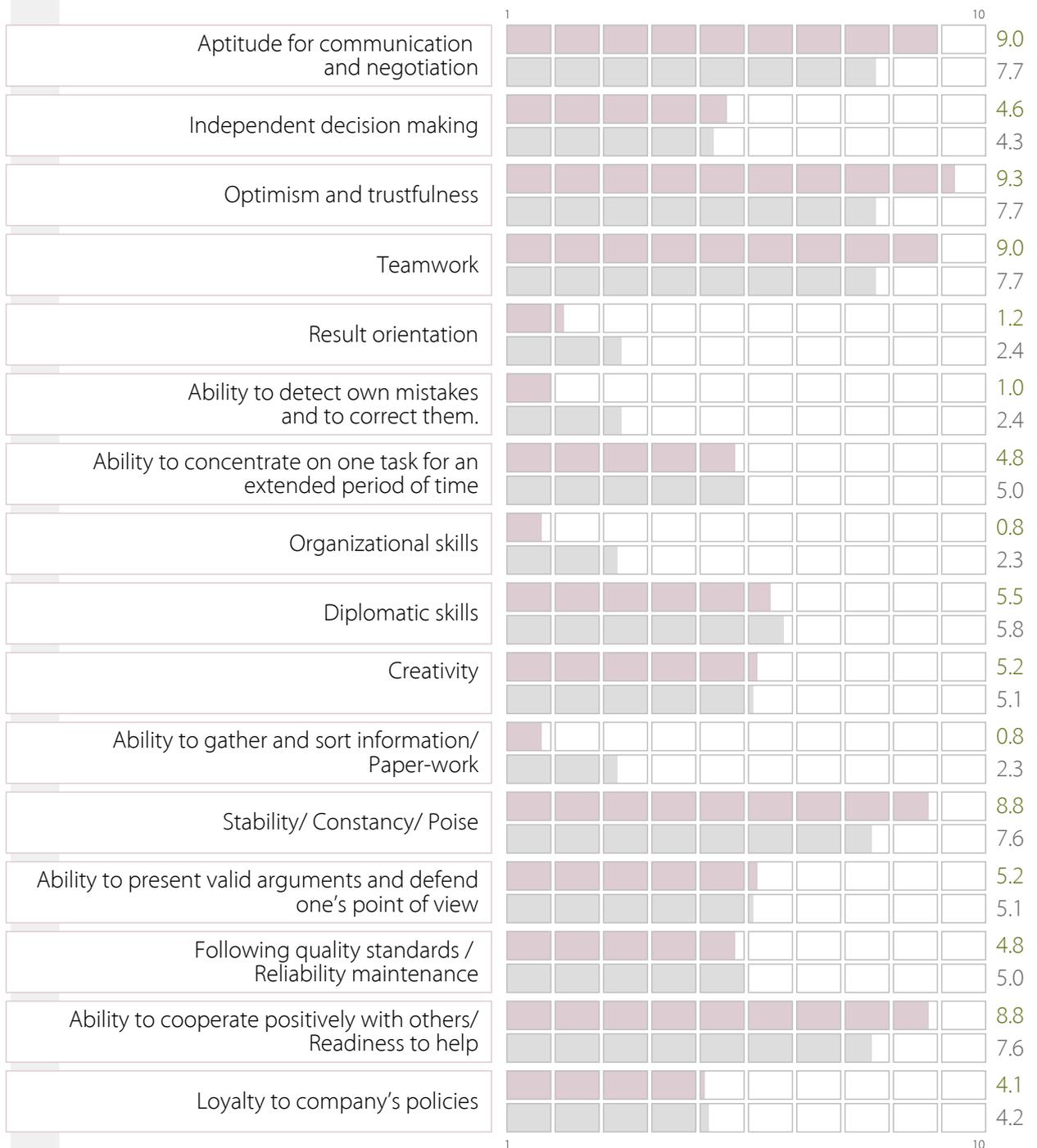
- Peter can be described as an inventive person with atypical way of thinking.
- She wants to have diversity on the condition of maintaining stability.
- When solving conflicts, Peter will not risk losing good relationships with people, because she considers them a priority.
- Peter prefers a pleasant, 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.
- Peter may delay solving a problem, hoping that the situation resolves itself.
- Peter 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.
- Peter wants to maintain family relationship.
- She can be both communicable and reserved, depending on a situation.
- She is capable of communicating with strangers.
- Peter 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 Peter will take initiative. She will probably assume the role of an inspirational team player.
- Peter 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.
- Peter'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 Peter's behavior. These are the qualities that Peter 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.

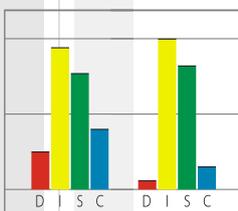
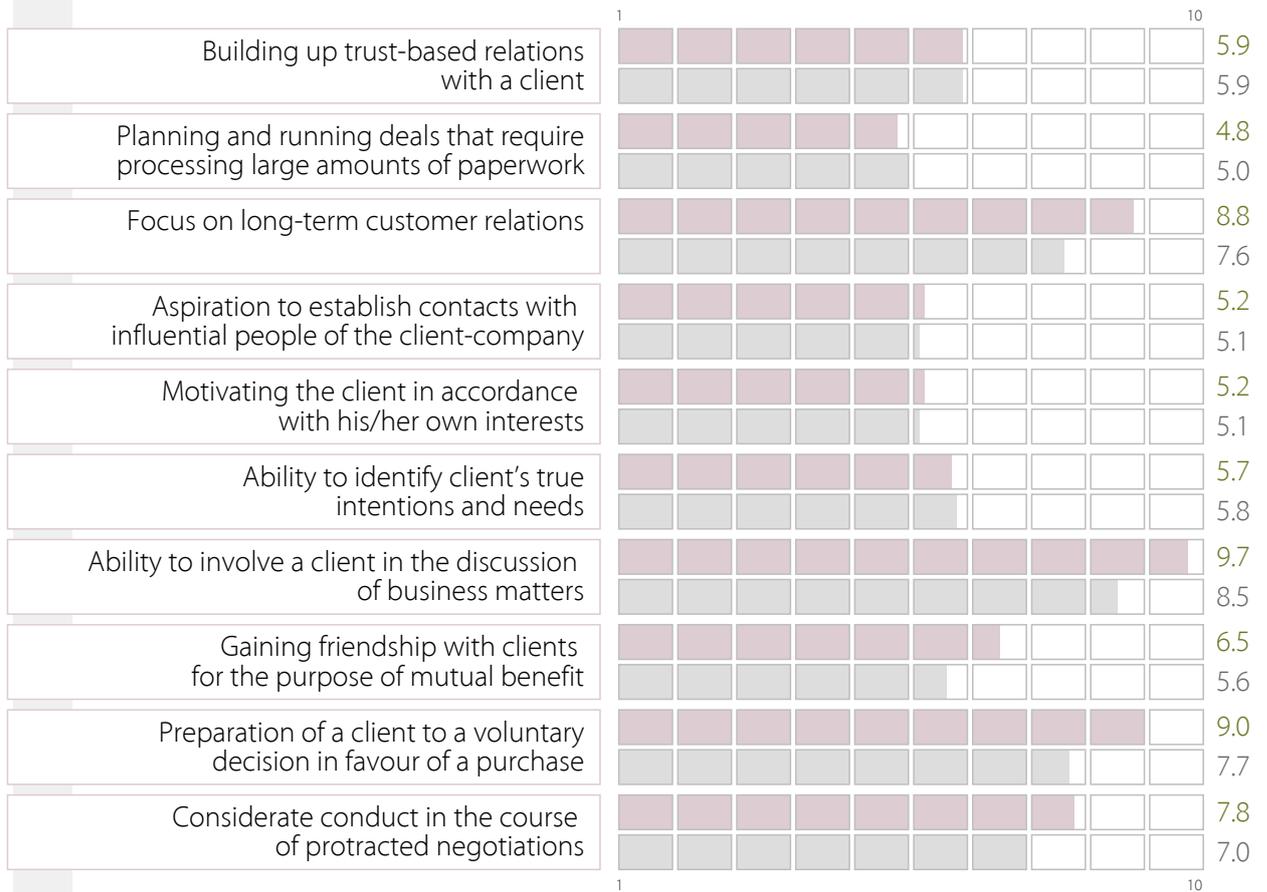


█ Natural behaviour
 █ Adapted behaviour

CHAPTER 3

Style of Working with Clients

Ability to build up partnership relationship with a client may become a foundation for a future service offer. Certain behavioral skills can help a manager to gain customer's trust. Research shows that a person can improve his skills if he is aware of them.

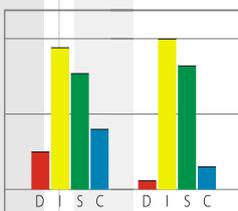
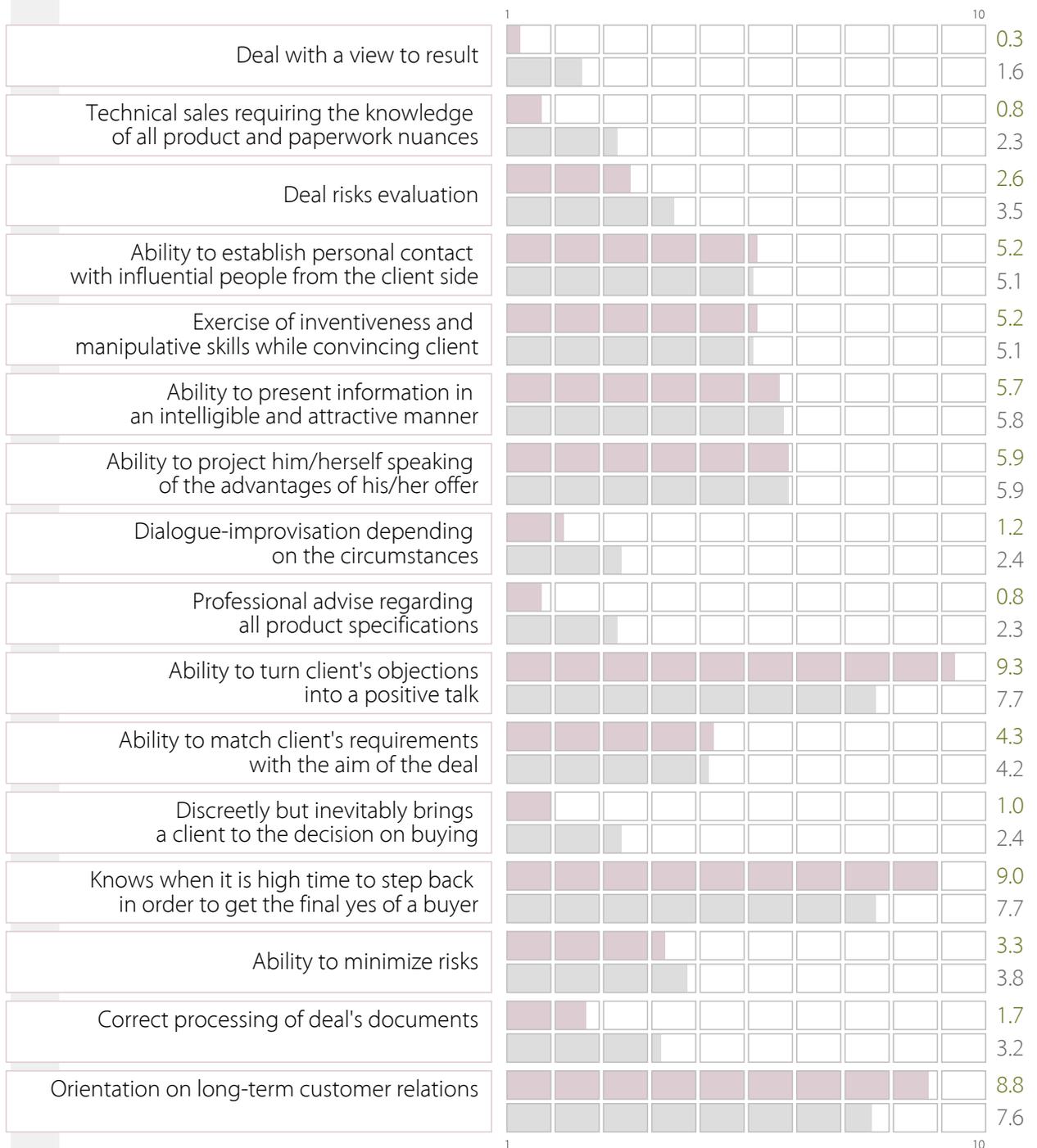


Natural behaviour
 Adapted behaviour

CHAPTER 4

Sales Style Indicators

The efficiency of sales depends on a variety of reasons, but one of essentials is the work of sales staff. This chapter of the report is devoted to the analysis of trends of your personal behaviour in sales. Use this information to develop best sales strategy and negotiation abilities while communicating with customers.

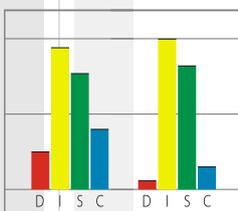
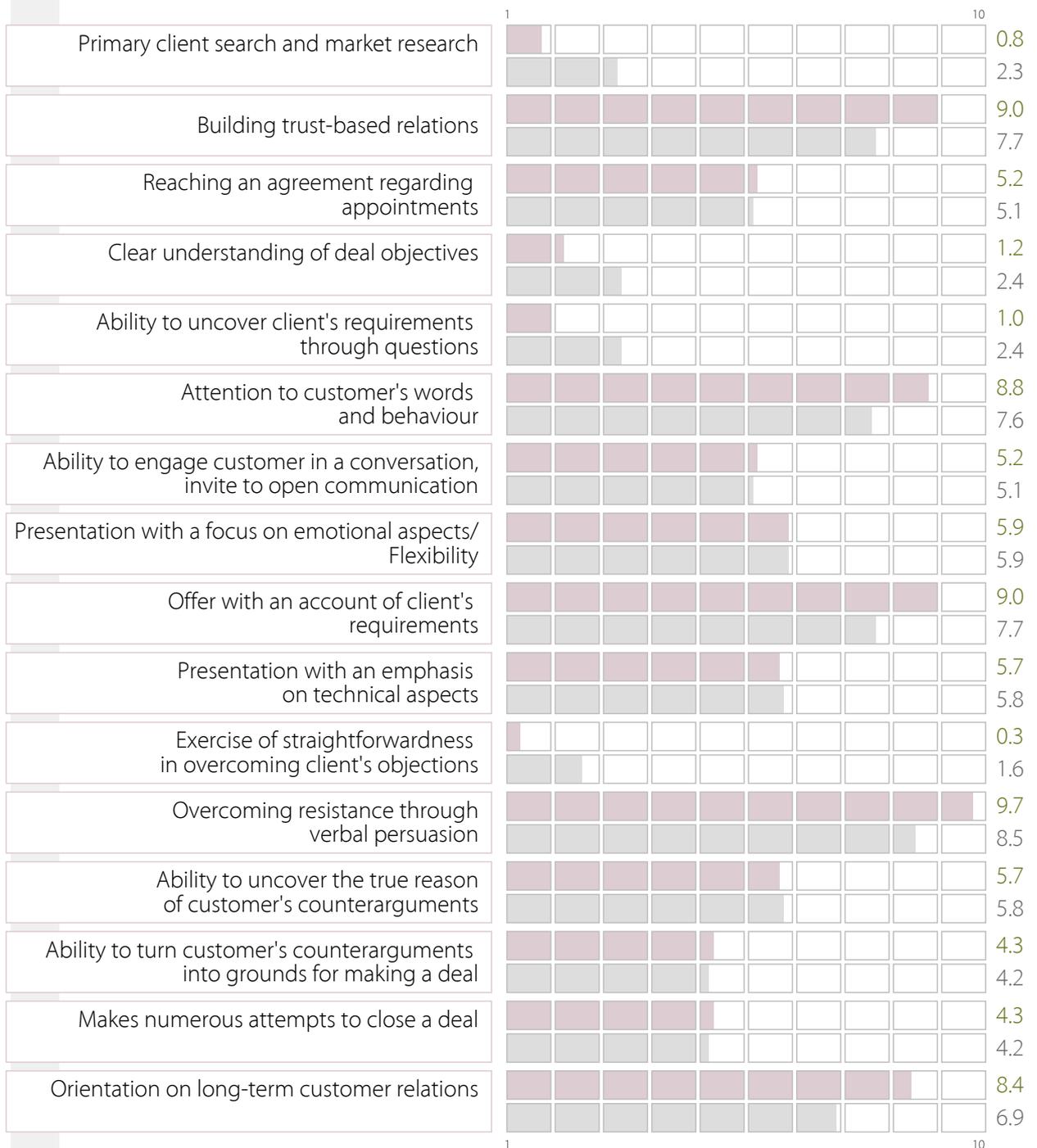


Natural behaviour
 Adapted behaviour

CHAPTER 5

Behaviour Analysis on Various Stages of a Deal

It is well known that, people prefer to buy from those vendors, which a similar by their style of behavior to themselves. That is why the seller needs first to understand himself, realizing his strengths and weaknesses, and secondly to understand or «read» style of the buyer, and thirdly, to learn to adapt his behavior to achieve harmony in communication with the customer.

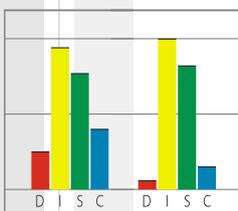
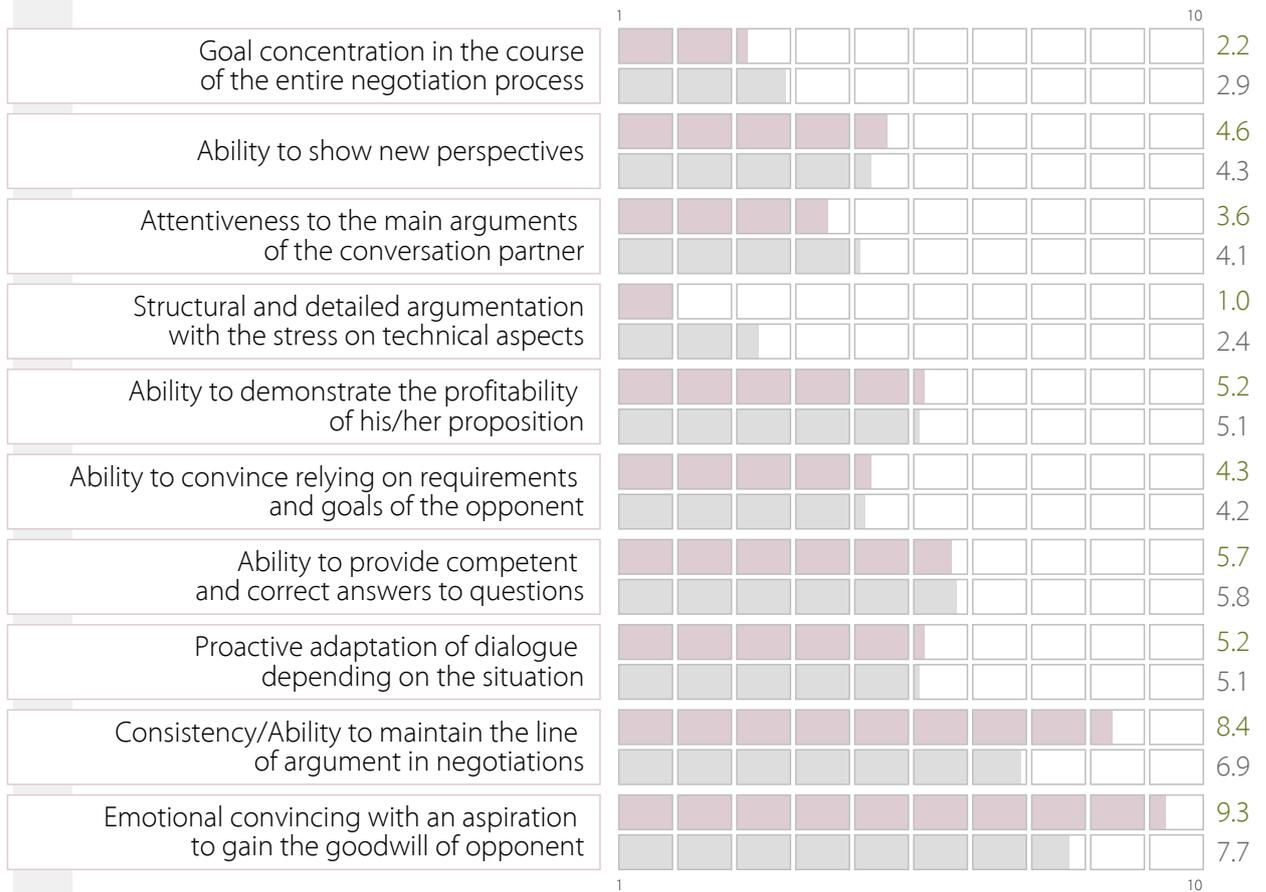


Natural behaviour
 Adapted behaviour

CHAPTER 6

Negotiating Style

This section of the report measures abilities to find arguments, to persuade, to express one's view clearly, to listen and ask questions. These parameters have been chosen in order to get a clear understanding of the employee's communication style. Please analyze carefully the information below.

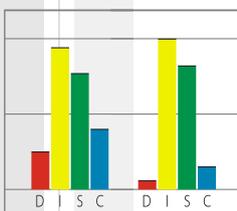
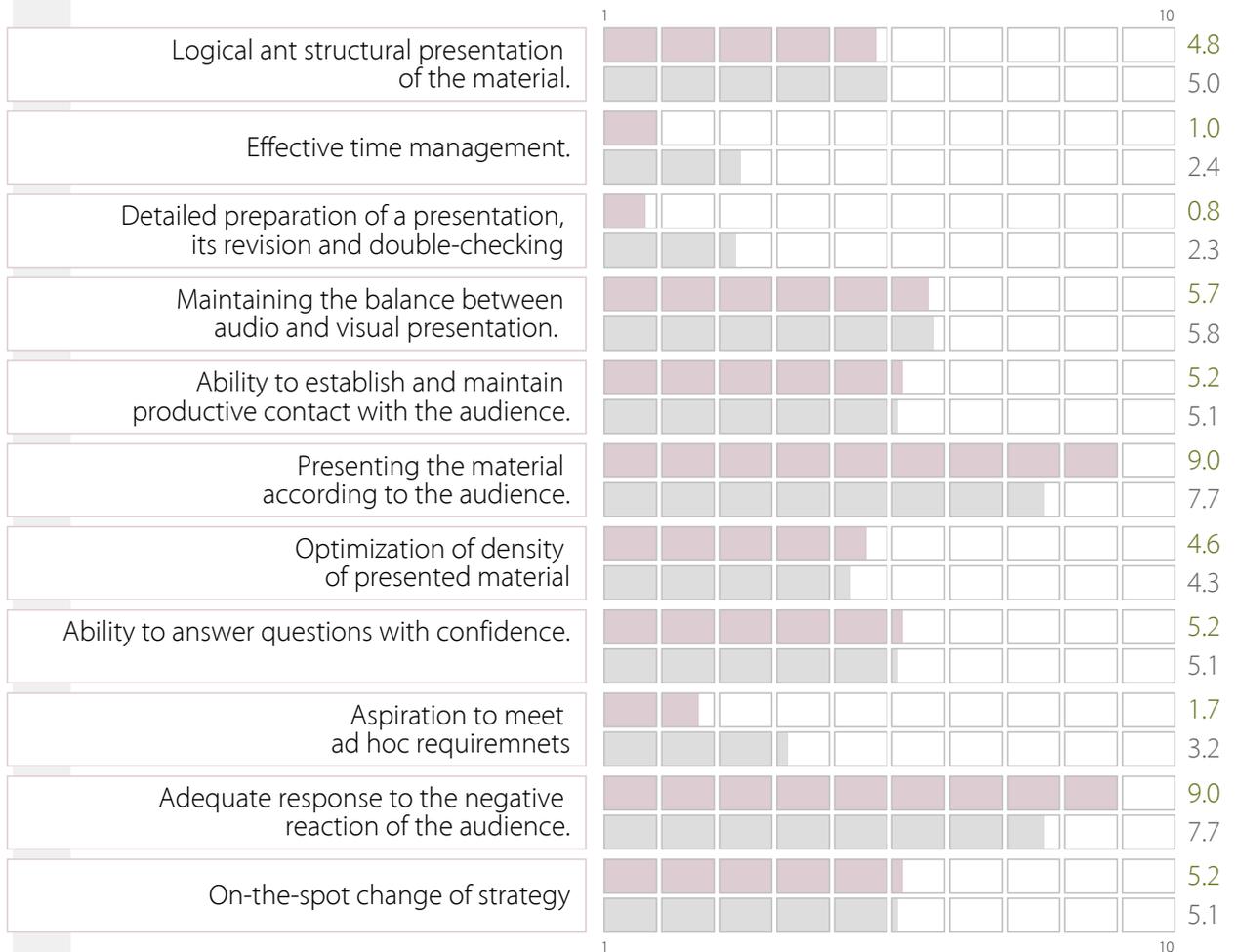


Natural behaviour
 Adapted behaviour

CHAPTER 7

Presentation Skills

This chapter of the report analyzes Peter's skills of producing presentations. Behavioural research suggests that every person can be communicatively efficient if he is aware both of his strengths and weaknesses and can adapt to the situation accordingly.

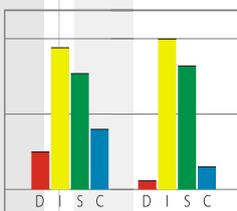
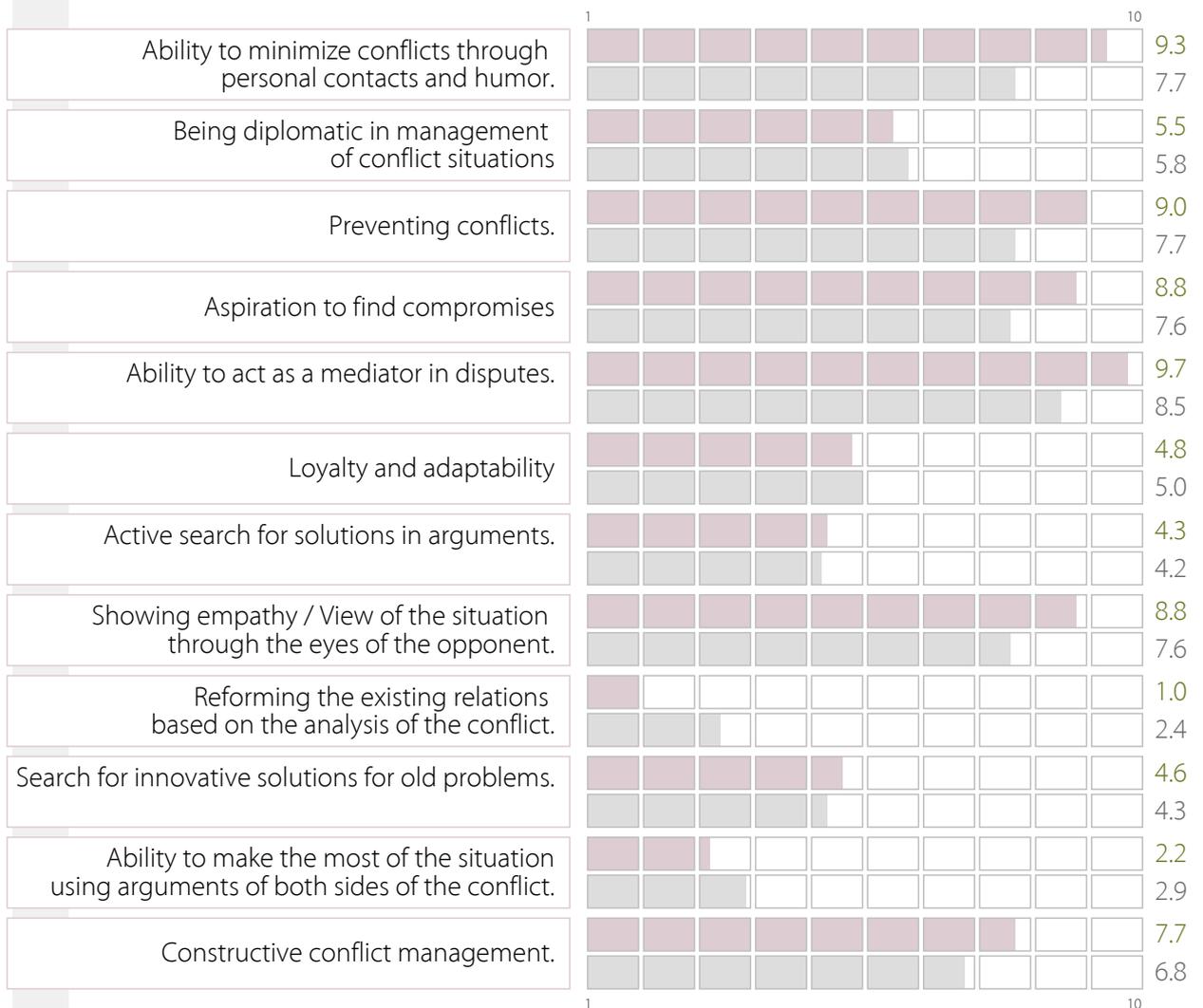


Natural behaviour
 Adapted behaviour

CHAPTER 8

Behaviour in Conflict Situations

Most conflicts arise against the will of the participants. Disagreements happen because people do not take into consideration each others' individual traits. An experienced manager is aware that conflicts can be avoided if preventive measures are in place.



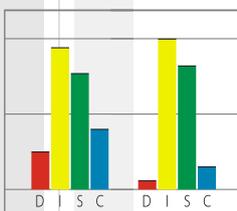
Natural behaviour
 Adapted behaviour

CHAPTER 9

Motivating Stimuli

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

- Wide social network.
- Absence of conflicts and open confrontations between people.
- Informal, relatively close interaction with colleagues and friends.
- Job management based on team work.
- Participation in discussion of positive matters.
- Taking pleasure in participating in team affairs.
- No need to compete with colleagues.
- Praises and rewards; popularity and public recognition.
- Opportunity of free choice.
- Sufficient time margin for plans' realization.
- Ability to express one's thoughts openly and freely without being concerned with possible negative consequences.
- Help in new endeavors and with making important decisions.
- Honesty and sincerity in relations between people.
- Feeling of personal freedom and independence.
- Logical grounds for possible changes at work or everyday life.
- Sense of confidence in the future.
- Recognition for loyalty and consistency at work.
- Working for a democratic leader, with who Peter is on good terms.
- No need to generate long, detailed reports.
- Opportunity to relax and have a good time after a stressful day at work.

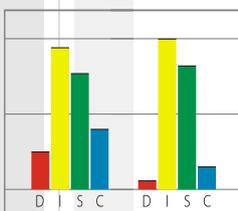


CHAPTER 10

Efficiency-limiting Factors

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

- Seeking to resolve a certain problem positively may fail to be straightforward.
- May dedicate too much time to communication, forgetting about the main goal. In sales this quality will be manifested in Peter delaying the deal closure.
- May face problems with prioritizing.
- Has a tendency to express out-of-place tolerance and patience.
- Has an inclination to meet the demands and interests of others at the expense of her own ones.
- Allows other to make decisions for herself.
- Back-pedals with making serious, undesirable for her decisions, hoping that complicated situation will bypass.
- Sometimes makes decisions based on a superficial data analysis.
- Has a tendency to overestimate skills and capabilities of other people.
- Not always complies with existing rules, however without establishing her own regulations and requirements.
- Is rather careless about adhering to and considering minor particulars and details in tasks that require extra precision.
- Has a tendency to express her thoughts in a verbally redundant manner.
- Does not always provide sufficient scrutiny to actions of her subordinates.
- In tense situations tends to give deficient instructions.
- Depends on the opinion of others about her.

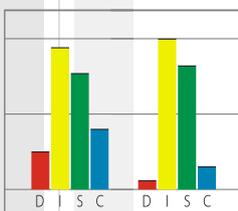


CHAPTER 11

Self-improvement Recommendations

A person's self-perception may significantly differ from the way other people perceive her. This difference manifests itself in less conscious behavior. This behavior may be called: "The Blind Zone of Perception". For this very reason unconscious actions are the most difficult ones to correct. Point out the most important in your opinion statements and compare your choice with the opinion of people, who know you well.

- To behave more persistently and decisively.
- To be less concerned with people's opinion about her.
- To display greater consistency in her requirements to others.
- To learn giving precise tasks without omitting any details.
- To dedicate more time to prioritizing.
- To be more organized and punctual.
- To mind her movements and gestures.
- When convincing someone not to be exclusively reliant on her eloquence and charm, but rather resort to additional materials and accurate information more often.
- To be more realistic in setting work deadlines.
- To try to attend to projects all the way to the end.
- To engage in open confrontation more often without being afraid to escalate relations.
- To have a feeling of belonging to a team, sense of fellowship.
- To make decisions more rationally.
- To take greater initiative; to be proactive and less concerned about her independence.
- To have a regular feed-back from colleagues and managers regarding her traits or actions which have a negative impact on work.
- To be more realistic in evaluating skills and capabilities of other people.
- To master new approaches aimed at overcoming clients' disagreement and objections.
- To eliminate peak moments in work.
- To receive material signs of recognition of her efforts, rather than mere verbal encouragement and praises.
- To find a compromise between her desire to act quickly and the necessity to comply with quality standards.
- To be more focused on discussing work-related, professional topics and spend less time discussing side matters.
- To realize the necessity of annual medical check-ups due to her busy lifestyle and high level of stress.



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 Peter 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: _____

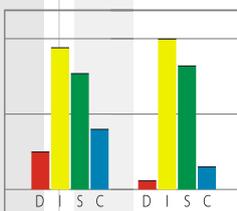
- 1.
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Sphere of activity: _____

- 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:

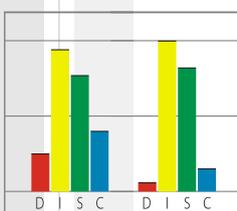
Long term behavioural adaptation may exhaust one's energy.

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.

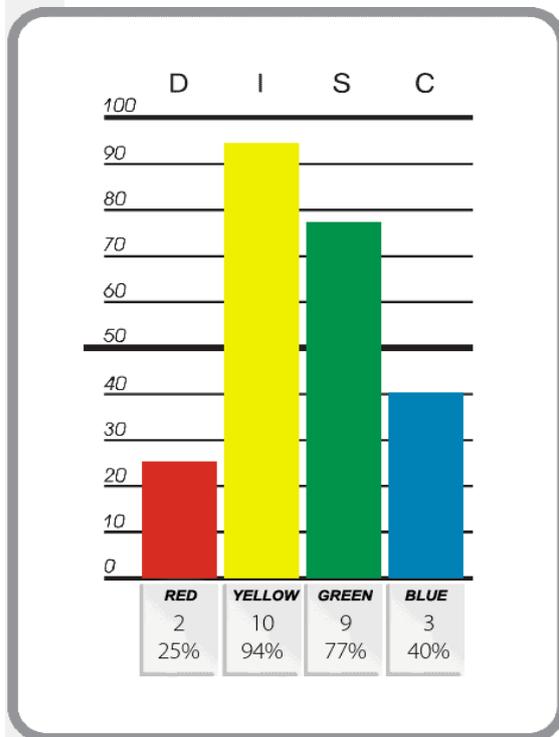
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his (her) natural performance.

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.

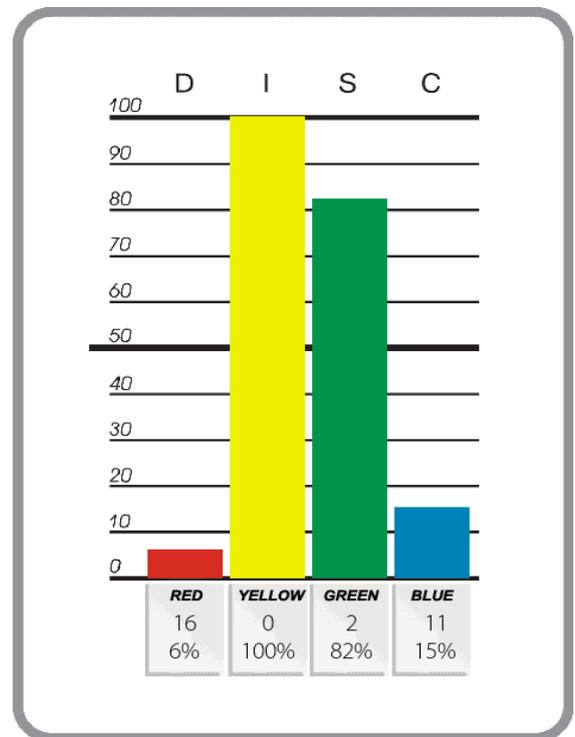


CHAPTER 12

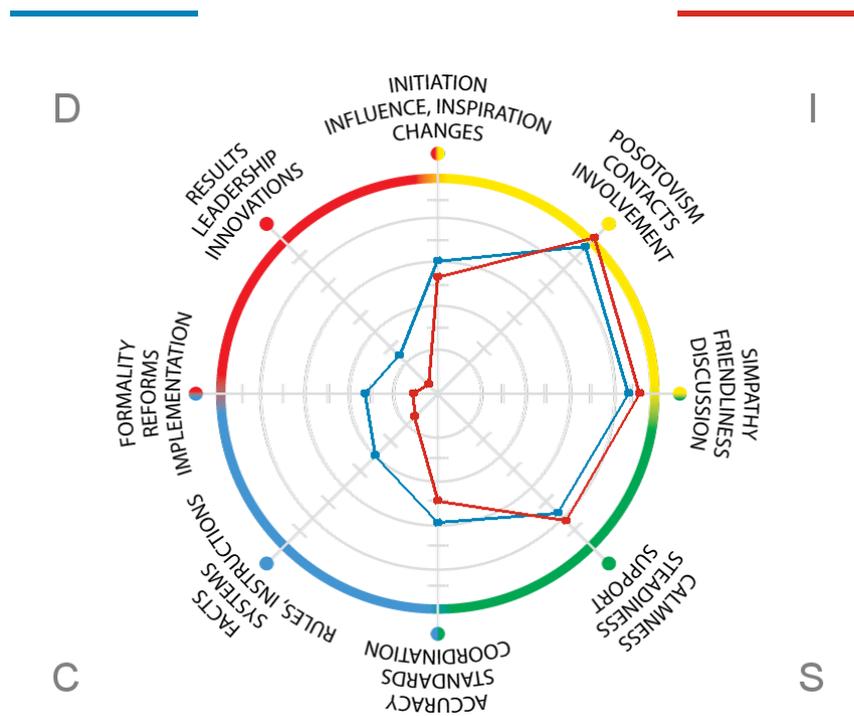
BEHAVIOUR STYLE - Graph analysis



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.

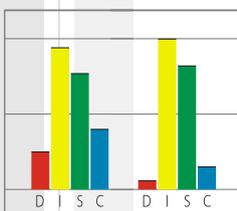
INSUNRISE ROSE helps to:

- 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.

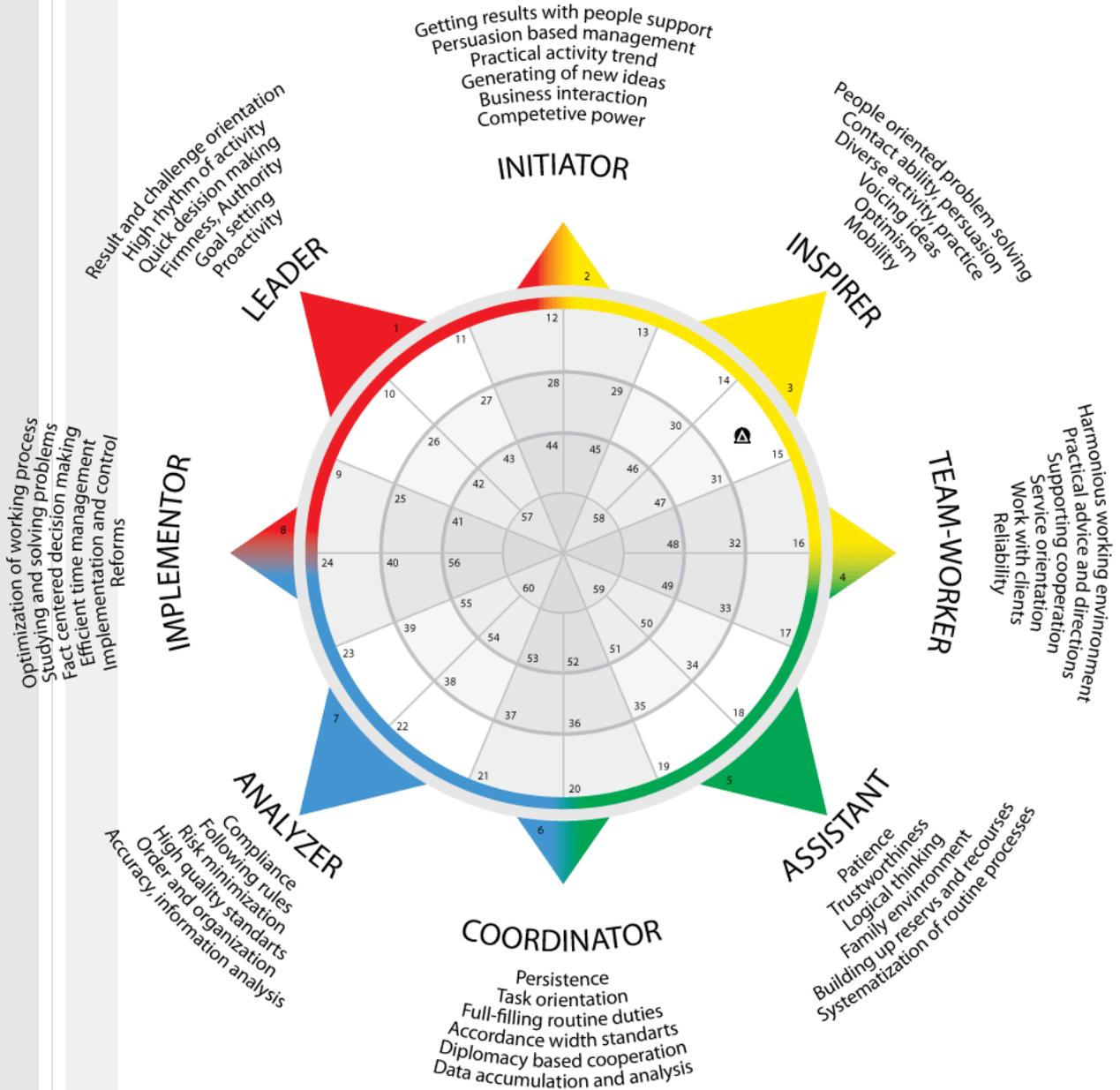
To observe the team dynamic it is advisable to place on the INSUNRISE ROSE the indicators of the Job position and then the ones of Natural and Adapted Behaviour of all members of the team and analyze the correlation between them.

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 13

INSUNRISE ROSE - analytical instrument



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

