



INSUNRISE
ASSESSMENT BEHAVIOR SYSTEM DISC

MULTIVARIATE ANALYSIS OF BEHAVIOR

Comprehensive Report

TITMOUSE
ANNA

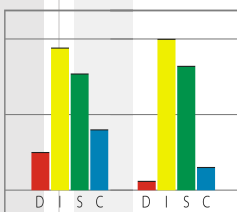
Organization LLC

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.

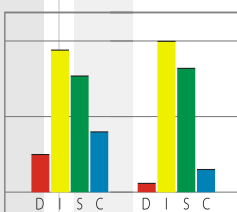
Research shows that behavioral style cannot be "good" or "bad". Each person can be successful and efficient if he understands his own strengths and weaknesses. DISC INSUNRISE "Individual Style Report" does not grade personal behavior but only describes and measures it.

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!

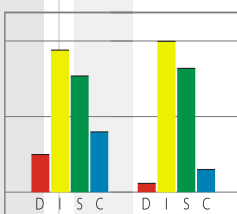


CHAPTER 1

General Descriptions

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

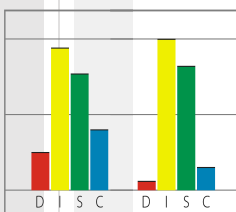


CHAPTER 1 (continuation)

General Descriptions

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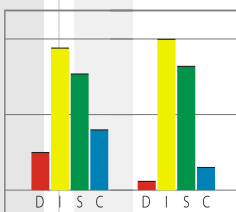
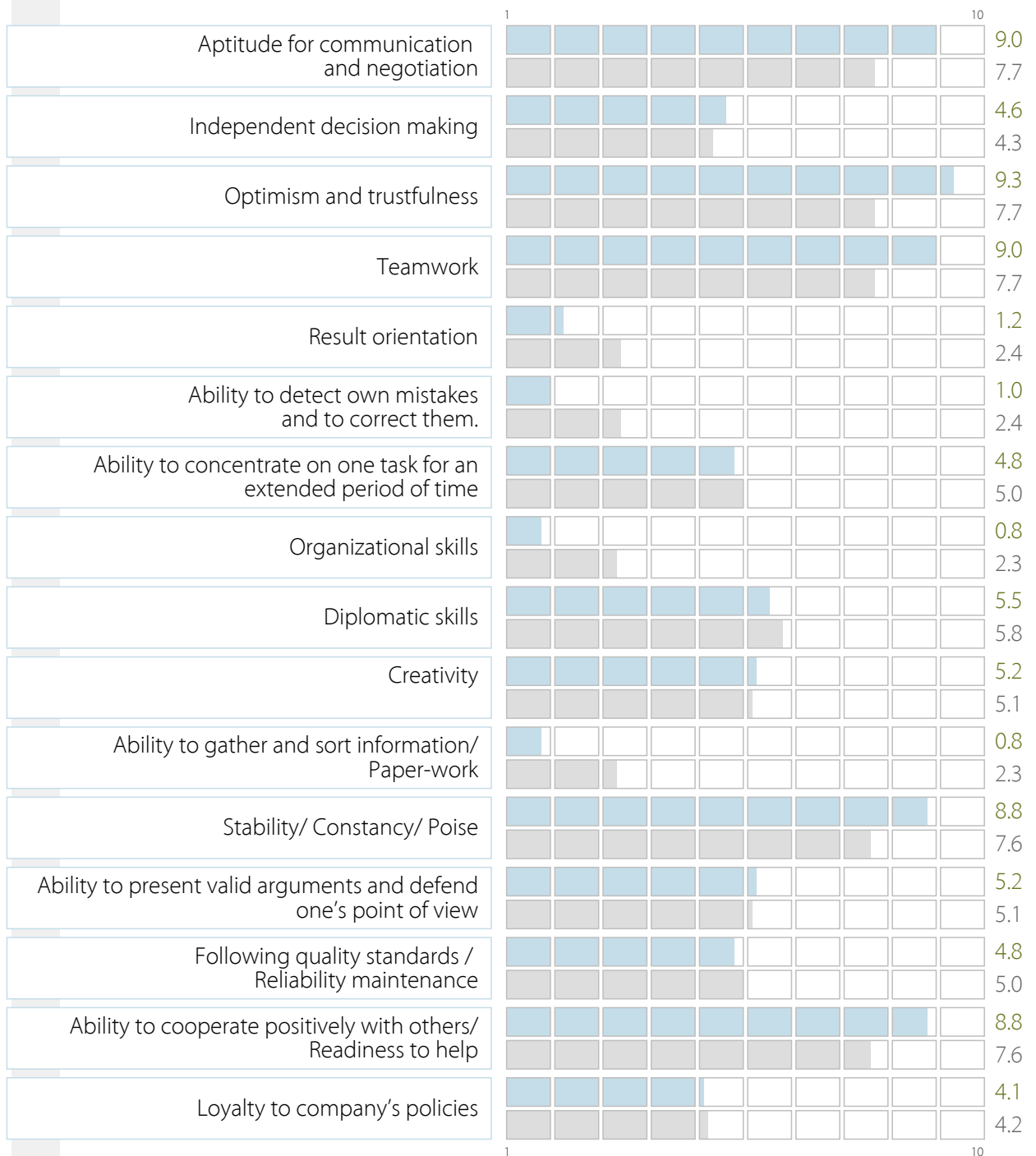
- Anna can be described as an inventive person with atypical way of thinking.
- She wants to have diversity on the condition of maintaining stability.
- When solving conflicts, Anna will not risk losing good relationships with people, because she considers them a priority.
- Anna prefers a pleasant,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



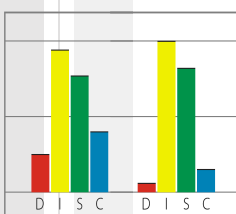
█ Natural behaviour
█ Adapted behaviour

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 Anna 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.

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

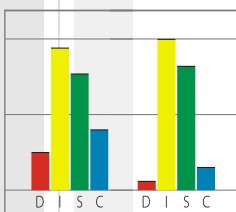


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Problem Solving and Decision Making

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 Anna 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).

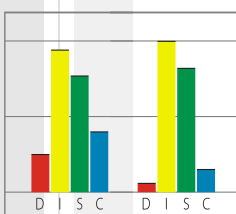


CHAPTER 4

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.

- Anna 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.
- Anna 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.
- Anna 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.
- Anna avoids using her power or position as an argument in a conversation.
- Anna wants people to see her for what she really is.
- Most people think that Anna 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.
- Anna is capable of assuming the role of a representative of her team.
- Anna 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, Anna 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, Anna may cede in order to get better prepared and then try again.
- Lack of conflicts and animosity is an important incentive for Anna.
- As opposed to those who prefer to use printed materials such as reference books and reports, Anna believes that her eloquence and ability to adjust to each situation will be enough to win the other person over.

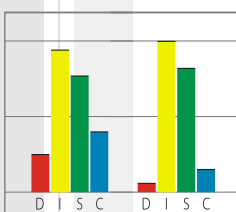


CHAPTER 5

Work Pace and Attitude to Change

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.

- Anna looks for diversity at work but at the same time values predictability and moderate pace.
- Lack of routine does not bother her much. However, Anna would accept changes in the established pace of activity easier if she thinks they are logical.
- She is not against small sudden assignments or spontaneous decisions because they break up the routine. However, if there are serious changes in the normal order of things Anna prefers to prepare for them beforehand.
- Anna would probably resist changes for changes' sake.
- She tries not to linger when the plan of action is set.
- Anna knows how to listen to the other person but will try to have dynamic interaction.
- She likes to work at an intensive pace; however, sometimes she wishes the world to slow down.
- The process to achieve the goal and the interactions that are involved are more important to Anna that getting the end result.
- Maximum interactions and minimum changes are Anna's psychological need. That is why she is not always in a rush to achieve her goals.
- She is open to new suggestions, but can be skeptical and assessing about them.
- Her main creed is: "Move fast, but don't forget about the existing plan, accomplishing it step by step."
- Sometimes Anna can be prone to wishful thinking and may set up unrealistic deadlines for a project.
- She tries to bring to a logical conclusion what she started. However, sometimes Anna does not have enough time for all the projects that she is working on.
- Anna likes to use tested methods. However, at the same time she is capable of finding innovative ways about which she prefers to think beforehand.
- Anna tries to participate in new projects and at the same time to work on the old ones. However, in time she may lose interest in long and lingering projects and turn her attention to what she thinks are more urgent and important matters.

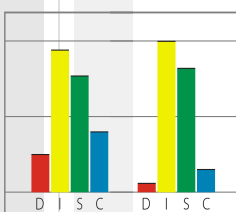


CHAPTER 6

Compliance with Rules and Regulations

This page lists the descriptions concerning Anna'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.

- Anna thinks that people work more effectively and feel better if there are few rules and limitations.
- Sometimes people may notice Anna's rather scornful attitude towards the existing regulations.
- Anna feels comfortable in a work environment in which strict requirements and limitations can be loosened or cancelled altogether.
- She likes her freedom.
- Anna prefers to be free of direct control and oversight of her actions.
- She does not like to put an effort into studying existing instructions and norms.
- Anna may become distant and switch to discussing other topics if she is restrained by too many rules and limitations or if she thinks that her assignments do not make any sense.
- Anna avoids dictating her own conditions or laws to others.
- From time to time she wishes to participate in extraordinary events that go beyond existing norms.
- Sometimes Anna expresses innovative ideas that do not always go along with the established regulations and company's policies.
- Nevertheless, Anna makes sure that her decisions do not affect her relationships with others or bring significant changes into her life.
- Anna will abide by existing rules if she accepts them as her own.

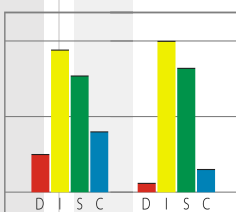


CHAPTER 7

Entrepreneurial 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 Anna could import into her company. Based on Anna's strengths, the management could locate her within the company's team in an optimal way.

- Anna 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 Anna 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.

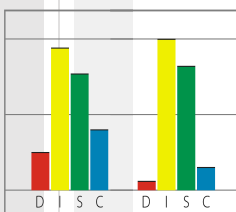


CHAPTER 8

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 Anna 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 Anna 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.

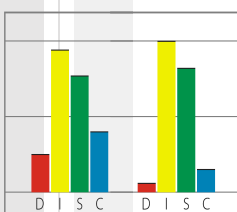


CHAPTER 9

Efficiency-limiting Factors

This part of the report specifies possible, efficiency-limiting factors and behavioral traits of Anna 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 Anna 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.

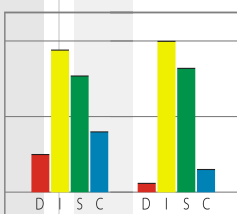


CHAPTER 10

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 Anna 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: _____

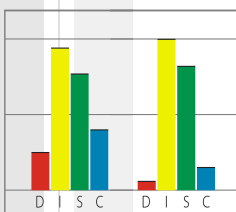
- 1.
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Sphere of activity: _____

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

Date of launching Development Plan: _____

Date of review: _____

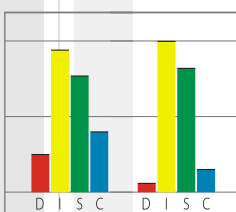


CHAPTER 11

Behaviour Under Stress and Pressure

As a rule, in stressful and difficult situations we act rather instinctively than consciously. The ability to involve our consciousness in resolving stressful situations distinguishes people, who know which behavior they are prone to and are able to change it depending on the ad hoc requirements.

- Anna's productivity decreases if she feels threatened or pressured.
- Anna intensifies her work pace, often at the expense of her peace of mind.
- She often reacts impulsively; however, she tries to finish what she started in spite of the fact that new urgent matters distract him.
- On the opposite, sometimes Anna can be idle and contemplative.
- She becomes too flexible.
- She tries to please and to continue to be liked by the other person.
- At the same time Anna can get quite stubborn if her ideals and convictions are being doubted.
- She tends to falsely agree.
- Anna looks for close relationships and support from those whom she considers friends.
- She avoids burdening others with her problems.
- Anna may wish to delay or delegate to others the decision-making process; however, she often assumes responsibility and takes initiative.
- She takes everything to heart; she does not deal well with stressful situations.
- Anna tries to take up too many assignments at once.
- She avoids conflicts; she counts on good relationship with the person.
- Anna may express silent disagreement or dissatisfaction.
- She resists and becomes indecisive if she is forced to do something she does not want to do. She may be passive-aggressive in such situation.

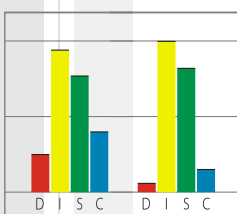


CHAPTER 12

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 Anna. 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 Anna.

- Express your opinion softly; Anna should not hear threat in your words.
- Be informal and unstressed.
- Express interest in Anna as a person.
- Speak simply and frankly.
- Try to find mutual interests.
- Begin interacting with Anna with a personal conversation or personal comment.
- Turn to discussing issues that interest you after you establish contact with her.
- Speak to Anna 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 Anna; 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 Anna 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 Anna.
- Try to find in time and point out mistakes to Anna.
- 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 Anna 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 Anna respects as an argument.
- Express new ideas.
- Remember that innovation and changes should not affect Anna's usual order of things.

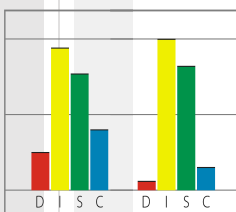


CHAPTER 13

Recommendations for Better Communication — WHAT TO AVOID

Communication is efficient in case, if it is suitable and understandable for the conversation partner. There is a common view that the best way to find common grounds with a person is to talk to her in the manner that you would like her to talk to you. But..., how many people there are in the world, who are exactly like you? In the best case scenario? And in the worst? The best strategy would be to communicate in tune with the behavioral style of your interlocutor. Bear in mind the aspects, which it is better to avoid when communicating with Anna, and work out with her together the best way of communication.

- Do not be aloof or superficial.
- Do not tell Anna to keep quiet and do not limit her speeches.
- Do not try to use your position of power when talking to Anna.
- Avoid formalism.
- Do not force her to give quick answers.
- Avoid saying phrases such as: "Well, as I see it..."
- Do not be dogmatic.
- Avoid being condescending or showing her that your position is higher or more important.
- Do not express opinions that lead nowhere.
- Do not leave problems unsolved.
- Do not burden Anna with assignments that involve working with details or following instructions closely.
- When assigning something to Anna, try to find a compromise between following the plan and a relatively free schedule for her. Anna will do the assignment but possibly with some deviations.
- Do not raise your voice to Anna.
- Do not try to present her ideas as yours.
- Do not let Anna talk to you too much.
- Avoid urging her to do certain things. She prefers to decide everything for herself and work at her own pace.



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:

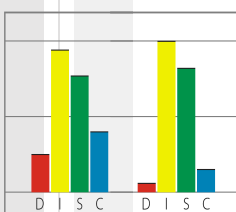
Long term behavioural adaptation may exhaust one's energy.

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.

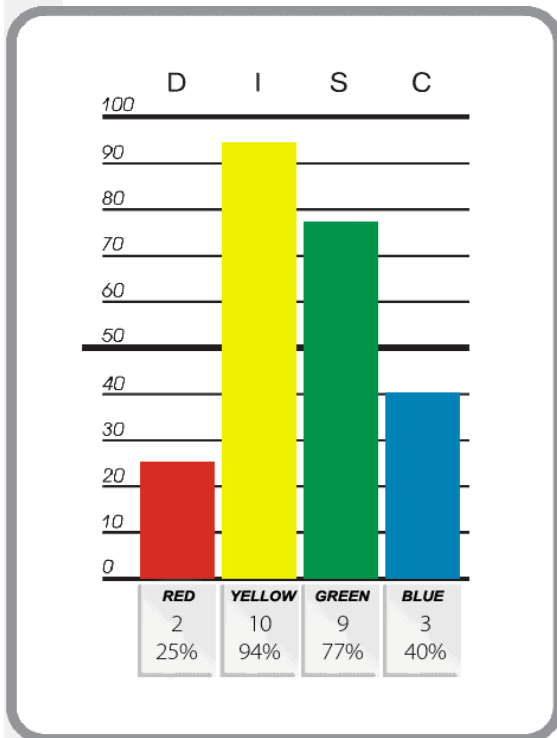
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his (her) natural performance.

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.

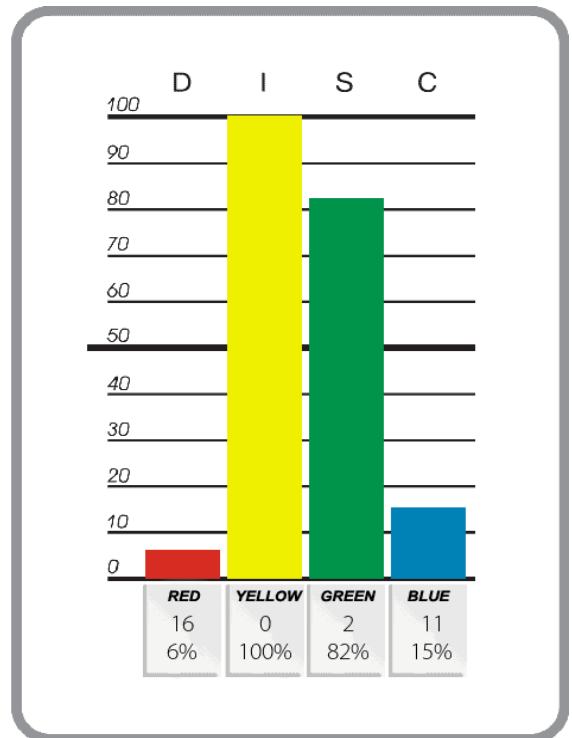


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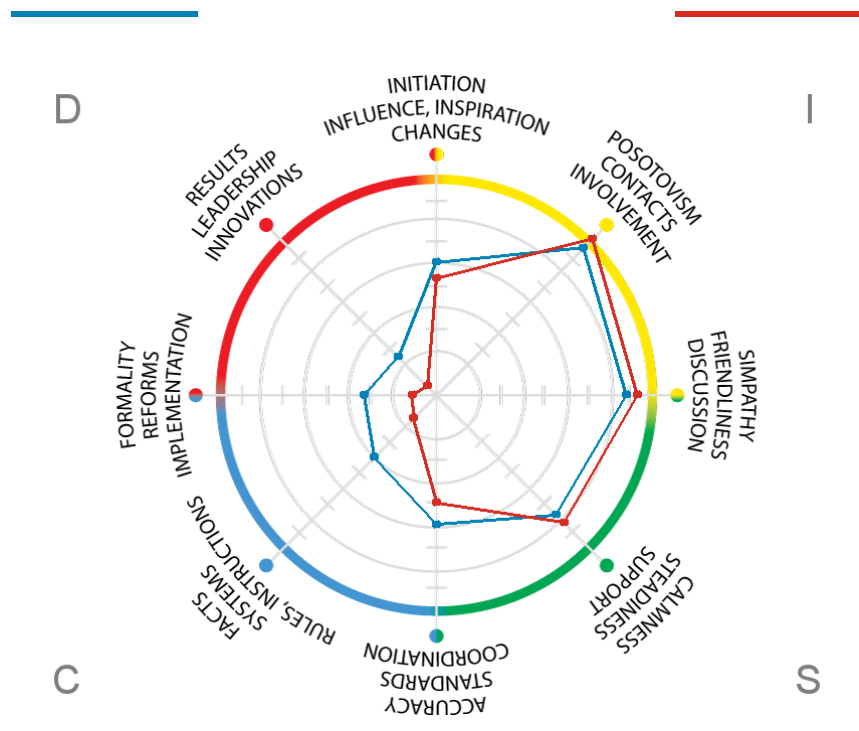
BEHAVIOUR STYLE - Graph analysis



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.

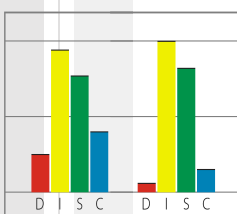
INSUNRISE ROSE helps to:

- 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.

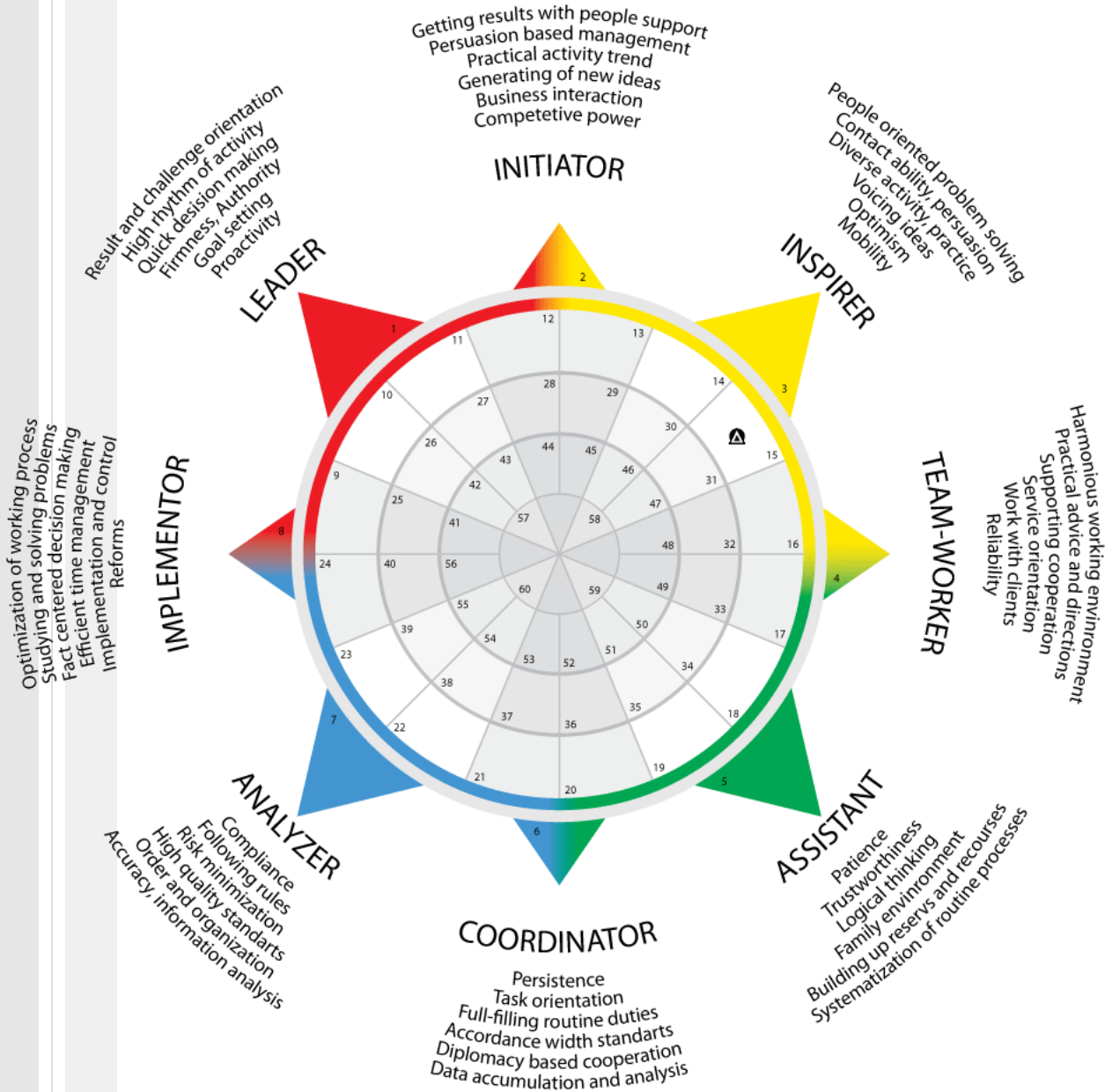
To observe the team dynamic it is advisable to place on the INSUNRISE ROSE the indicators of the Job position and then the ones of Natural and Adapted Behaviour of all members of the team and analyze the correlation between them.

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.



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INSUNRISE ROSE - analytical instrument



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

