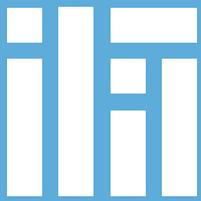


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## DISCOVERY

FUNCTIONAL AND BEHAVIORAL PROFILE OF THE EMPLOYEE

04  
07

2020

**Smith Demo John**

Organization



**INSUNRISE**  
PSYCHOMETRIX

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## INTRODUCTION

This document is a report on your behavioral style.

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

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

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

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

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

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

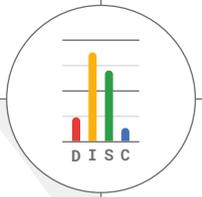
Try to create your own Personal Development Plan based on this survey.

Use only professional tools!

Be successful!

Your INSUNRISE Psychometrix Inc.





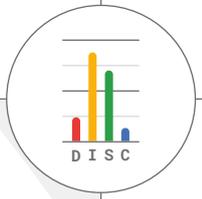
# Basic Competences Analysis

This chapter make an overview of the main John`s behavioral competences. These are the qualities that John will demonstrate in the situation most comfortable for him, when he is not under stress and is not making an effort to conform to a situation.

● Natural Style      ● Adapted Style

	<p><b>8.6</b> 8.3</p> <p><b>A focus on broad communication and networking</b></p>
	<p><b>8.1</b> 7.3</p> <p><b>Optimism and trustfulness</b></p>
	<p><b>7.9</b> 7.1</p> <p><b>Cooperation and teamwork</b></p>
	<p><b>7.1</b> 6.9</p> <p><b>Ability to negotiate, find common ground</b></p>
	<p><b>5.7</b> 6.3</p> <p><b>Creativity</b></p>
	<p><b>5.7</b> 4.4</p> <p><b>Stress tolerance. Poise</b></p>
	<p><b>4.3</b> 3.8</p> <p><b>Loyalty. Commitment to ideas, people, norms, the Status Quo</b></p>
	<p><b>4.3</b> 3.8</p> <p><b>Traditionalism. Orientation towards previous experiences</b></p>
	<p><b>4.3</b> 5.6</p> <p><b>Orientation towards novelty and a high pace of action</b></p>
	<p><b>4.2</b> 4.8</p> <p><b>Independent decision making</b></p>
	<p><b>3.4</b> 4.2</p> <p><b>Adaptability to the requirements of others</b></p>
	<p><b>2.8</b> 4.2</p> <p><b>Result orientation</b></p>
	<p><b>2.1</b> 3.0</p> <p><b>Self organization</b></p>
	<p><b>1.5</b> 1.7</p> <p><b>Gathering and organising information</b></p>



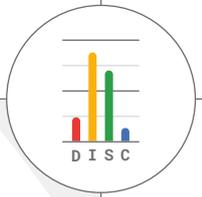


## General Descriptions of Behaviour

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

- Sympathetic, friendly, cooperative, attentive to people, eloquent, witty, optimistic, inventive, enthusiastic, independent, cautious, convincing, non authoritative, facilitates establishing contacts, individualist, methodical in certain situations, doubtful, seeks stability, avoids conflict, sensible, calculating, seeks changes and stability at the same time, trusting, socially active, predictable, undemanding, peaceful, agreeable, relaxed, willful, inattentive to details, inspirational.
- John is a sociable and socially active person. He has an optimistic view of his ability to persuade other people and make them take his side.
- John tends to act only if he has the support of his team. He likes his achievements to be recognized publicly.
- He tries to trust people and wants others to trust him in return. However, in certain situations he can be cautious and even indecisive preferring not to risk without reason.
- He is not inclined to dictate his conditions to others. He does not like to take charge and will try to avoid competition and confrontation.
- When solving conflicts, John will not risk losing good relationships with people, because he considers them a priority.
- John tries to earn everyone's affection and recognition for his willingness to help others.
- Often process is more important for John than achieving results. He can be so engrossed in a conversation that he can lose track of time.
- He tries to be patient and understanding with people.
- Usually, John attempts to assess the situation objectively and from different angles. However, sometimes his emotionality prevents him from being unbiased.
- John seeks independence. He feels better when he does not have to deal with a lot of rules and requirements.
- He may delay making an undesirable decision hoping the situation will resolve itself.
- Being optimistic and enthusiastic, he can stir up enthusiasm in others when he wants to.
- He is a very ingenious person and can answer difficult questions if they do not require detailed explanation.
- John tends to be a little infantile. Often, he wishes that the responsibility for making a decision be assigned to someone else or be equally distributed among all members of the team.
- John is able to find common ground with unfamiliar people. However, he tries to maintain friendly long-term relationships with people whom he knows well and for a long time.
- John appreciates uniqueness of each person.

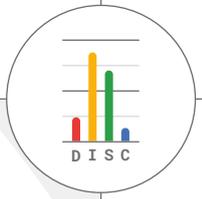




## General Descriptions of Behaviour

- He can talk on different subjects and often shows knowledge on unusual topics; he often changes subject in a conversation.
- John has a rather acute sense of urgency. He does not forget about existing plans.
- He varies his tones of voice, speaks emotionally and vividly, supporting his words with gestures. In spite of the fact that John tries to control his emotions, usually, people are aware of his mood.
- John wants diversity on the condition of maintaining stability.
- John is an individualist and ignores existing regulations rather easily if he thinks that they limit his actions. However, he does not dictate his own rules.
- He can be described as a creative person with an atypical mind-set.
- John looks at rules as guidelines that help him not to stray from the established course.
- When people try to impose their own ideas on him, he will most likely do the complete opposite.





## Communication and Convincing Style

This chapter 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 he is especially close with a limited number of close friends and colleagues.
- He feels that other people expect him 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.
- He 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, he does not dominate conversations.
- He values people for their personal qualities and not for their position or power.
- John avoids using his power or position as an argument in a conversation.
- John wants people to see him for what he really is.
- Most people think that John is easy to talk to because he is both a persuasive speaker and a good listener.
- He often uses his charm and unobtrusiveness when trying to convince someone.
- John is capable of assuming the role of a representative of his team.
- John likes people to pay attention to her; however, he may feel shy if he becomes the center of attention.
- He tends to have deep emotions when he has to be harsh in order to defend his position or prove himself right.
- During a discussion, John will be more assertive if he is well informed on the subject; he will try to make sure other people listen to him and understand his position.
- If he fails to convince his 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 his eloquence and ability to adjust to each situation will be enough to win the other person over.



## GUIDELINES FOR EFFECTIVE COMMUNICATION

Here you will find recommendations that can help in finding the right communication strategy taking into account knowledge of basic behaviors. The ability to communicate with others in a language they understand according to their style of behavior is a sign of high behavioral intelligence. To do this, use the following guidelines:

D

In communication with individualistic, strong-willed, direct, fast, bold, result and rivalry-oriented persons:

- Speak directly, clearly, and briefly. Be deliberate.
  - Keep the business tone of communication.
  - Be prepared, effective, organized.
- 
- Praise them for the result and achievements.
  - Avoid personal comments.
  - Avoid unrealizable promises.

I

In communication with a bright, sociable, trustful, emotional, positive, and optimistic persons:

- Be friendly and informal.
  - Joke, speak enthusiastically.
  - Ask them for an opinion. Refer to famous personalities.
- 
- Engage their creativity.
  - Do not theorize. Sell your ideas! Take care of the attractiveness of words.
  - Do not show coldness, detachment or hostility.

C

In communication with a cautious, task oriented, attentive to instructions and details, formal and neat persons:

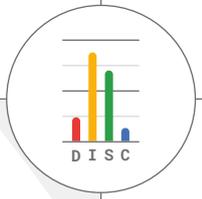
- Keep your distance, talk about the case and the details.
  - Answer questions informatively, relying on facts.
  - Give time for quality preparation and completion errands.
- 
- Avoid risks and mistakes
  - Do not be disorganized or negligent.
  - Avoid unrealistic judgments and excessive pressure.

S

In communication with a calm, ready to assist, patient, warm and empathetic persons:

- Be sincere, friendly and consistent.
  - Speak softly, without pressure.
  - Give them time to think through and ponder the new information.
- 
- Ask them about their personal opinions and feelings.
  - Do not rush while speaking. Do not push them to quick decisions.
  - Do not wait for a quick response



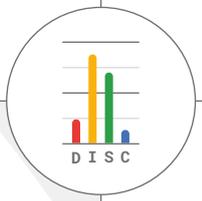


## Talents & Value to the organization

This part of the report lists specific skills, experiences and other attributes that John could import into his company. Based on John's strengths, the management could locate him within the company's team in an optimal way.

- John 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 John has a certain tendency towards methodical work, he 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.





## Job preferences

Whenever there is an imbalance between desire and reality, we seek to redress it. The following are the main behavioral guidelines and targets to assist subjects in counteracting this imbalance. This information gives an idea of John's job preferences and work focus.

- Teamwork; absence of loneliness
- Expanding social circle
- Maintaining long term relationships
- Friendly and non-stressful work environment
- Popularity and social acceptance on the condition of not being the center of attention for a long time
- Optimistic achievement of set objectives
- Achievement of personal success and self satisfaction by helping other people
- Accumulation and promotion of information
- Logical and at the same time emotional persuasion style
- Moderate diversity in work and communication on the condition of maintaining of status quo
- Separation of duties and responsibilities
- Support and cooperation
- Gaining support of friends and colleagues
- Minimizing conflicts
- Self education and education of others
- Independence of actions
- Avoiding being a leader and having sole responsibility for his own actions and actions of other people
- Trusting relationship among people
- Earning affection of others by being reliable and helpful



## DISC Behavior Style - Instructions for Reading Graphs

### NATURAL AND ADAPTED BEHAVIOR

This individual report is based on the interpretation of Graphs of Natural (II) and Adapted (I) behavior.

#### GRAPH I

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

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 is able to conduct himself in accordance with the demands of the environment.
- To restore the energy supply a person has to turn back to his Natural style of behaviour.

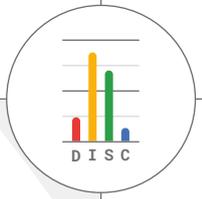
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his natural performance. When the gap between the Graphs is minimal, a person feels more energetic and dynamic and can fulfill different tasks for a long time, being under minimal or without stress at all.

Mindfulness directly affects the quality of decisions made!  
Be successful!

Always with you, INSUNRISE Psychometrix Inc.



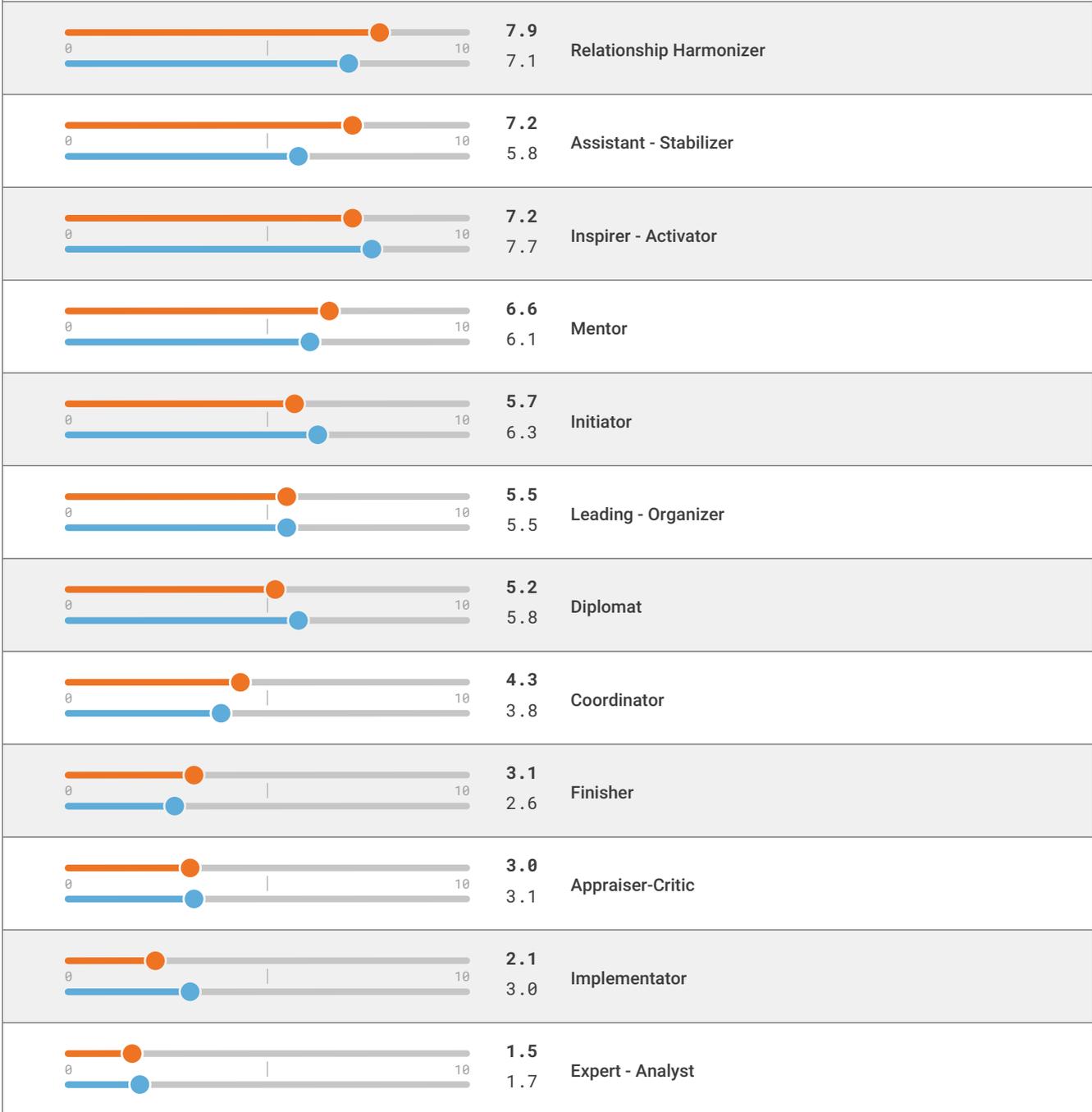


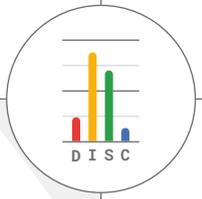


# Employee functional profile

Each person can fulfill certain roles with better or worse returns. This chapter analyzes from the point of view of individual motivators and preferences, how much John can take on the front of work in a particular role in the organization.

● Natural Style      ● Adapted Style



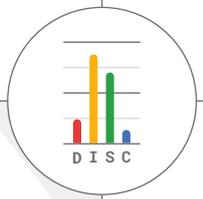


## Motivating Stimuli

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

- 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 John 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.





## Past - Present - Future (PPF) scales - Instructions

All human actions are interconnected with the Past, Present and Future. But in what proportion and in what practical sense?

In work situations, an emphasis on matters more related to a particular period of time will mean a person's tendency to rely on previous experience, operational activities or strategic ones.

Consideration of an employee's activities in terms of the Past scale allows us to analyze his propensity to:

- Traditional solutions
- Loyalty
- Maintaining stability
- Building on existing instructions
- Proven, reliable methods
- Risk-free solutions

Scale Present will provide reliable information for analysis about the propensity of the employee to do business "here and now." The scale measures such parameters as:

- Involvement
- The inclination for operational activities
- Multitasking
- Quick analysis of the situation
- Flexibility / Adaptability
- Ability to improvise

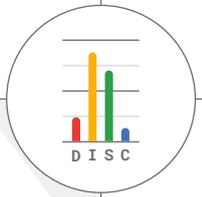
The Future scale analyzes the following parameters of an employee's activity:

- Strategic vision
- Innovation
- Self-development
- Risk appetite
- Progressiveness
- Adapting to change
- Change management
- Motivating others to work for a specific goal

This distribution of analytical information by employee gives us the opportunity to understand in which cases the employee can bring the most benefit while remaining resourceful. As you know, loyalty is a product of individual preferences and motivators. Even non-permanent people can be loyal to their company and the leader, to the cause, if their occupations correspond to their personal motivators!

Study this section of the report carefully to increase your work efficiency and dedication!





# PAST - PRESENT - FUTURE (PPF)

This chapter is an unconventional analytical tool, designed to see John's behavioural trends in terms of what experience he prefers to draw on in work or management as a Leader - reliable, proven, familiar techniques - PAST, activities here and now - REAL or strategic activities oriented towards the FUTURE.

● Natural Style

● Adapted Style



5.7 (P) **CONSTANCY.** Indefatigable following a line once chosen  
4.4



4.3 (P) **TRADITIONALISM.**  
3.8 Orientation towards previous experiences



2.8 (P) **SELF-DISCIPLINE.** Manifestation of discipline and self-discipline in communications and activities  
2.3



3.0 (P) **COMPLIANCE.** Compliance with established norms, rules and procedures  
3.1



3.7 (Pr) **MULTI-TASKING.** The ability to do more than one thing at a time  
5.0



5.9 (Pr) **PRACTICE.** Tendency towards operational activities and short-term tasks  
7.1



5.7 (Pr) **IMPROVISATION.** The ability to act without precedent of a previously established plan, instructions  
6.3



4.2 (Pr) **NAVIGATION.** The ability to navigate quickly, finding solutions.  
4.8



4.8 (F) **EVOLUTABILITY.** Ensuring progressive development  
4.2



4.8 (F) **INNOVATIVENESS.** Tendency to use and implement new approaches in work  
5.4



7.6 (F) **NETWORKING.** Focusing on establishing useful long-term relationships.  
6.8



3.7 (F) **LEARNINGABILITY.** The desire to develop existing knowledges and skills  
5.0



# DISC Role Preference Rose

