" . . . 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

PERSONAL PROFILE
Exclusive report

SWALLOW
MARIA

Organization LLC

manager

29/05/2019

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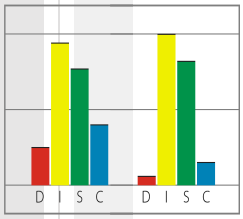

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Introduction

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.

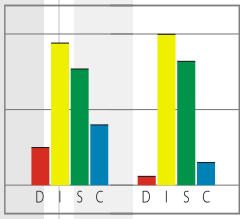
Research shows that behavioral style cannot be “good” or “bad”. Each person can be successful and efficient if he understands his own strengths and weaknesses. DISC INSUNRISE “Individual Style Report” does not grade personal behavior but only describes and measures it.

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!



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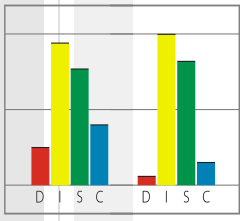
CHAPTER 1

General Descriptions

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



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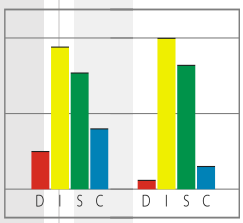
CHAPTER 1 (continuation)

General Descriptions

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

- Maria 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, Maria will not risk losing good relationships with people, because she considers them a priority.
- Maria 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.
- Maria may delay solving a problem, hoping that the situation resolves itself.
- Maria 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.
- Maria wants to maintain family relationship.
- She can be both communicable and reserved, depending on a situation.
- She is capable of communicating with strangers.
- Maria 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 Maria will take initiative. She will probably assume the role of an inspirational team player.
- Maria 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.
- Maria's aspiration for independence and at the same time unwillingness to invent or dictate her own rules is the reason for her self-consciousness.



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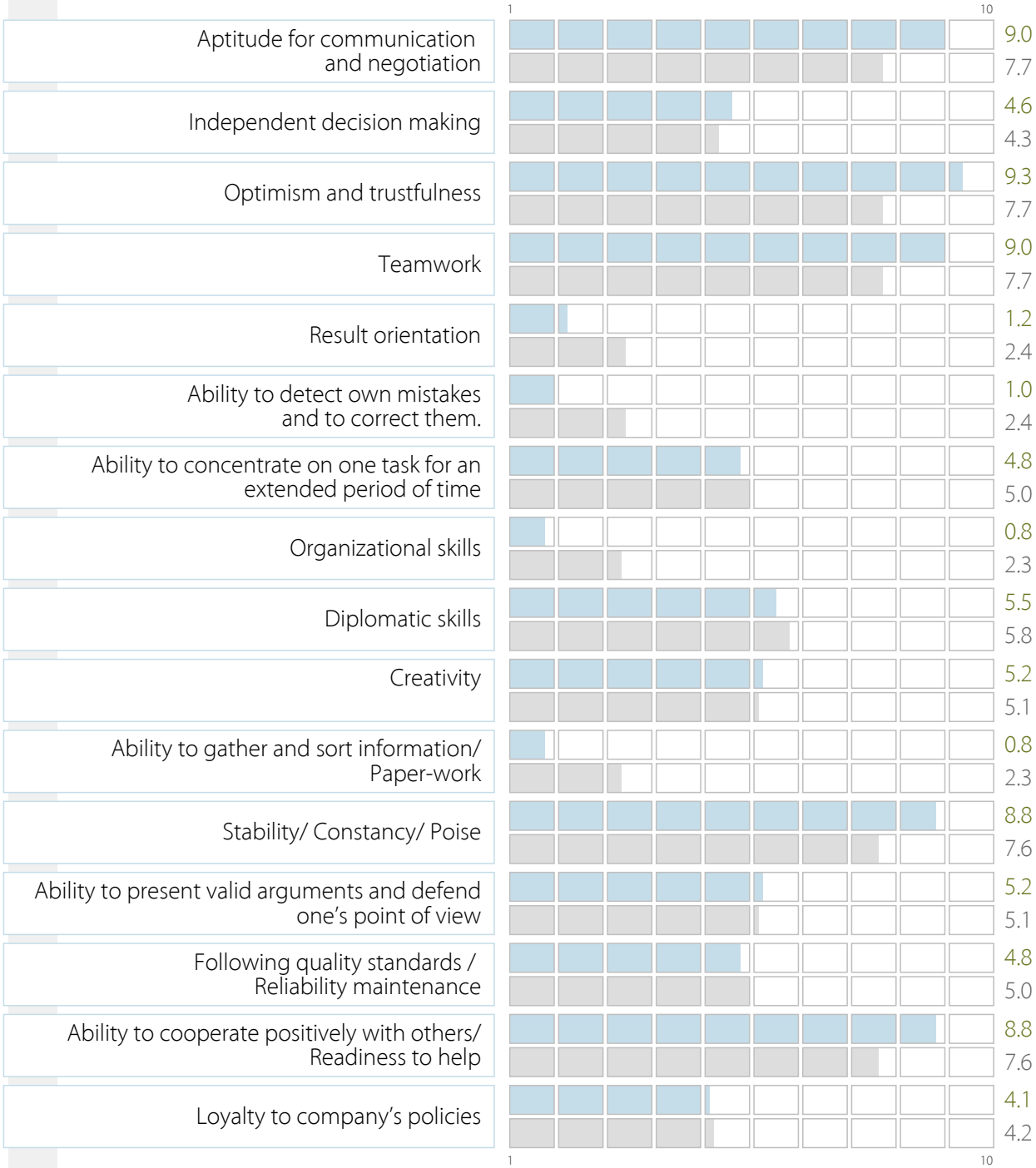
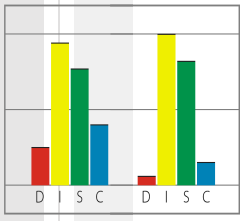
CHAPTER 2

Basic Competences Analysis

This chapter of the Report covers the main tendencies of Maria`s behavior. These are the qualities that Maria 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.





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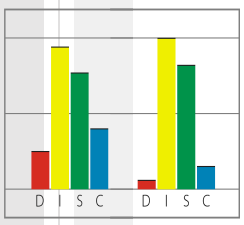
CHAPTER 3

Objectives and Principles:

What drives a person when he performs certain conscious or intuitive acts? Our yearning to be in a comfortable situation influences our behavior. Every time an imbalance occurs between what we wish for and what we have, we try to correct it. Below you will find the main behavioral trends and goals which guide Helen when she tries to correct such an imbalance.

- Communication and cooperation
- Maintaining friendship relationships, especially with a close circle of friends and colleagues
- Accumulation and promotion of information
- Teamwork. Feeling support of others behind one's back
- Independence of actions
- Cooperation
- Open disclosure of information
- Achieving personal success by helping other people
- Social acceptance and popularity
- Resolving conflicts
- Moderate diversity in work and relationships on the condition of maintaining of status quo
- Logical, rational and at the same time emotional persuasion style
- Avoiding sole responsibility
- Gaining trust from colleagues and friends
- Self education and education of other people
- Avoiding stressful situations at work
- Small number of changes
- Ability to inspire optimism in others



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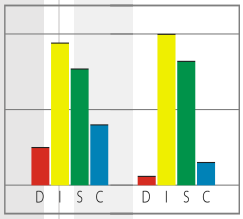
CHAPTER 4

Entrepreneureal Value

Every person performs more successfully doing the job that meets her inner requirements. This part of the report lists specific skills, experiences and other attributes that Maria could import into her company. Based on Maria's strengths, the management could locate her within the company's team in an optimal way.

- Maria is verbally active.
- Is a good communicator, i.e. has the ability to talk and to listen.
- Concentrated on communication and relations improvement.
- Is a team-player.
- Is able to work not only for the leader but also for the good of the project itself.
- Makes an effort to maintain good relations with senior managers and colleagues.
- Brings along positive environment.
- Is able to give support first of all by means of motivating other people.
- Is not a conflict person. Plays the role of a mediator in settling arguments.
- Accomodating.
- In spite of the fact that Maria has a certain tendency towards methodical work, she is able to implement several projects at once when necessary.
- Has the ability to maintai good relations with already existing clients.
- Is searching for creative solutions which nevertheless suit the majority.
- Tries to be tolerant towards various aspects of human personality.
- Has a disposition to learning and exchanging experience.
- Has an outstanding ability to give feed-back.
- Has the ability to reflect upon difficult situations from different angles.
- Expresses optimism based on crytical evaluation of a situation.



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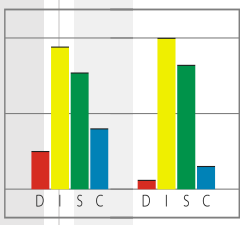
CHAPTER 5

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 Maria 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.

- Maria 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.
- Maria 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 Maria.
- For the most part, Maria 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 Maria's choice depends on her immediate emotions.



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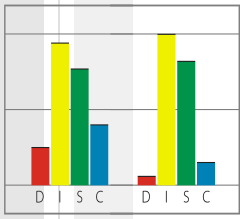
CHAPTER 5 (continuation)

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 Maria 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).



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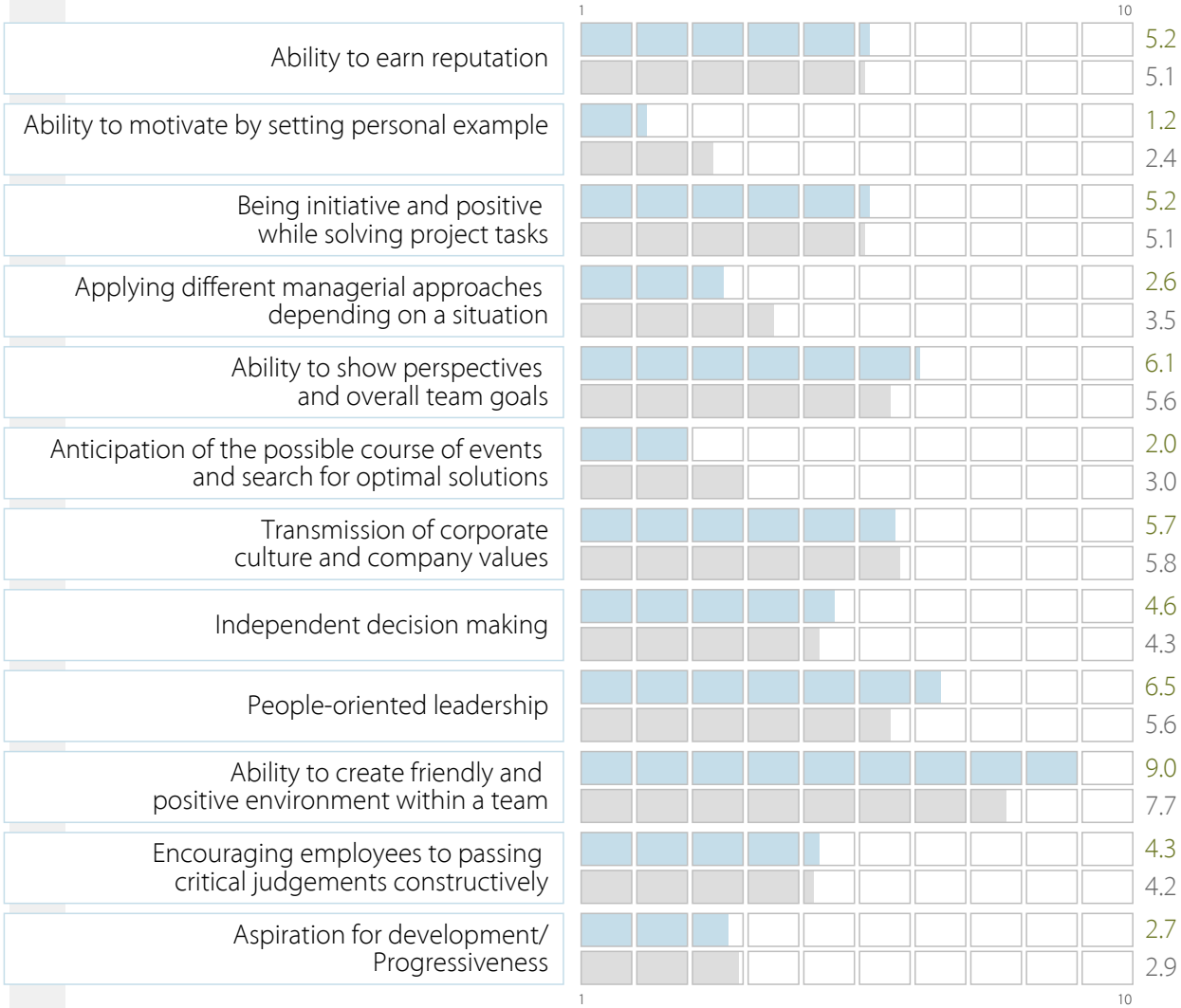
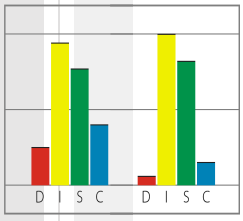
CHAPTER 6

Proactiveness and Leadership

The main task of a manager in relation to people is to be a good leader. The goal of a manager is to make the specific skills and strengths of every person productive. The competences listed below were carefully selected to help Maria build up the most efficient work strategy.





Natural behaviour
Adapted behaviour

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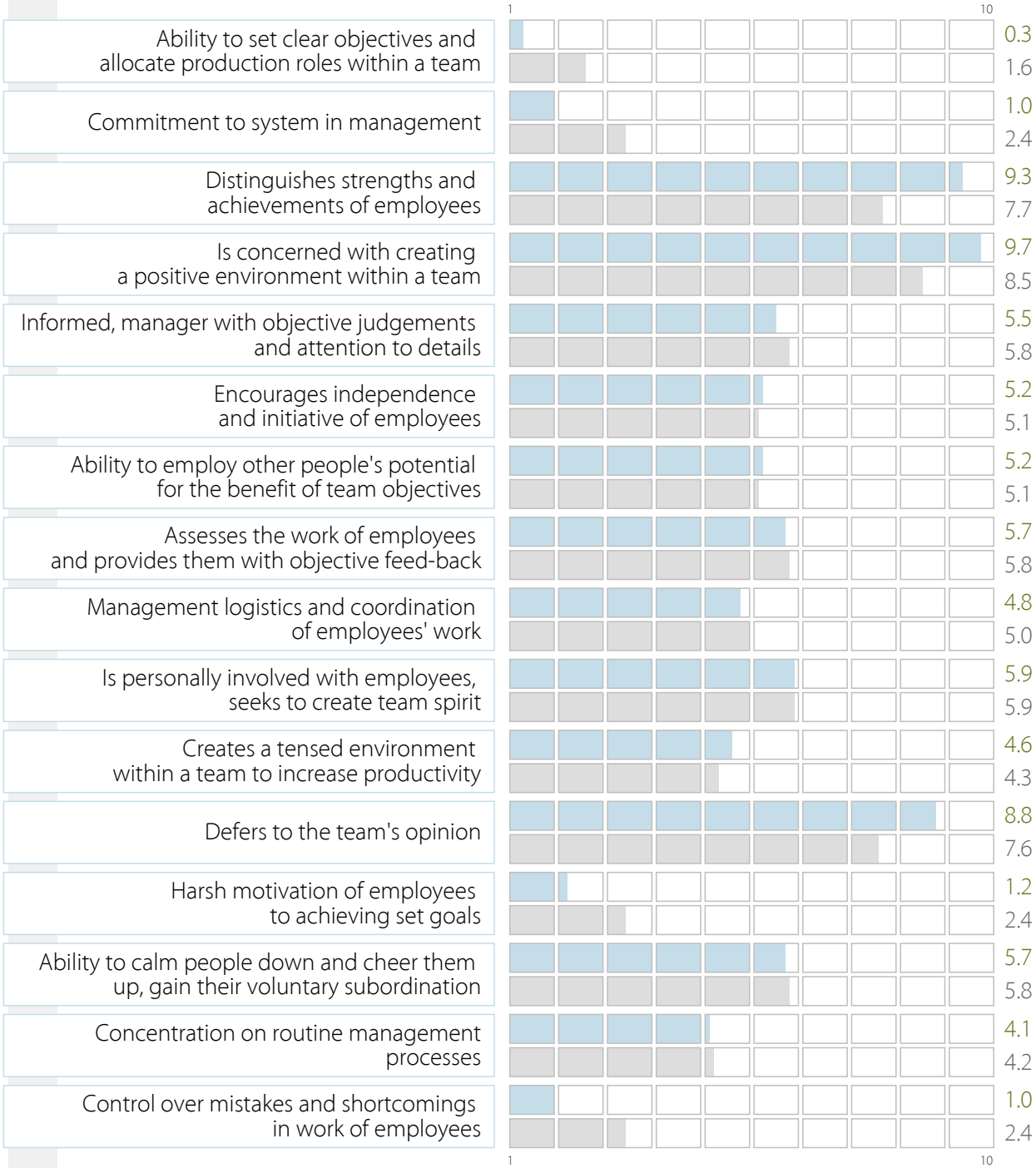
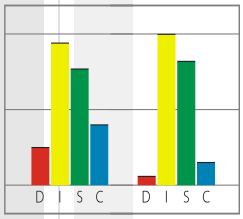
CHAPTER 7

Management Style

Management style in large part determines the success and the dynamics of the organization. From it depend many key-factors such as: motivation of empolyees, their attitude towards work and loyalty to the company, interpersonal climate, etc. This chapter discusses the traces and trends in behavior of the respondent as a manager.





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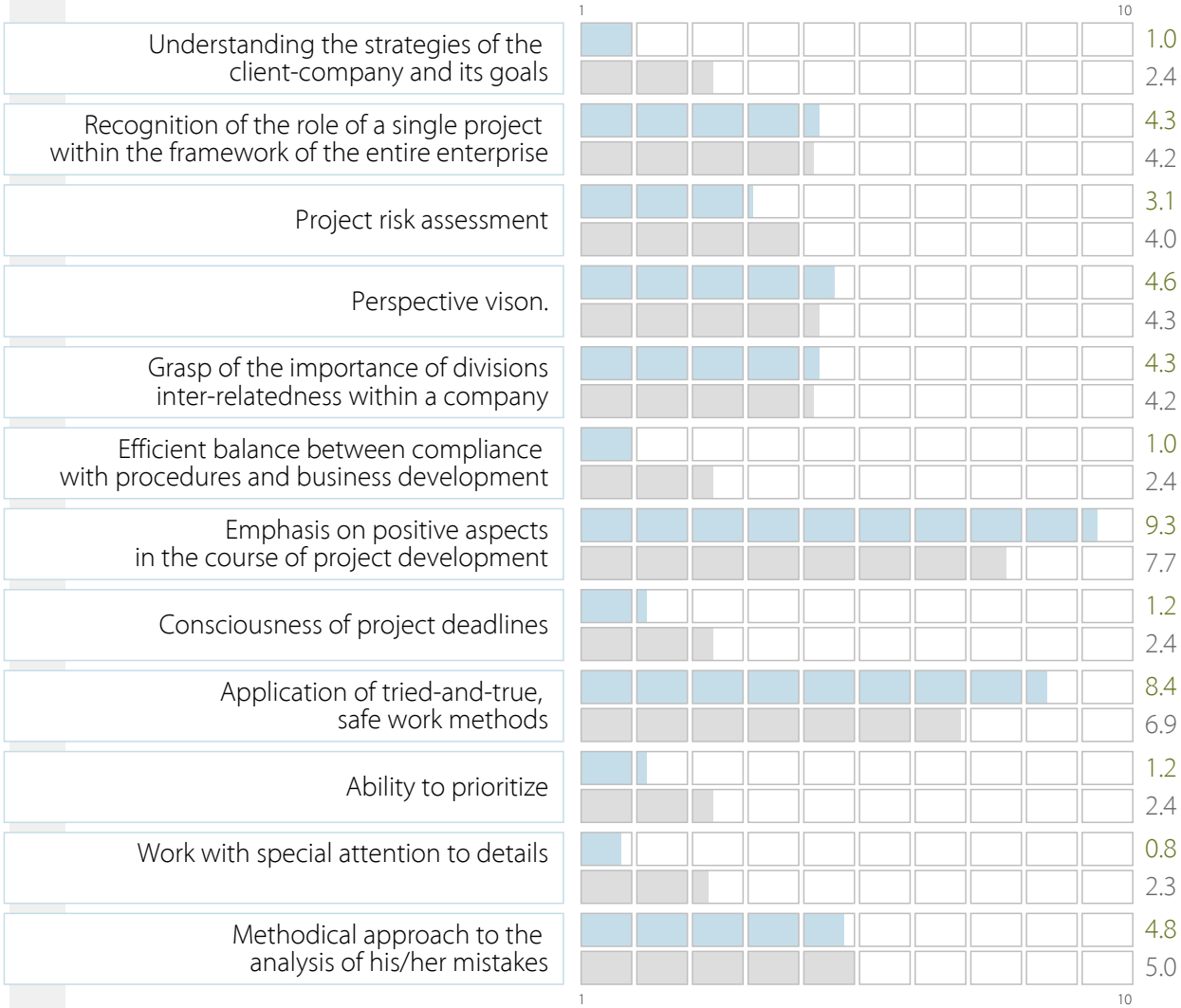
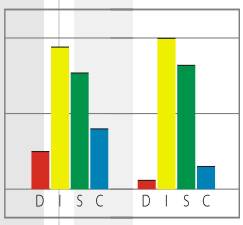
CHAPTER 8

Strategic and Systemic Vision

Today success of a large company depends more on the teamwork of managers than on the efforts of a single leader. Often managers speak in favor of such teamwork but in reality maintain a work style that does not allow for sincere communication and effective interaction. Given below are Maria's competencies in the area of strategic and system vision of company projects





Natural behaviour
Adapted behaviour

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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 is 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 n 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:

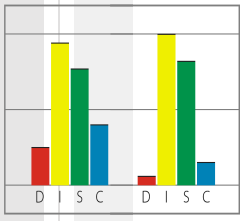
Long term behavioural adaptation may exhaust one's energy.

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.



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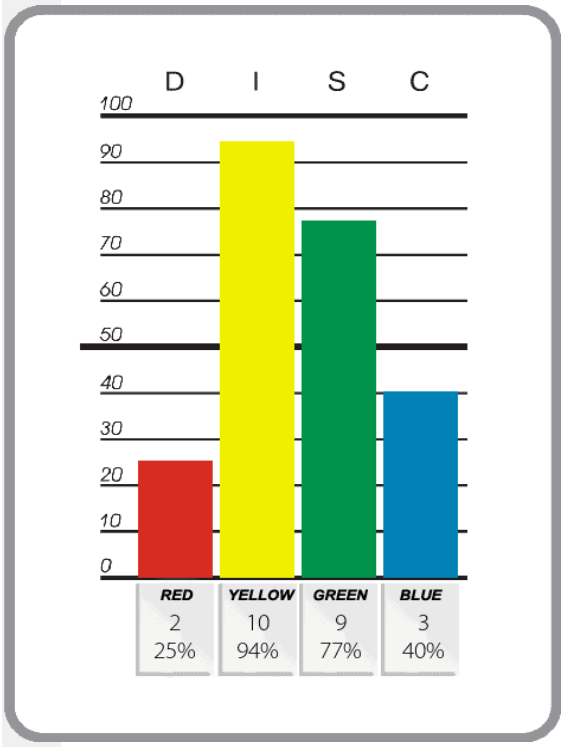
CHAPTER 9

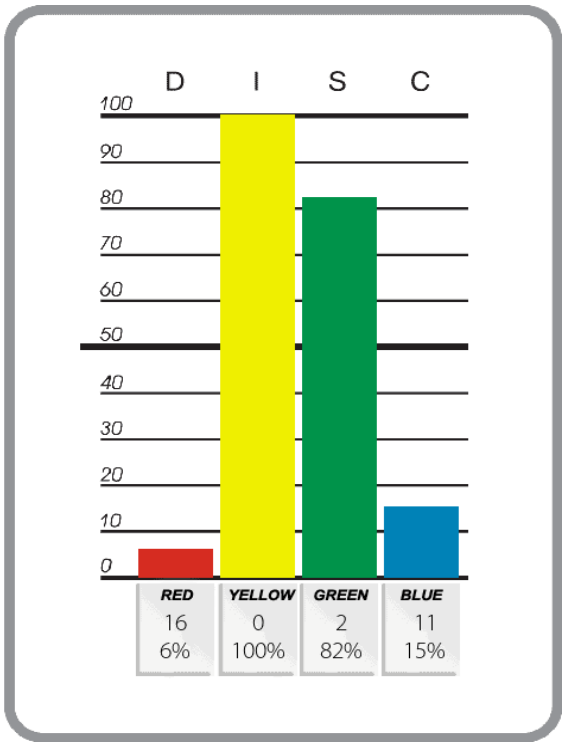
BEHAVIOUR STYLE - Graph analysis



Adapted behaviour

Referential style

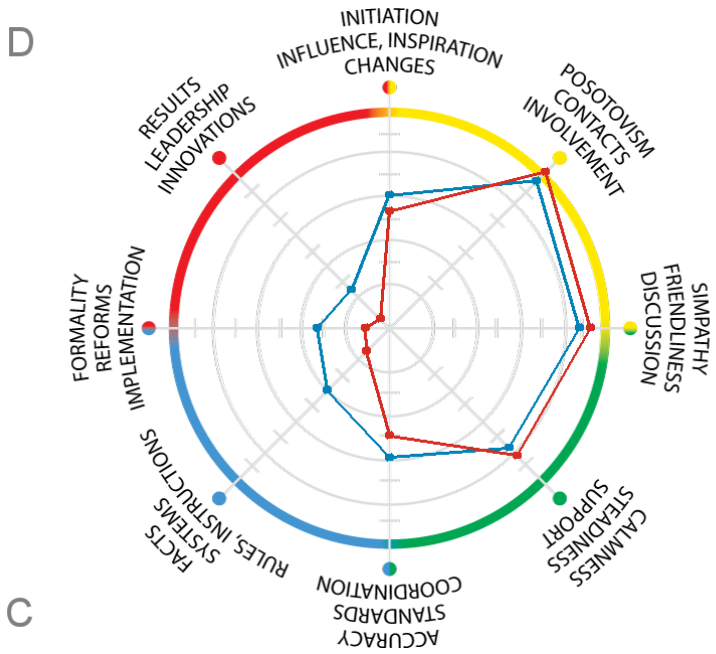
INSPIRING-TEAM-WORKER



Natural behaviour

Referential style

INSPIRING-TEAM-WORKER



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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.

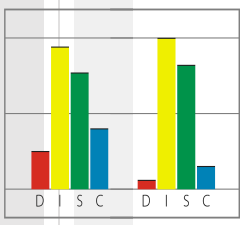
INSUNRISE ROSE helps to:

- 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 analize 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 dinamyc 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 analize 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.



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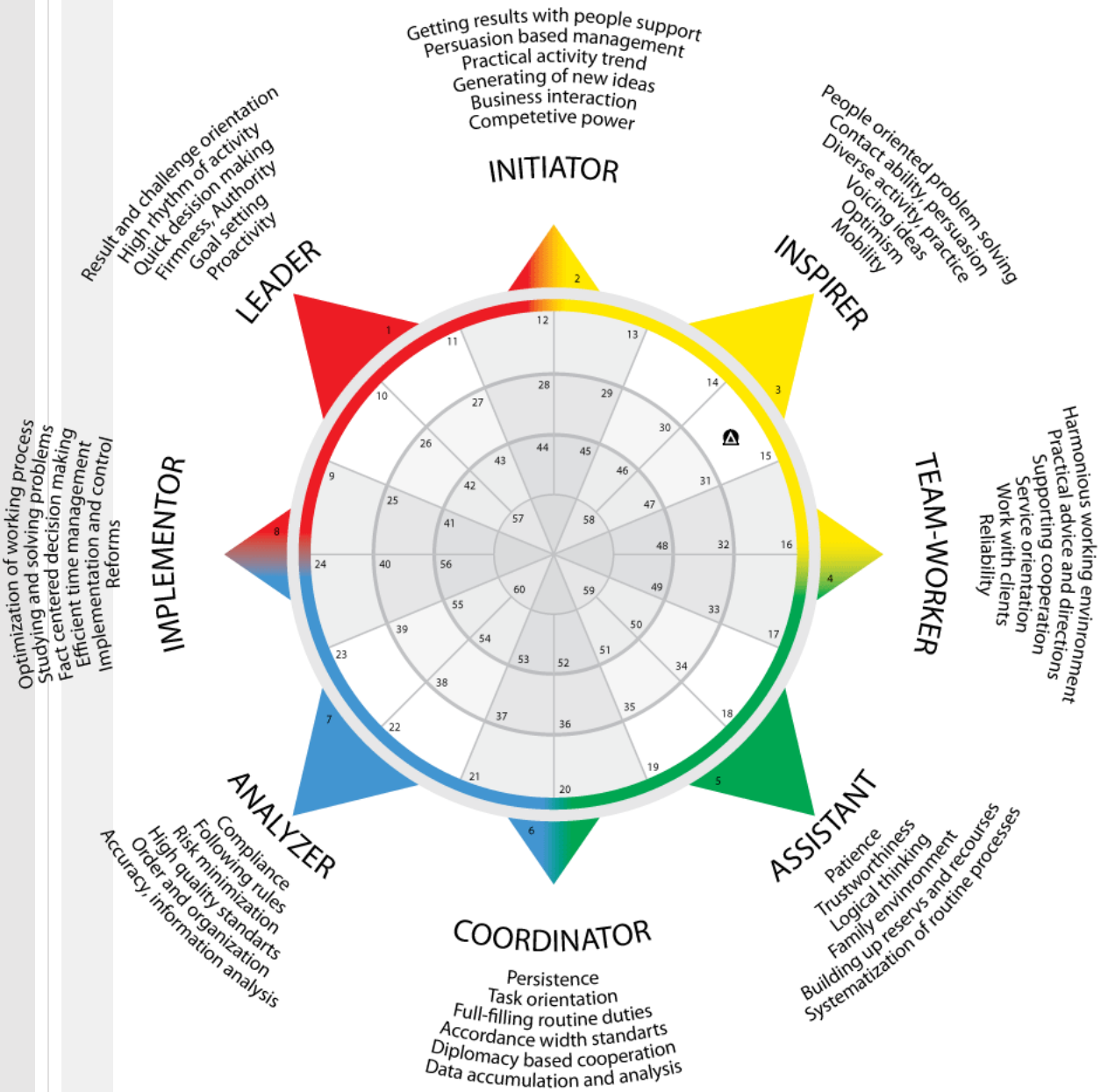
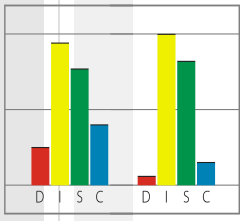
CHAPTER 10

INSUNRISE ROSE - analytical instrument



● Natural Behaviour
Referential style
INSPIRING-TEAM-WORKER

△ Adapted style
Referential style
INSPIRING-TEAM-WORKER



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