

NOT FOR COMMERCIAL USE



DISC TALENT NAVIGATOR

PERSONAL INSIGHTER

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Smith Demo John

Organization

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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.





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.





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.





Recommendations for better communication – WHAT TO USE

Below you will find the list of recommendations, which are advisable to consider, when communicating with John. Read this chapter carefully and pinpoint 4-5 statements, which are the most significant ones for him. These recommendations will be especially useful for those, who are often in touch with John.

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





Recommendations for better communication – WHAT TO AVOID

This Chapter analyzes situations where it would be better to avoid contact with John. The chapter helps and work out with him together the best way of communication.

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



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





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





REPUTATION. Work mask

Information in this Chapter gives an idea of what reputation John is willing to create by influencing people. Studying the following statements ensures adapting behavior style appropriately to that of colleagues.

John is trying to build a reputation as someone who:

- Uses personal charm; get close to people.
- Sets a positive example.
- Shows empathy and sincerity.
- Tries to behave outwardly loyal and is courteous.
- Adapts speech thereby removing communication barriers.
- Promotes reconciliation and understanding among people.
- Does not try to push and force people into certain actions; not disciplinary or moralistic.
- Seeks to inspire and encourage others.
- Expresses opinions and shows a sincere interest in what the other person says.
- Tends to spend more time communicating and making contacts than paper and number crunching.
- Makes promises; convinces people of the superiority of his words, ideas, services or goods.
- Tries to trust the other person unless they have been caught out in a lie.
- Helps others by doing what is most appropriate for them.
- Ready to provide a particular service to develop relations with someone.
- Asks questions; tells stories and jokes.
- Withdraws from communication with unpleasant people.
- Able to give way so as to avoid collision.
- Cites examples of people known and respected by him.
- Gives positive feedback.





ADAPTED STYLE

Adaptation is a person's reaction to the environment, his attempt to adjust to the requirements of the environment, for example, to the requirements of a position, organization or supervisor. At the same time, it is an instrument of efficiency that allows for some time to perform actions that are not peculiar to us. The difference between Adapted and Natural behavior comes with a cost.

- Sociable
- Polite
- Mediator
- Inspirational
- Compassionate
- Helpful
- Convincing
- Attentive to people
- Team player
- Loves freedom
- Enthusiastic
- Moderately patient
- Non confrontational
- Selectively conservative
- Seeks diversity and stability at the same time
- Sensible
- Positive
- Moderately trusting
- Undemanding
- Relaxed
- Inattentive to details





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





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.

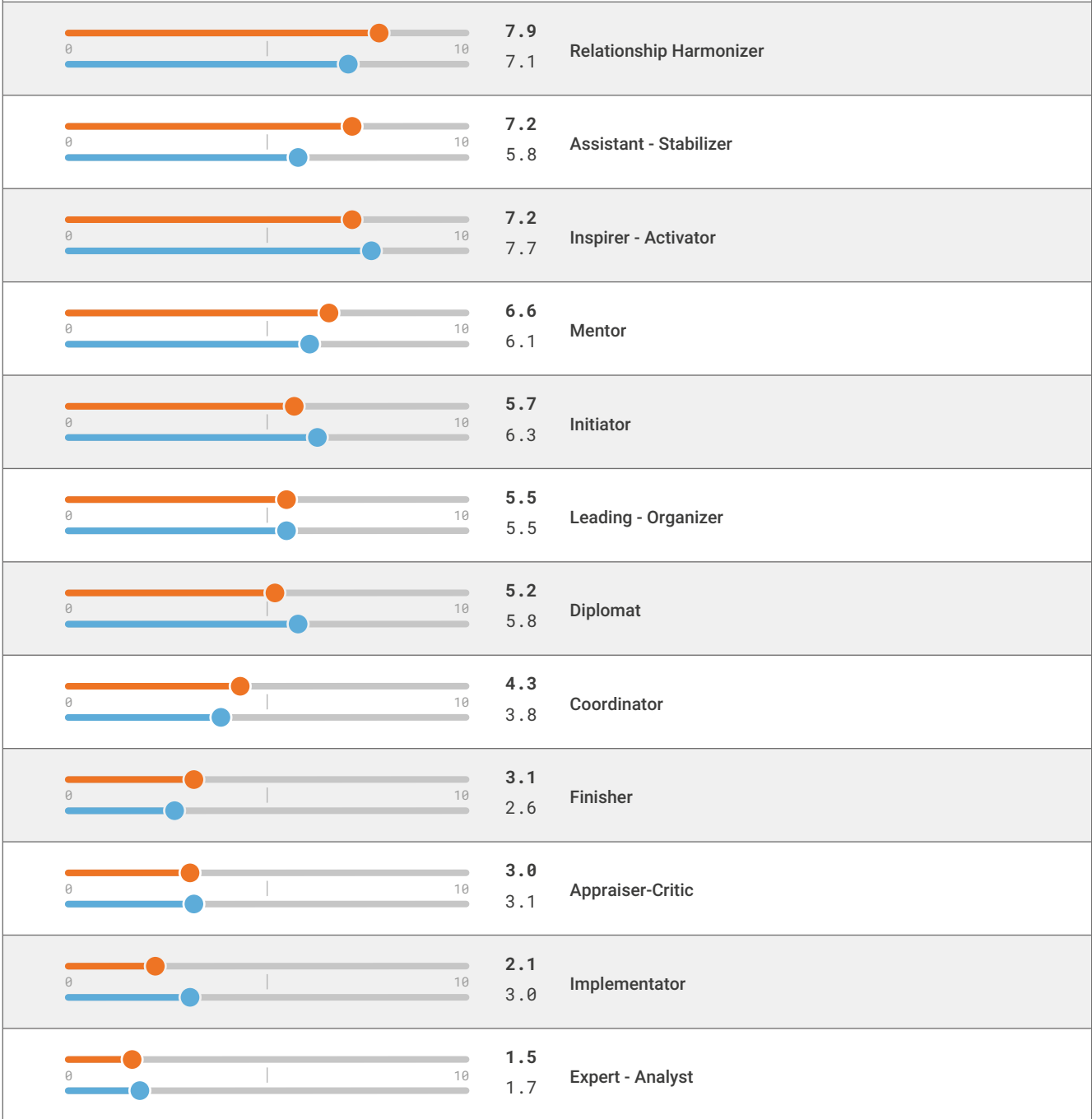




Employee functional profile

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





Peter'S's management guidelines

This chapter is intended for mutual consideration of John and his immediate superior. This will allow for a more complete uncovering of John's potential, finding areas of common interest and achieving higher levels of job commitment.

THE IDEAL FOR JOHN MENTOR:

- Helps John to get his priorities straight.
- Expresses trust in what John does.
- Does not try to make decisions for him; does not leave him without support, either.
- Sets up a personal example. First to act.
- Uses methods of positive reinforcement to motivate the employees.
- Does not try to force, intimidate or punish John.
- Lets him speak openly.
- Participates in the matters of the team and is interested in the needs of the employees.
- Combines qualities of a friend and unobtrusive manager.
- Encourages John to be more independent.
- Speaks to John on work-related topics as well as on other topics including personal ones.
- Gives him changing assignments and does not let him get bored.
- On the other hand, tells John to be responsible for his work and finish what he started.
- Capable of making quick and clear decisions.
- Allows John to have freedom of choice of action.
- Reminds John about the importance of working with details and thorough analysis of each element of the job.
- Helps John to boost his self-esteem.
- Acknowledges his achievements publicly.
- Uses not only verbal but also material incentives to motivate his employees.
- Provides feedback about John's work, achievements or mistakes in a friendly and constructive manner.





Motivation devourers

As a rule, people are more business efficient, when the environment they operate in corresponds to their behavioral style in the best possible way. On the other hand, work in unfavorable circumstances often causes stress and loss of motivation. This chapter is dedicated to the description of the most crucial for John conditions, which he seeks to avoid both at work and in every-day life

JOHN SEEKS TO AVOID

- Isolation and seclusion.
- Being separated from the team; losing team's support.
- Submitting to rigid discipline.
- Strictly regulated and demanding work environment.
- Working with unenthusiastic people.
- Being unappreciated and unacknowledged.
- Being solely responsible for making important and risky decisions.
- Making unpopular decisions.
- Interactions based exclusively on facts.
- Obeying illogical and senseless directives.
- Having to do the same job for a long period of time.
- Interacting with cold and distant people.
- Working with details (writing documents, developing instructions, etc.)
- Pressuring people; having to give orders.
- Taking unnecessary risks.
- Being under supervision of an indecisive or slow boss.
- Being accused of being unfriendly and hostile.





Leadership style

This Chapter identifies John's Leadership skills. This skills set covers a wide range of behavioral characteristics in management and motivation.

● Natural Style

● Adapted Style



8.6 Distinguishes strengths and achievements of employees
8.3



8.1 Is concerned with creating a positive environment within a team
7.9



7.9 Individual motivation of subordinates to achieving set goals , taking into account their team roles
7.1



7.2 Defers to the team's opinion
5.8



5.9 Is personally involved with employees, seeks to create team spirit
7.1



5.7 Ability to employ other people's potential for the benefit of team objectives
6.3



5.7 Encourages independence and initiative of employees
6.3



5.5 Creates a tensed environment within a team to increase productivity
5.5



5.2 Ability to calm people down and cheer them up, gain their voluntary subordination
5.8



5.2 Assesses the work of employees and provides them with objective feed-back
5.8



4.5 Informed, manager with objective judgements and attention to details
4.6



4.3 Management logistics and coordination of employees' work
3.8

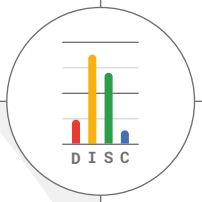


4.2 Concentration on routine management processes
3.0



2.8 Ability to set clear objectives and allocate production roles within a team
4.2





DESTRUCTORS. Efficiency-limiting Factors

This chapter specifies possible, efficiency-limiting factors and behavioral traits of John that fall beyond his 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 John 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 his own ones.
- Allows other to make decisions for him.
- Back-pedals with making serious, undesirable for him 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 his 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 his thoughts in a verbally redundant manner.
- Does not always provide sufficient scrutiny to actions of his subordinates.
- In tense situations tends to give deficient instructions.
- Depends on the opinion of others about him.





Recommendations to improve John's own efficiency

A person's self-perception may significantly differ from the way other people perceive him. This difference manifests itself in less conscious behavior. Point out the most important in your opinion statements and compare your choice with the opinion of people, who know you well.

JOHN WOULD BEHAVE MORE EFFECTIVELY IF:

- To behave more persistently and decisively.
- To be less concerned with people's opinion about him.
- To display greater consistency in his 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 his movements and gestures.
- When convincing someone not to be exclusively reliant on his 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 his independence.
- To have a regular feed-back from colleagues and managers regarding his 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 his efforts, rather than mere verbal encouragement and praises.
- To find a compromise between his 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 his busy lifestyle and high level of stress.



PERSONAL DEVELOPEMENT PLAN

The generation of personal goals is often more effective than targets provided by outside authority.

We have prepared a list of skills which you might decide to improve. It is necessary to choose one or more of the proposed options, after that sketch certain steps which John should take. Turn to the Report to make the task easier.

Try to set real deadlines rather than to just plan actions.

- Relations
- Discipline and Self Organization
- Delegating tasks
- Decision making
- Efficiency
- Self development
- Planning and time management
- Self-confidence
- Career goals
- Leadership

Development zones:	Development Initiatives:
1.	<hr/> <hr/> <hr/>
2.	<hr/> <hr/> <hr/>
3.	<hr/> <hr/> <hr/>
4.	<hr/> <hr/> <hr/>

Development Plan start date: _____

Date of its Revision: _____



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.

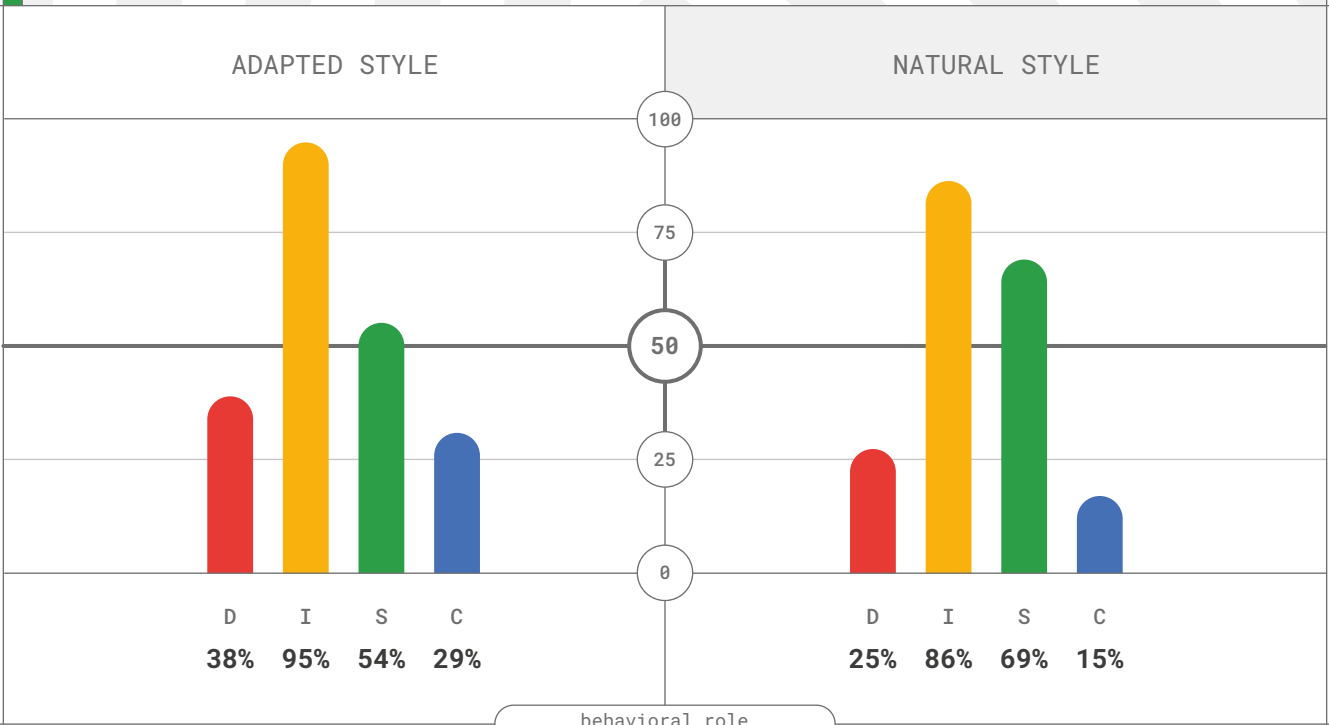
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his natural performance. When the gap between the Graphs is minimal, a person feels more energetic and dynamic and can fulfill different tasks for a long time, being under minimal or without stress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

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

Always with you, INSUNRISE Psychometrix Inc.

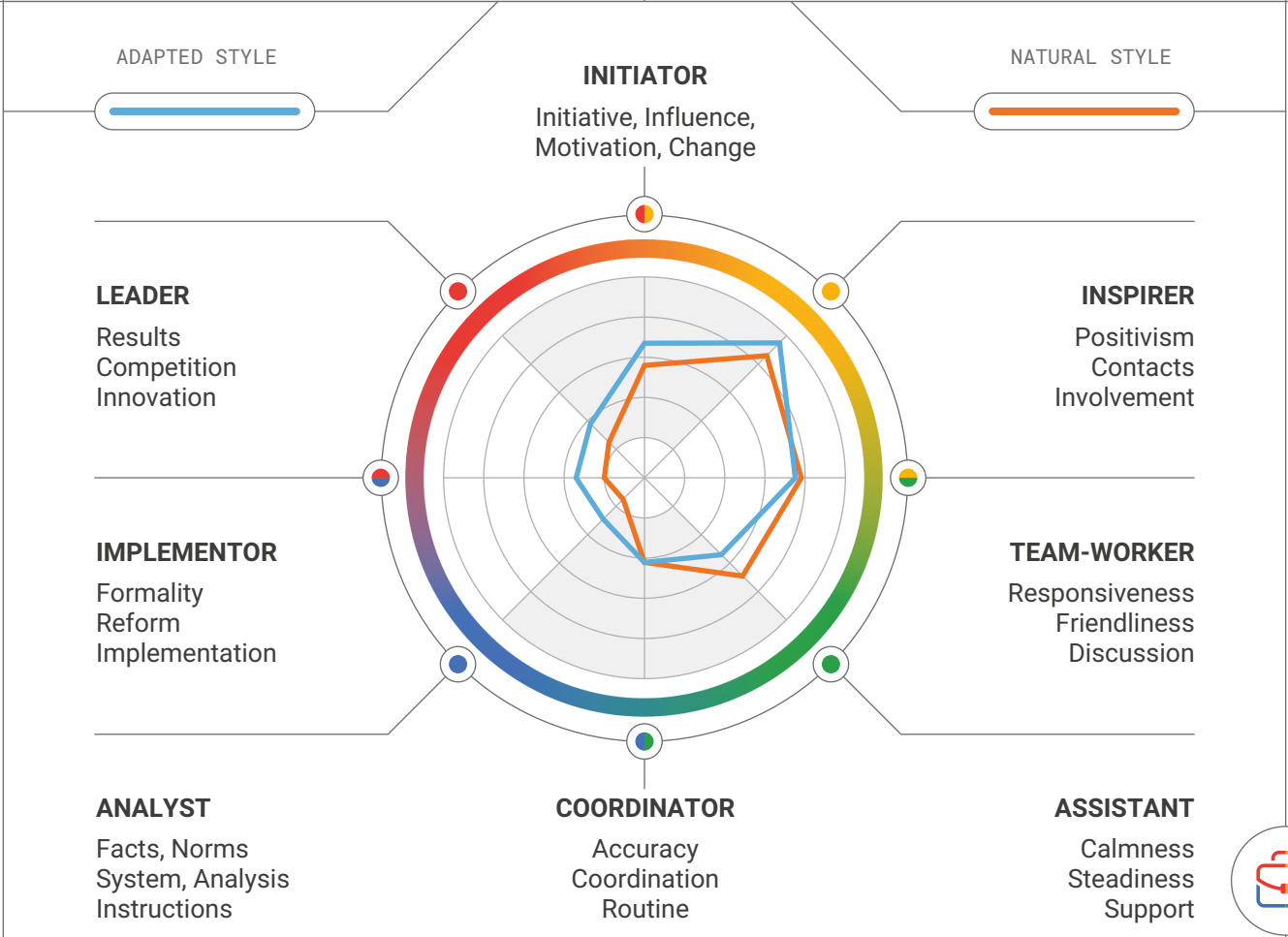


John's Behaviour Style - DISC Graphs



behavioral role

INSPIRING-TEAM-WORKER **INSPIRING-TEAM-WORKER**



INSUNRISE ROSE - Instructions

INSUNRISE ROSE is Helicopter view diagram and 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;
- Work out strategies to improve team spirit

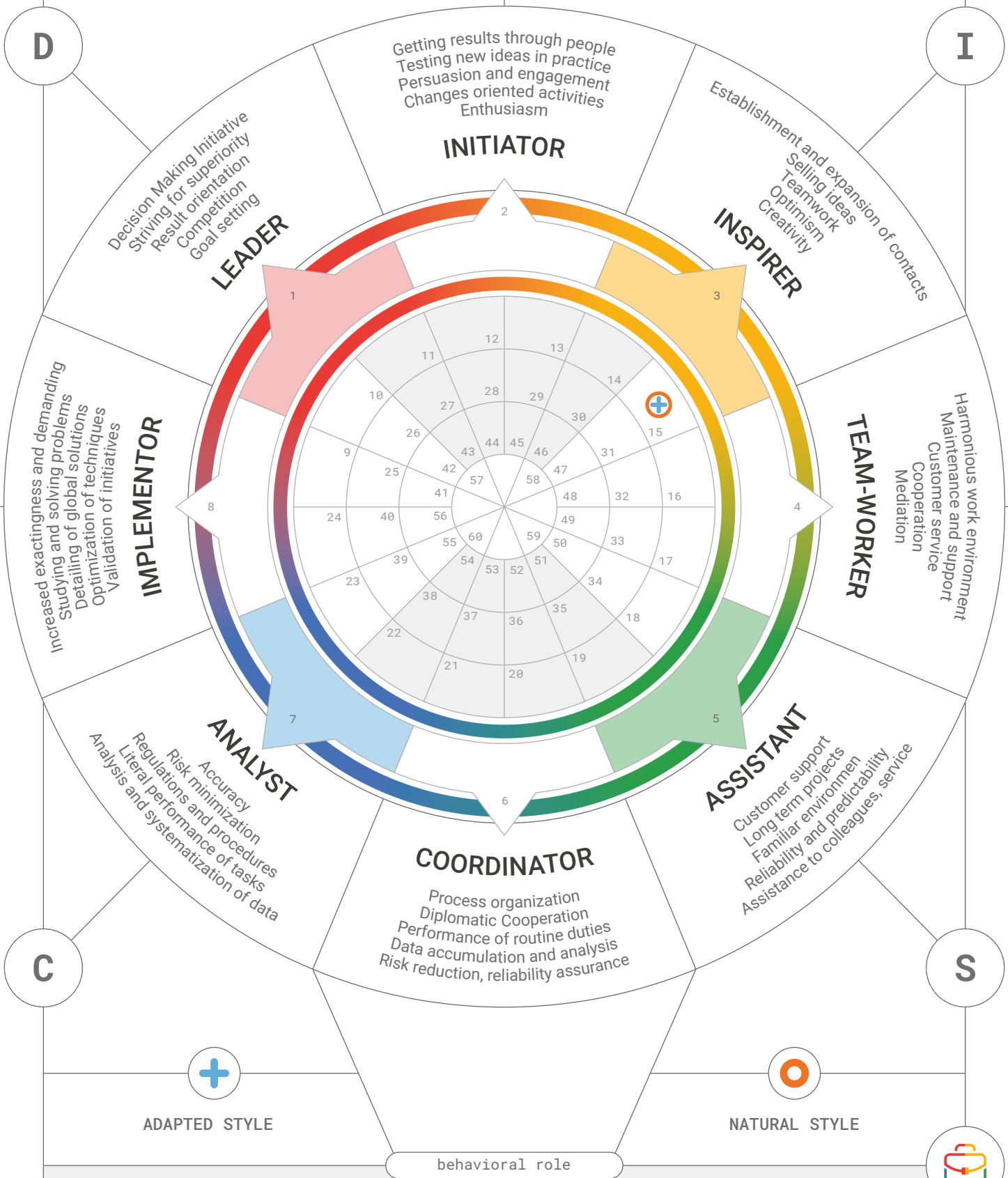
To analyze the degree of job matching or direction of adaptation of behavior, it is necessary to compare the distance between the indicators of the Job (briefcase) and Natural (Circle) or Adapted Behavior (Cross) of one or more employees.

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.



INSUNRISE Rose® - Personal



+
ADAPTED STYLE

○
NATURAL STYLE

behavioral role

INSPIRING-TEAM-WORKER

INSPIRING-TEAM-WORKER

