

NOT FOR COMMERCIAL USE



# KEY BUSINESS INDICATORS

MULTIVECTOR ANALYSIS OF BEHAVIOR - DISC

04  
07

2020

Smith Demo John

Organization

## Content

CHAPTER 1 - INTRODUCTION	3
CHAPTER 2 - DISC Role Preference Rose	4
CHAPTER 3 - POSITION ASSIGNMENT. Performance Competencies.	5
CHAPTER 4 - Leadership and Proactivity	6
CHAPTER 5 - Problem Solving and Decision Making	7
CHAPTER 6 - Basic Competences Analysis	8
CHAPTER 7 - DESTRUCTORS. Efficiency-limiting Factors	9
CHAPTER 8 - Working on a Project Style	10
CHAPTER 9 - Communication and Convincing Style	11
CHAPTER 10 - Business and management communication	12
CHAPTER 11 - Compliance with Rules and Regulations	13
CHAPTER 12 - Change Management NEW	14
CHAPTER 13 - Talents & Value to the organization	15
CHAPTER 14 - Teamwork Skills	16
CHAPTER 15 - REPUTATION. Work mask	17
CHAPTER 16 - Employee functional profile	18
CHAPTER 17 - Recommendations to improve John's own efficiency	19
CHAPTER 18 - PERSONAL DEVELOPEMENT PLAN	20
CHAPTER 19 - DISC Behavior Style - Instructions for Reading Graphs	21
CHAPTER 20 - John's Behaviour Style - DISC Graphs	22



## 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.

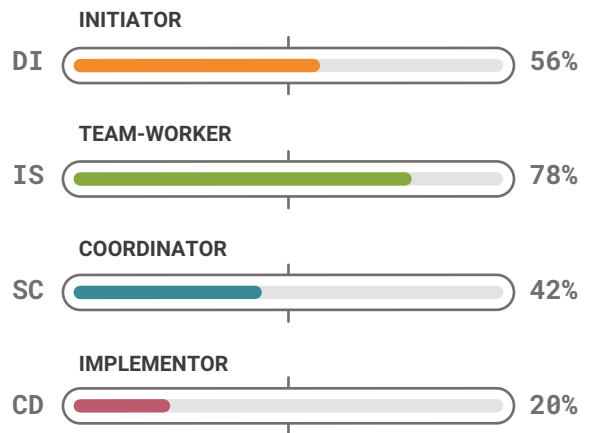
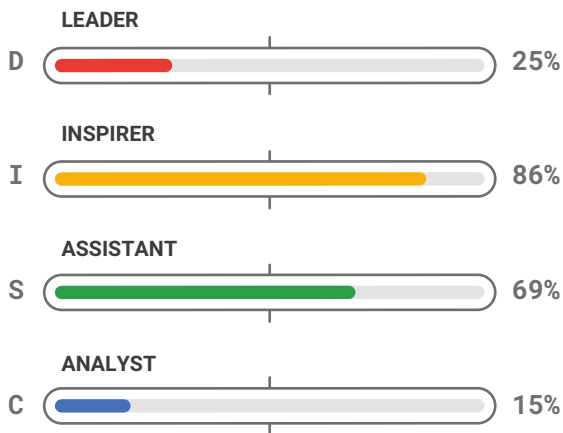
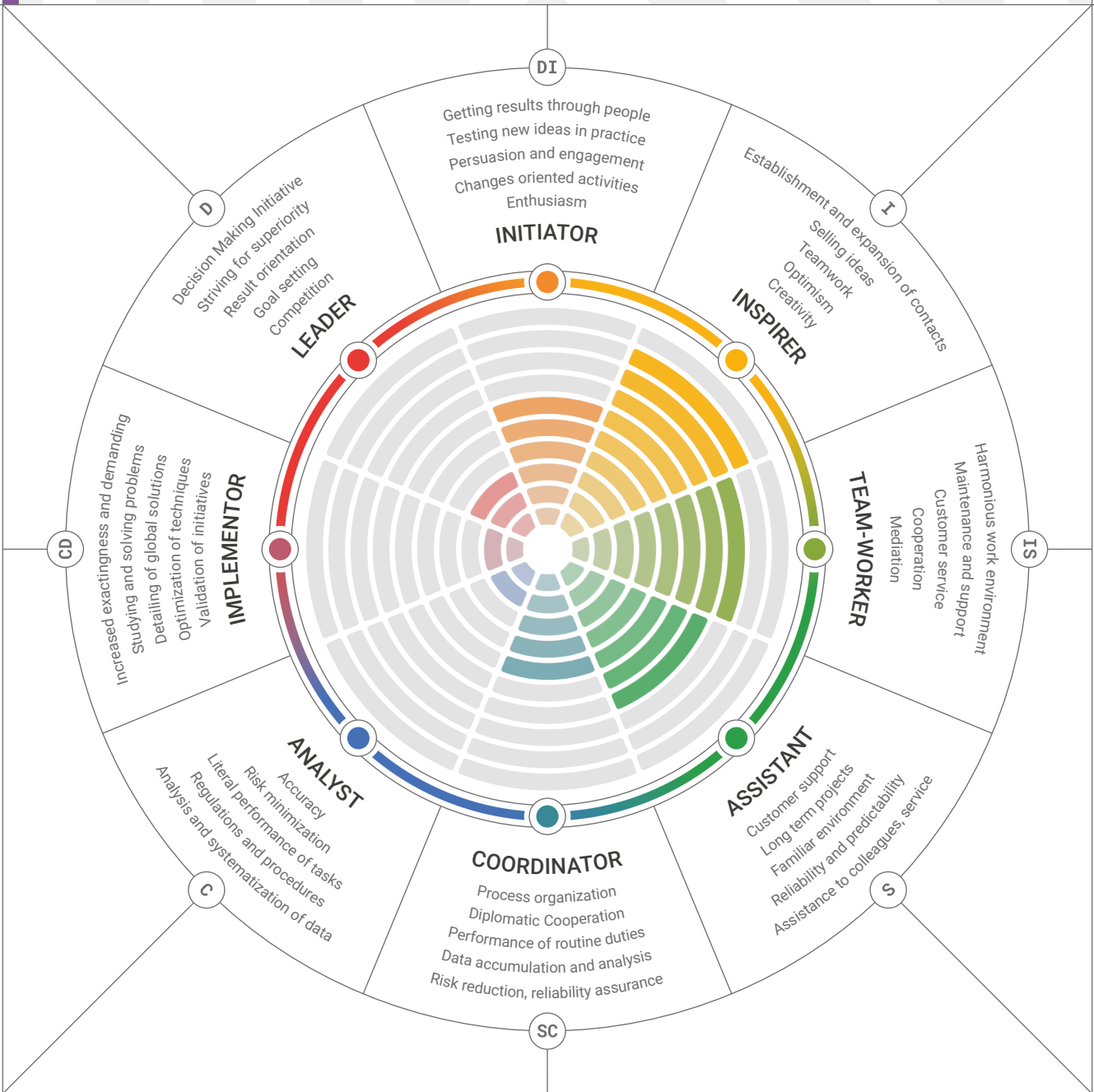
Use only professional tools!

Be successful!

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# DISC Role Preference Rose





## POSITION ASSIGNMENT. Performance Competencies.

An employee's insufficient or inaccurate understanding of their responsibilities or behavioral incompatibility with the position (Soft skills) leads to rapid fatigue, low levels of commitment, conflicts, and decreased productivity. Use this chapter to pinpoint John's most pronounced competencies.

**John will be able to do his best in a "Inspiring-team-worker" role in a Position that requires the following competencies to be displayed:**

- Openness, outgoingness and friendliness.
- Team work skills.
- Ability to moderate personal ambitions for the sake of team needs.
- Responsiveness, ability to offer and accept help.
- Ability to find compromise decisions.
- Ability to switch quickly from one type of activity to another.
- Loyalty and liberalism, freedom from complexes.
- Ability to pass constructive and correct critical judgments onto exceedingly unrealistic propositions.
- Talk skills – ability to speak figuratively and convincingly.
- Agility. Ability to react quickly, when needed.
- Ability to anticipate unwanted situations.
- Constructivism and non-authoritativeness.
- Ability to ease tense situations with humor.
- Creativeness and quick wit.
- Absence of formalism and excessive pedantry.
- Attentiveness to people.
- Positivism and easygoingness.
- Non-intrusiveness and selflessness.
- Reasonable progressiveness.
- Ability to present oneself, unique personal style.
- Friendliness and decency.

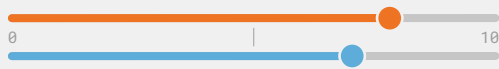




# Leadership and Proactivity

This chapter help to identify where John’s leadership skills are developed, which include a wide range of competencies, from the ability to motivate by example to proactivity and the ability to adjust their management style to different tasks.

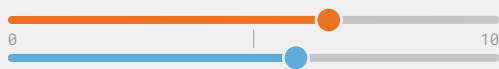
● Natural Style                      ● Adapted Style



**7.9**      **CONFLICT MANAGEMENT.** Prevention, prophylaxis and compromise resolution of conflict situations  
**7.1**



**6.7**      **BUSINESS CONTACTS.** A proactive approach to networking and building business relationships  
**7.3**



**6.6**      **MOTIVATING OTHERS BY OWN EXAMPLE.** Initiative behaviour that sets an example to colleagues and subordinates  
**5.9**



**6.3**      **SITUATIONAL LEADERSHIP.** Using different management approaches, depending on the situation  
**6.1**



**5.7**      **PATIENCE.** Ability to implement long-term projects without rushing and losing motivation  
**4.4**



**5.7**      **A PROACTIVE ATTITUDE.** Demonstrating determination and positivism in overcoming difficulties  
**6.3**



**5.2**      **SELF-IMPROVEMENT.** Striving for self-development, acquiring new knowledge and skills  
**5.8**



**4.5**      **PROFILACY.** Risk analysis, it's mitigation and anticipation  
**4.6**



**4.2**      **PROGRESSIVENESS.** A willingness to develop and make progress on work issues  
**4.8**



**3.3**      **TARGETING.** Assess perspectives and set objectives for yourself and your team, taking into account the organisation's goals  
**4.6**





## Problem Solving and Decision Making

Below you will find the text descriptions of how John makes decisions and overcomes difficulties while solving problems. In our analysis we take into consideration such parameters as: assertiveness, risk-taking/ risk-aversion, directness/ caution, independence/ following orders, and others.

- John is not looking for troubles on purpose, has not tendency to struggle and competition.
- It is easier for him to make a choice, when he knows that people he respects are making a similar decision.
- John may persistently hold on to his viewpoint, even if it goes against the opinion of other people.
- Nevertheless, for the most part he tries to arrive at a compromise, a solution that would suit the majority.
- He has a creative approach to overcoming difficulties, however, he strives to act methodically and consistently.
- He believes that mutual effort is a key to achieving good results. As a rule, he achieves the set goals by involving other people in an unobtrusive manner and participating on the same level with them.
- He will be actively calling others to action, bring forward ingenious suggestions and will be the first to rise to the call, however, he will try to act as a part of his team avoiding individual responsibility.
- He has a tendency to give other people the initiative of making a certain decision. Sometimes, people tend to misuse this quality of John.
- For the most part, John tries to wait until difficulties and problems bypass, rather than fight them, especially if the problem concerns him only.
- He offers emotional and effective support to colleagues, but often forgets his own interests.
- He does not want the decisions he makes to impact the regular and comfortable state of affairs. He enjoys participating in meetings dedicated to planning.
- It is important to him that the possible risks are moderate or completely absent.
- He makes decisions concerning other people cautiously trying not to spoil relations with them.
- Quite often John's choice depends on his immediate emotions.
- He employs original, but not too radical methods in work.
- In difficult situations he is specifically concerned with the wellbeing of his team (family).
- Be that as it may, John tries to accept positive decisions.





# Basic Competences Analysis

This chapter covers the main tendencies of John's behavior. 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

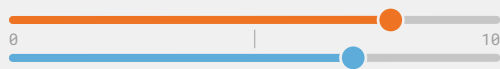
● Adapted Style



**8.6**  
8.3 Aptitude for wide communication



**8.1**  
7.3 Optimism and trustfulness



**7.9**  
7.1 Cooperation and teamwork



**7.1**  
6.9 Ability to negotiate, find a common language



**5.7**  
6.3 Creativity



**5.7**  
4.4 Stress Resistance / Balance



**5.5**  
5.5 Independent decision making



**4.3**  
3.8 Loyalty. Commitment to ideas, people, norms, the prevailing Status Quo



**4.3**  
3.8 Traditionalism. Focus on past experience



**4.3**  
5.6 The focus on the novelty and high rate of operation



**3.4**  
4.2 Adaptability to the requirements of others



**3.1**  
2.6 Ability to concentrate on one task for an extended period of time



**2.8**  
4.2 Result orientation



**2.1**  
3.0 Self organization







## 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.





# Working on a Project Style

Skills reflected in this chapter characterize John’s abilities to reform and change existing systems while working on projects, and give a complete picture of his project interaction skills.

● Natural Style                      ● Adapted Style



8.6 Positive thinking in respect  
8.3 of the final result



7.9 Teamwork and discussion of project decisions  
7.1



7.2 Supports other projects participants  
5.8 with no leadership claims



5.9 Ability to improvise, act ad hoc  
7.1



5.7 Experiments and motivates project's  
6.3 participants to start acting



5.7 Initiation and promotion of new projects  
6.3 both within a team and outside it



5.5 Quick grasp of a situation  
5.5 with the minimum of lead-in data



5.2 Ability to work thoroughly  
5.8 on several projects at once



4.8 Global vision of one's mission within  
4.2 the framework of the collective one



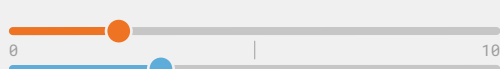
4.3 Narrowly specialized tasks requiring  
3.8 duty performance and organized nature



4.2 Work on repeating tasks requiring  
3.0 detailed elaboration



2.3 Consideration and preventive measures  
3.8 against risks and mistakes



2.1 Optimization of existing systems  
3.0



2.1 Introduction of innovations  
3.0





## 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.

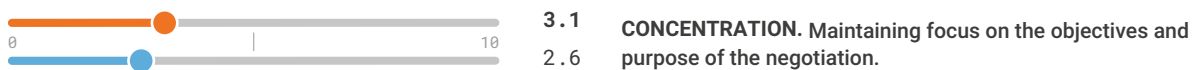
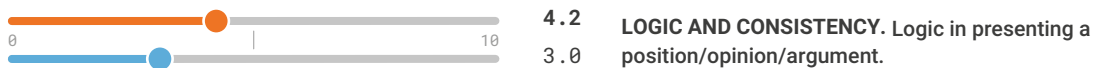
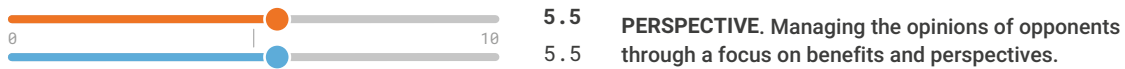
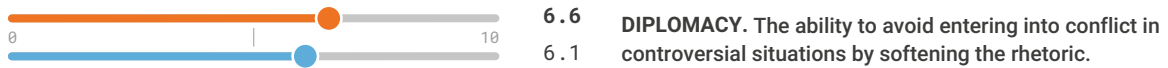
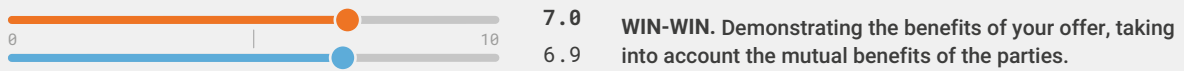




# Business and management communication

This chapter analyses John's communication style as a manager. The scales show the degree of manifestation of the most important leader's competences. A low score would indicate a developmental zone. Nevertheless, each management Job position implies the need for a particular level of a particular competence, and a score of 10 is not a universal ideal.

● Natural Style                      ● Adapted Style





## Compliance with Rules and Regulations

This page lists the descriptions concerning John's attitude to rules stipulated by others. Besides, it provides a characteristics of his commitment to quality and reliability. In other words, we measure to what extent the rules of procedures are important to him in order to carry out his work in a quality manner, accurately and carefully.

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





# Change Management NEW

One of the most important aspects of our behavior is the ability to adapt to or be an agent of change. Both stability and development are necessary at different stages of activity. Every employee has a greater or lesser predisposition to maintain Status Quo or conversely to progress. Understanding these attitudes of John will enable him to better tap his potential

● Natural Style                      ● Adapted Style



**4.2 CHANGES INITIATION.** Striving to resolve issues quickly and without delay. Sense of urgency.



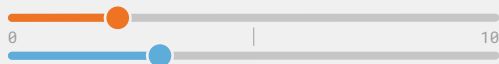
**5.7 ADAPTIVITY.** Ability to adapt quickly to innovations, switching from one issue to another



**3.7 MULTITASKING.** The ability to handle several tasks at the same time



**3.1 EFFECTIVENESS.** Orientation to the completion of the started projects, regardless of their duration



**2.1 STRATEGIC PLANNING.** Structuring long-term goals and objectives in a situation of uncertainty



**8.6 NETWORKING.** Developing contacts and connections to involve participants in implementing change



**7.3 CHANGES REASONING.** Voice and justify the change to others



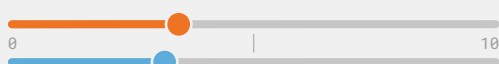
**5.7 THE SKILL OF WAITING.** Avoiding futile, inconsiderate activity



**4.3 STATUS QUO.** Ensuring stability and reliability of the actions performed



**3.0 PEDANTICITY.** Adherence to a timetable of activities. Accurate fulfillment of project deadlines



**3.4 CHANGE CONTROL.** Risk preventing and determining the logic of innovations



**2.2 REFORMS.** Making changes subject to tracking and correcting errors and risks





## 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.





# Teamwork Skills

Skills measured in this chapter give a clear idea of John's teamwork skills, commitment to common goals and values, and how he impacts on their team's results.

● Natural Style

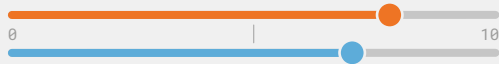
● Adapted Style



8.6 Builds up positive, open relations  
8.3 with colleagues



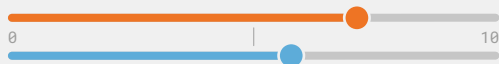
7.9 Is able to find compromise  
7.1 in disputable situations



7.9 An active team-member who takes  
7.1 on process maintenance duties



7.7 Promotes the stabilization of team climate  
6.3



7.2 Ability to pass calmness onto the team  
5.8 under stressful circumstances



6.5 Exercise of innovativeness  
6.8 within a team



5.9 Engageability  
7.1



5.7 A professional who knows how to show  
6.3 the positive sides of matters



5.5 Reveals leadership qualities in a team  
5.5



4.8 Is able to gain prestige among colleagues  
4.2



4.3 Perceives him/herself as a part of the team  
3.8 with no leadership claims



4.3 Reliability and conscientiousness  
3.8



2.8 Sets a high pace of work  
4.2



2.1 Competes with others at the quality  
3.0 of work done







## 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.



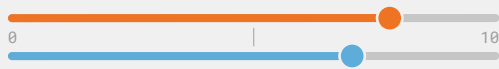


# Employee functional profile

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



7.9  
7.1 Relationship Harmonizer



7.2  
5.8 Assistant - Stabilizer



7.2  
7.7 Inspirer - Activator



6.6  
6.1 Mentor



5.7  
6.3 Initiator



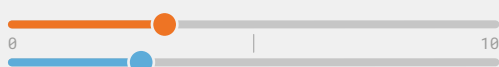
5.5  
5.5 Leading - Organizer



5.2  
5.8 Diplomat



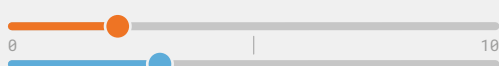
4.3  
3.8 Coordinator



3.1  
2.6 Finisher



3.0  
3.1 Appraiser-Critic

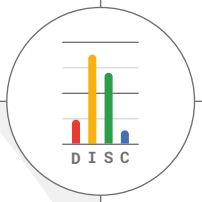


2.1  
3.0 Implementator



1.5  
1.7 Expert - Analyst





## 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.



