

NOT FOR COMMERCIAL USE



MOTIVATIONS & DRIVING FORCES

EMPLOYEE MOTIVATORS AND TALENTS

04
07

2020

Smith Demo John

Organization



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PSYCHOMETRIX

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Content

CHAPTER 1 - INTRODUCTION	3
CHAPTER 2 - General Descriptions of Behaviour	4
CHAPTER 3 - Job preferences	6
CHAPTER 4 - REPUTATION. Work mask	7
CHAPTER 5 - PAST - PRESENT - FUTURE (PPF)	8
CHAPTER 6 - Motivating Stimuli	9
CHAPTER 7 - Emotional profile of an employee	10
CHAPTER 8 - Change Management NEW	11
CHAPTER 9 - DISC Role Preference Rose	12
CHAPTER 10 - Talents & Value to the organization	13
CHAPTER 11 - Employee functional profile	14
CHAPTER 12 - Compliance with Rules and Regulations	15
CHAPTER 13 - Influence and Interaction Style	16
CHAPTER 14 - Problem Solving and Decision Making	17
CHAPTER 15 - Working on a Project Style	18
CHAPTER 16 - Teamwork Skills	19
CHAPTER 17 - Motivation devourers	20
CHAPTER 18 - Behaviour in Conflict Situations	21
CHAPTER 19 - John's Inefficient Behavior	22
CHAPTER 20 - Recommendations to improve John's own efficiency	23
CHAPTER 21 - Peter'S's management guidelines	24
CHAPTER 22 - DISC Behavior Style - Instructions for Reading Graphs	25
CHAPTER 23 - John's Behaviour Style - DISC Graphs	26



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.





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.





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

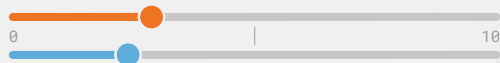
● Adapted Style



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





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.





Emotional profile of an employee

Emotional profile is the most important observable behavioral indicator with reliable predictive value. Emotions experienced by an employee influence his or her decisions and actions, often on an unconscious level. This chapter provides insight into John's typical reactions to various work and life circumstances.

- John is passionate rather than impassive.
- He is usually genuinely interested in the person he is talking to. He is open to other people's feelings and is a sort of "radar" of human emotions.
- John does have a desire to share his feelings, but he is truly sincere with people whom he knows well and trusts.
- He does not lose his temper easily.
- He tries to be friendly and self-controlled with others. However, it does not mean that he agrees with them or approves of their manners.
- John's tendency to be emotional is to some extent balanced off by his reluctance to show his real feelings.
- He is self-confident but can be indecisive.
- John tends to feel solidarity with others.
- He wants to show his best and have recognition by others.
- Sometimes John can be worried because he feels that something has not been done.
- He is optimistic and at the same time skeptical.
- Things that impress John usually make him very enthusiastic.
- He admits that it is necessary to trust others and wants them to trust him.
- John is individualistic and protests invasion of his personal space.





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.



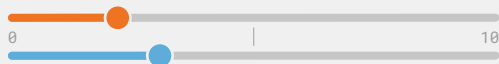
5.7 ADAPTIVITY. Ability to adapt quickly to innovations, switching from one issue to another



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



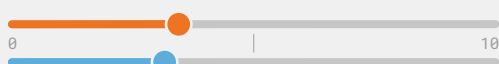
5.7 THE SKILL OF WAITING. Avoiding futile, inconsiderate activity



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



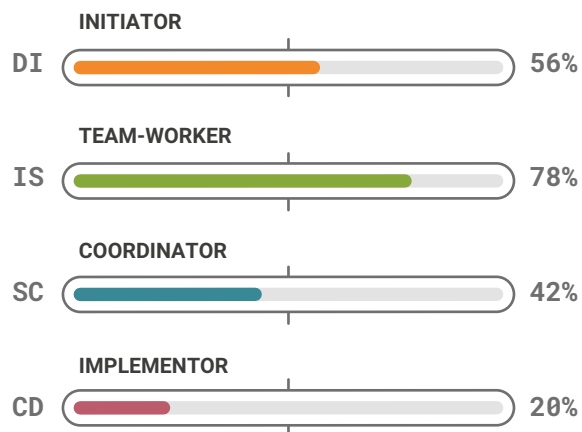
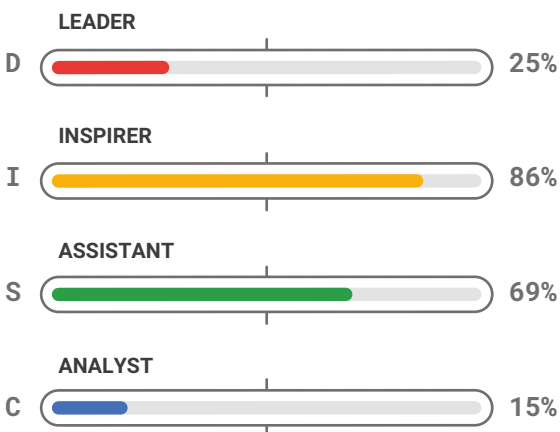
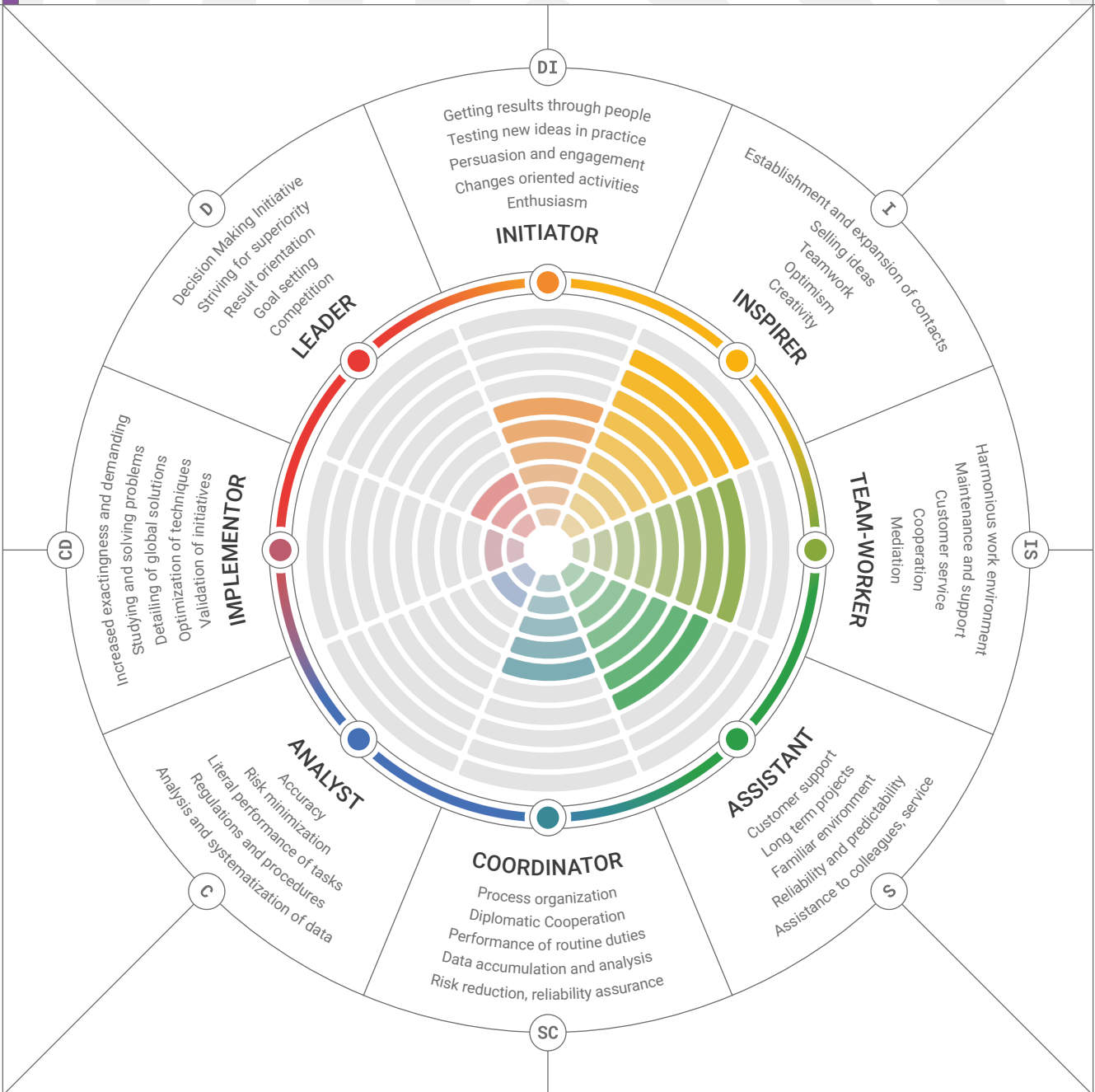
3.4 CHANGE CONTROL. Risk preventing and determining the logic of innovations



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



DISC Role Preference Rose





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.

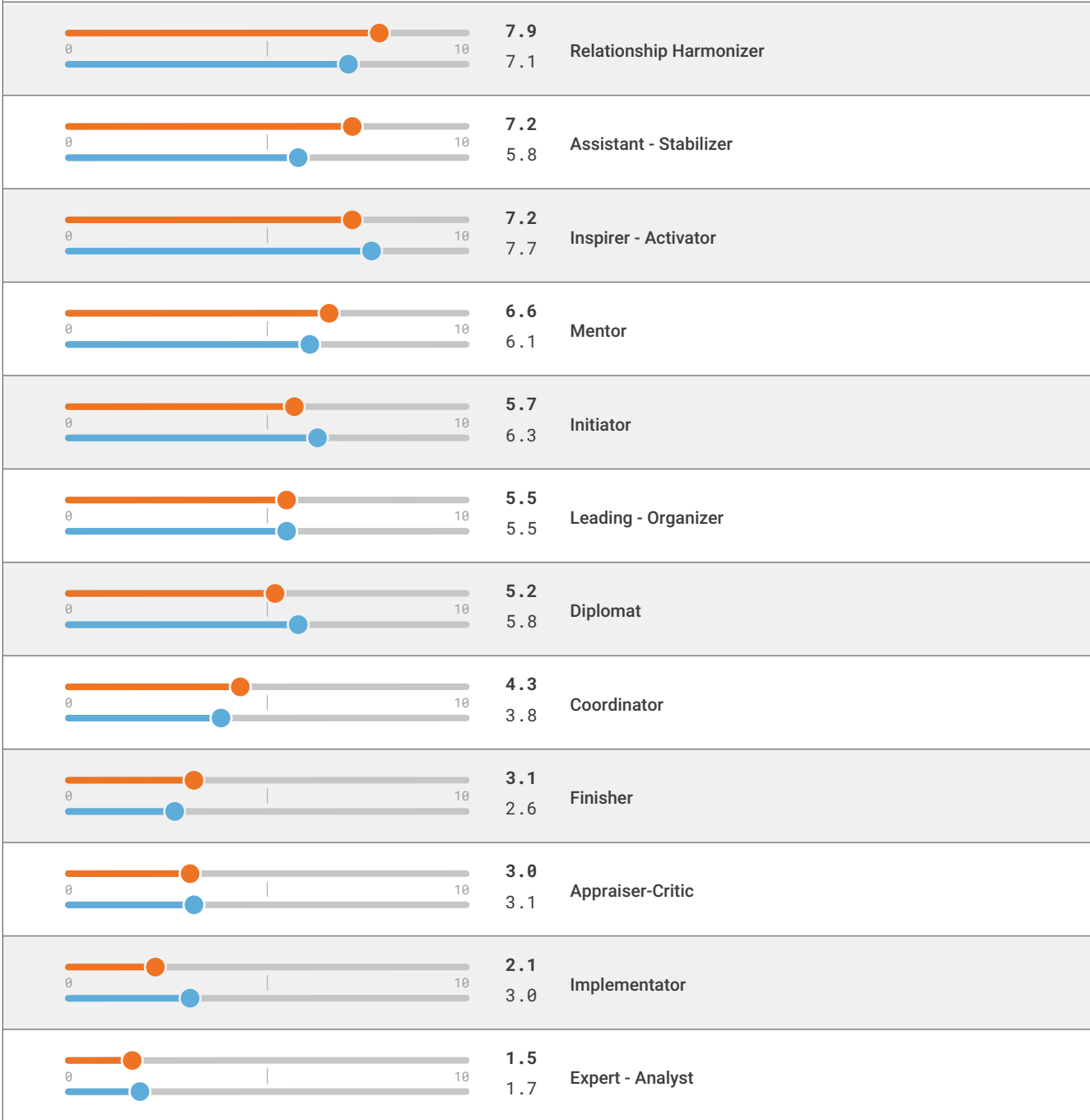




Employee functional profile

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





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.





Influence and Interaction Style

This part of the report measures such parameters of John's behaviour as: level of trust, openness, outgoingness, ability to express ideas, ability to persuade, analytical thinking, the degree of reliance on facts etc.

● Natural Style ● Adapted Style

	8.1	Ability to settle conflict situations and reconcile
	7.9	Patient emotional persuasion
	7.2	Ability to be a listener, put him/herself into the position of the interlocutor / Empathy
	5.9	Ability to get along with people of different behavioral styles
	5.7	Confident, convincing communicator
	5.7	Positive cooperation and search for new connections for the sake of result
	5.6	Discreet, non-intrusive communication
	5.2	Ability to reach balance in relations with people and in relation to facts
	4.8	Ability to grasp the interlocutor's standpoint and extract the key points
	4.3	Ability to restrain impulses and avoid mistakes
	4.2	Self-sufficiency. Tendency to work alone
	2.8	Aspiration to take the dominating position in communication
	2.3	Disposition to criticism and self-criticism
	2.1	Emphasis on facts and figures





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.





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

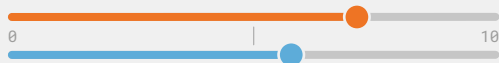
● Adapted Style



8.6
8.3 Positive thinking in respect of the final result



7.9
7.1 Teamwork and discussion of project decisions



7.2
5.8 Supports other projects participants with no leadership claims



5.9
7.1 Ability to improvise, act ad hoc



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



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



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



5.2
5.8 Ability to work thoroughly on several projects at once



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



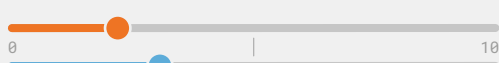
4.3
3.8 Narrowly specialized tasks requiring duty performance and organized nature



4.2
3.0 Work on repeating tasks requiring detailed elaboration



2.3
3.8 Consideration and preventive measures against risks and mistakes



2.1
3.0 Optimization of existing systems



2.1
3.0 Introduction of innovations





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

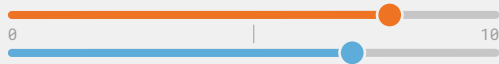
● Adapted Style



8.6 Builds up positive, open relations with colleagues
8.3



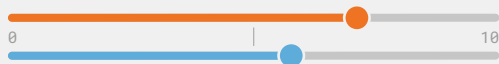
7.9 Is able to find compromise in disputable situations
7.1



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



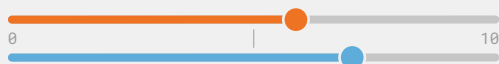
7.7 Promotes the stabilization of team climate
6.3



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



6.5 Exercise of innovativeness within a team
6.8



5.9 Engageability
7.1



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



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 with no leadership claims
3.8



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 of work done
3.0





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.





Behaviour in Conflict Situations

This Chapter gives a complete picture of John's skills in dealing with conflict. Compromise approach skills as well as those related to constructive ways of avoiding conflict are evaluated.

● Natural Style

● Adapted Style



8.6 Ability to minimize conflicts through personal contacts and humor.
8.3



7.9 Ability to act as a mediator in disputes
7.1



7.9 Preventing conflicts.
7.1



7.2 Showing empathy / View of the situation through the eyes of the opponent.
5.8



7.2 Aspiration to find compromises
5.8



6.9 Constructive approach in conflict situations
6.4



5.5 Search for innovative solutions for old problems.
5.5



4.8 Ability to make the most of the situation using arguments of every sides of the conflict
4.5



4.8 Search for solutions from the "win - win" position
4.2



4.5 Being diplomatic in management of conflict situations
4.6



4.3 Loyalty and adaptability
3.8



2.1 Reforming the existing relations based on the analysis of the conflict.
3.0





John's Inefficient Behavior

This chapter is dedicated to the review of the main limitations in John's behavior. Point out the most typical ones. Develop measures to liquidate or weaken them. In order to achieve this, use the instrument "Personal Development Plan" provided in this report.

- John has difficulty prioritizing.
- He does not always pay adequate attention to details.
- He lets others take advantage of his willingness to help and listen to other people.
- John tends to forget about the end result of his efforts.
- Sometimes he spends too much time discussing different suggestions instead of acting on them.
- He tends to promise more than he can deliver.
- John is full of good intentions; however, he does not always have time to keep his promises.
- When it comes to competition, John tends to give in or refuse to fight outright.
- He may praise others too much in order to improve their moods.
- Sometimes John overestimates his ability to motivate others and influence their behavior.
- Sometimes he may express enthusiasm bordering on superficiality.
- John may be too informal with people that do not accept familiarities.
- Dependence on other people's opinion and attention is a factor that may influence John's emotional state.





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.





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.



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.

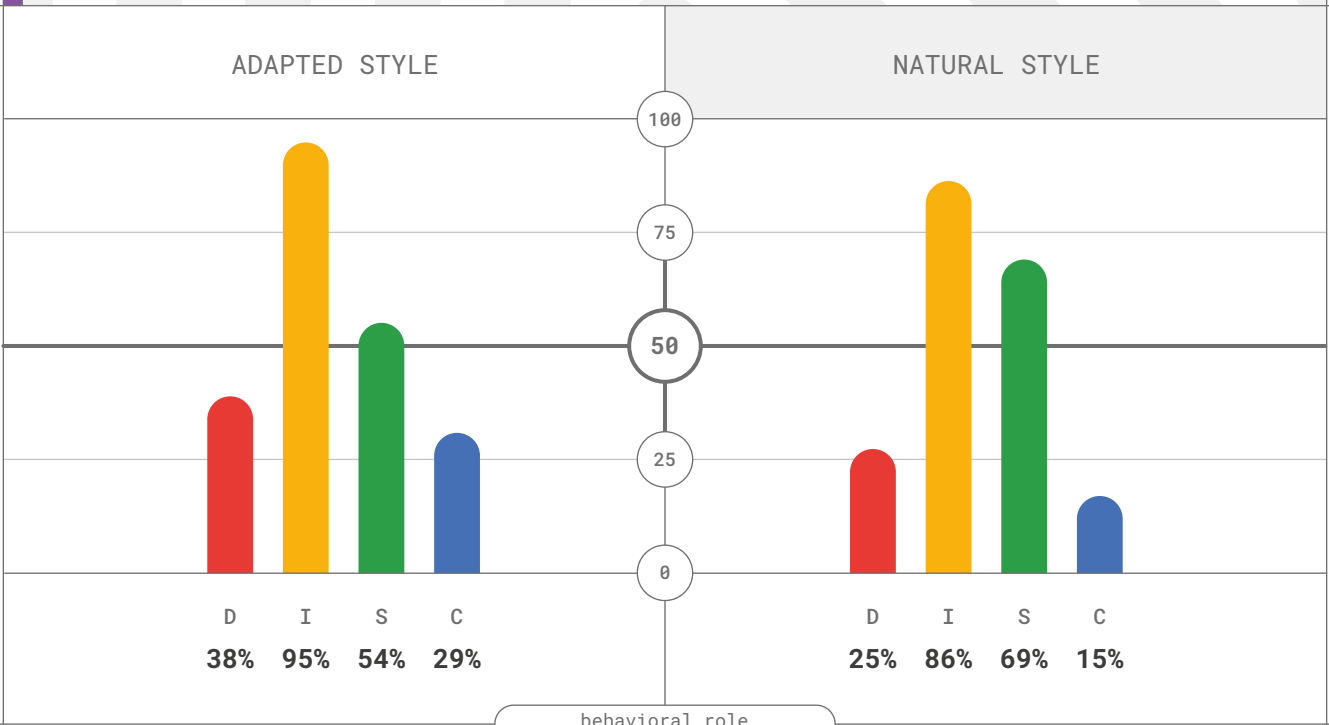
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his natural performance. When the gap between the Graphs is minimal, a person feels more energetic and dynamic and can fulfill different tasks for a long time, being under minimal or without stress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

