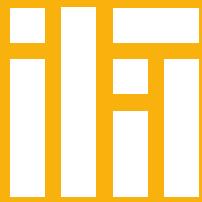


NOT FOR COMMERCIAL USE



## I - SALESMAN

SALES BEHAVIOR INDICATORS

04  
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**2020**

Smith Demo John

Organization

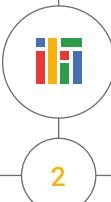


**INSUNRISE**  
PSYCHOMETRIC

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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.

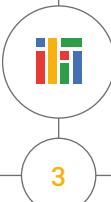
Treat the Behavioral Style Report in a creative way. Just cross out the statements you disagree with but only after consulting with people you trust- your friends, relatives or colleagues. You may not be aware of some traits of you character!

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

Use only professional tools!

Be successful!

Your INSUNRISE Psychometrix Inc.



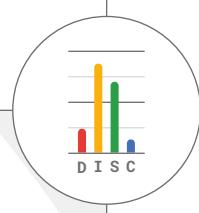


## General Descriptions of Behaviour

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.

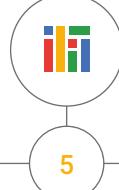
- Sympathetic, friendly, cooperative, attentive to people, eloquent, witty, optimistic, inventive, enthusiastic, independent, cautious, convincing, non authoritative, facilitates establishing contacts, individualist, methodical in certain situations, doubtful, seeks stability, avoids conflict, sensible, 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.

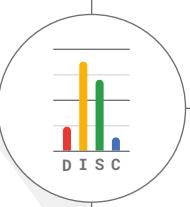




## General Descriptions of Behaviour

- 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.

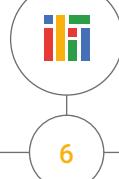


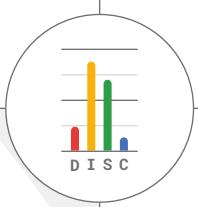


## Communication and Convincing Style

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.



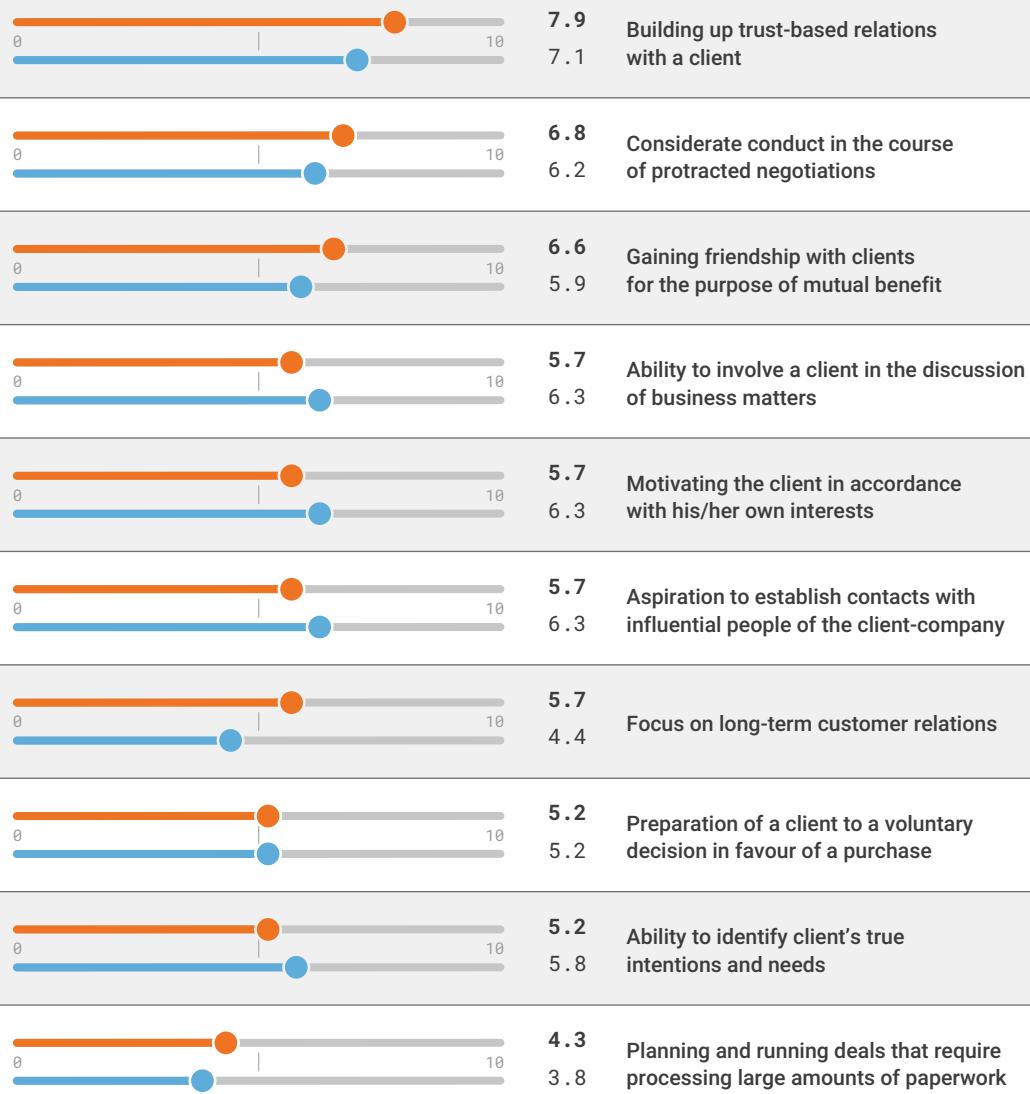


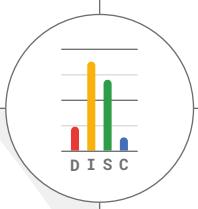
## Style of Working with Clients

Skills reflected in this chapter give a complete picture of John's communication skills and abilities to maintain long-term relationships with Partners.

● Natural Style

● Adapted Style



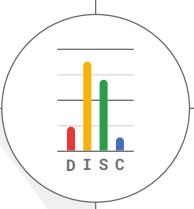


## Emotional profile of an employee

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.



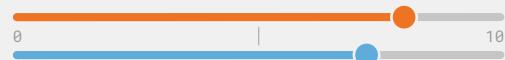


## Sales Style Indicators

This chapter is devoted to analysis of John's basic behavioral tendencies in sales. There is a wide range of skills needed to achieve high results in sales.

● Natural Style

● Adapted Style



**8.1** **BENEFITS.** Focusing on the benefits of your offer to the customer



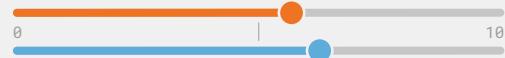
**7.9** **CONCESSION.** The ability to concede details in order to obtain the ultimate buyer's consent



**5.9** **POSITIVISM.** The ability to turn a client's objection into a positive one



**5.7** **LOYALTY BUILDING.** Focusing on increasing customer loyalty and long-term relationships



**5.7** **WIN-WIN.** Ability to consider the mutual benefits of the client and your own when concluding a transaction



**5.7** **RESOURCEFULNESS.** The exercise of creativity and inventiveness in persuading a client



**5.2** **CORRECTIVENESS.** A focus on presenting meaningful information without distortion and in an attractive perspective



**4.5** **RISK EVALUATION.** Assessing the risks of a deal



**4.3** **SELF-PREPAREDNESS.** Preparing for a client meeting



**2.8** **CLOSING THE DEAL.** Concentration on closing the deal with possible pressure on a client



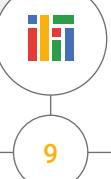
**2.8** **IMPROVISATION.** Dialogue is improvisation, depending on the circumstances

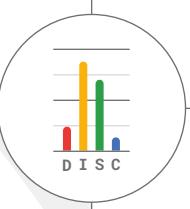


**2.5** **CONTRACTING.** Tactfully and steadily leads the client to the decision to close the deal



**1.5** **EXPERTISE.** Technical sales requiring knowledge of all the nuances of the product and documentation



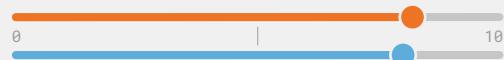


## Behaviour Analysis on Various Stages of a Deal

This Chapter provides an opportunity to assess John's skills used in various stages of a Deal, such as: preparation for meetings with clients, building a confidence, identifying customer needs, presentation, objections handling, deal closing.

● Natural Style

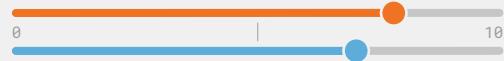
● Adapted Style



**8.3** **PERSUASION.** Overcoming resistance through emotional, non-confrontational persuasion



**7.9** **PRESENTATION.** Business proposal/presentation tailored to the client's needs



**7.9** **TRUST.** Building trusting relationships



**7.3** **HANDLING OBJECTIONS.** Focusing on turning the client's counterarguments into an opportunity to close the deal



**7.2** **ATTENTION TO A CLIENT.** Showing attention to the client's words, reactions and behaviour of a client



**5.7** **COMMITMENT.** Engaging a client to participate, to be involved in a deal process



**5.7** **ARRANGEMENTS.** Reaching agreement with the client to have an appointment and/or follow-up



**5.2** **EXPERTISE.** Demonstration of technical knowledge of the features of the products or services being presented



**5.2** **CLARIFICATION CLIENT'S NEEDS.** Ability to uncover client's requirements through questions



**4.8** **CLOSING A DEAL.** Makes repeated attempts to close the deal



**4.3** **CLARIFICATION.** Focusing on finding out the real reason for the client's counter-arguments



**2.8** **DEAL OBJECTIVES.** A clear vision of the objectives of the transaction



**2.1** **CUSTOMER SEARCH.** Initial customer search through market analysis



**2.0** **RESILIENCE.** The ability not to give up a position, to make a deal without offering bonuses



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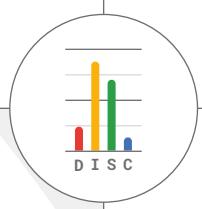


## Work Pace and Attitude to Change

One of the most significant aspects of our behavior is the typical to us pace of activity, as well as our perception of changes in our environment. The key traits of John's behaviour that are described in this chapter are: persistence, consistency, methodical approach, ability to be a listener, attitude to innovations.  
Use this chapter to find better way to engage his talents.

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





## Presentation Skills

In this chapter are assessed John's public speaking skills and his ability of presenting information, including understanding and management of audience, as well as his way of structuring and conveying of information.

● Natural Style

● Adapted Style



**7.9**  
7.1 Adequate response to the negative reaction of the audience.



**7.9**  
7.1 Presenting the material according to the audience.



**5.7**  
6.3 On-the-spot change of strategy



**5.7**  
6.3 Ability to establish and maintain productive contact with the audience.



**5.5**  
5.5 Optimization of density of presented material



**5.2**  
5.8 Maintaining the balance between audio and visual presentation.



**4.3**  
3.8 Logical and structural presentation of the material.



**3.4**  
4.3 Ability to confidently and professionally answer the questions posed



**2.3**  
3.8 Aspiration to meet ad hoc requirements

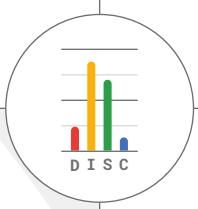


**2.1**  
3.0 Effective time management.



**1.5**  
1.7 Detailed preparation of a presentation, its revision and double-checking





## Negotiating Style

This section of the report measures abilities to find arguments, to persuade, to express one's view clearly, to listen and ask questions.

These parameters have been chosen in order to get a clear understanding of the employee's communication style. Please analyze carefully the information below.

● Natural Style

● Adapted Style



**8.6**

Emotional convincing with an aspiration  
to gain the goodwill of opponent



**7.7**

Consistency. Ability to maintain the line  
of argument in negotiations



**6.5**

Ability to convince relying on demands  
and goals of the client



**5.7**

Proactive adaptation of dialogue  
depending on the situation



**5.7**

Ability to demonstrate the profitability  
of his/her proposition



**5.5**

Ability to show new perspectives



**5.2**

Ability to provide competent  
and correct answers to questions



**3.8**

Attentiveness to the main arguments  
of the conversation partner



**3.1**

Goal concentration in the course  
of the entire negotiation process



**2.1**

Structural and detailed argumentation  
with the stress on technical aspects



## TIPS ON SALES TECHNIQUES

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:

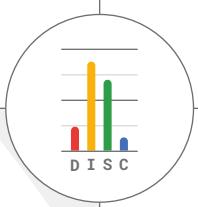
- Keep your distance, talk about the case and the details.
  - Answer questions informatively, relying on facts.
  - Give time for quality preparation and completion errands.
- 
- Avoid risks and mistakes
  - Do not be disorganized or negligent.
  - Avoid unrealistic judgments and excessive pressure.

**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





## 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

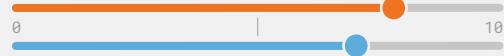
● Adapted Style



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



**7.9**  
Ability to act as a mediator in disputes



**7.9**  
Preventing conflicts.



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



**7.2**  
Aspiration to find compromises



**6.9**  
Constructive approach in conflict situations



**5.5**  
Search for innovative solutions for old problems.



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



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



**4.5**  
Being diplomatic in management of conflict situations



**4.3**  
Loyalty and adaptability



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





## 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.



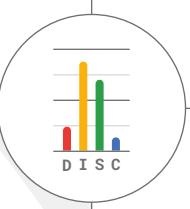


## DESTRUCTORS. Efficiency-limiting Factors

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.





## 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.



## PERSONAL DEVELOPMENT PLAN

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

We have prepared a list of skills which you might decide to improve. It is necessary to choose one or more of the proposed options, after that sketch certain steps which 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/>              |
| 2.                 | <hr/> <hr/>              |
| 3.                 | <hr/> <hr/>              |
| 4.                 | <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

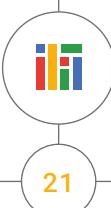
Graph II describes less conscious instinctive behaviour of an individual. This Graph is more informative and reflects our true image that is what he (she) really is when he (she) does not try to control himself (herself). In normal conditions, Graph II changes very little in time. However, some event 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.

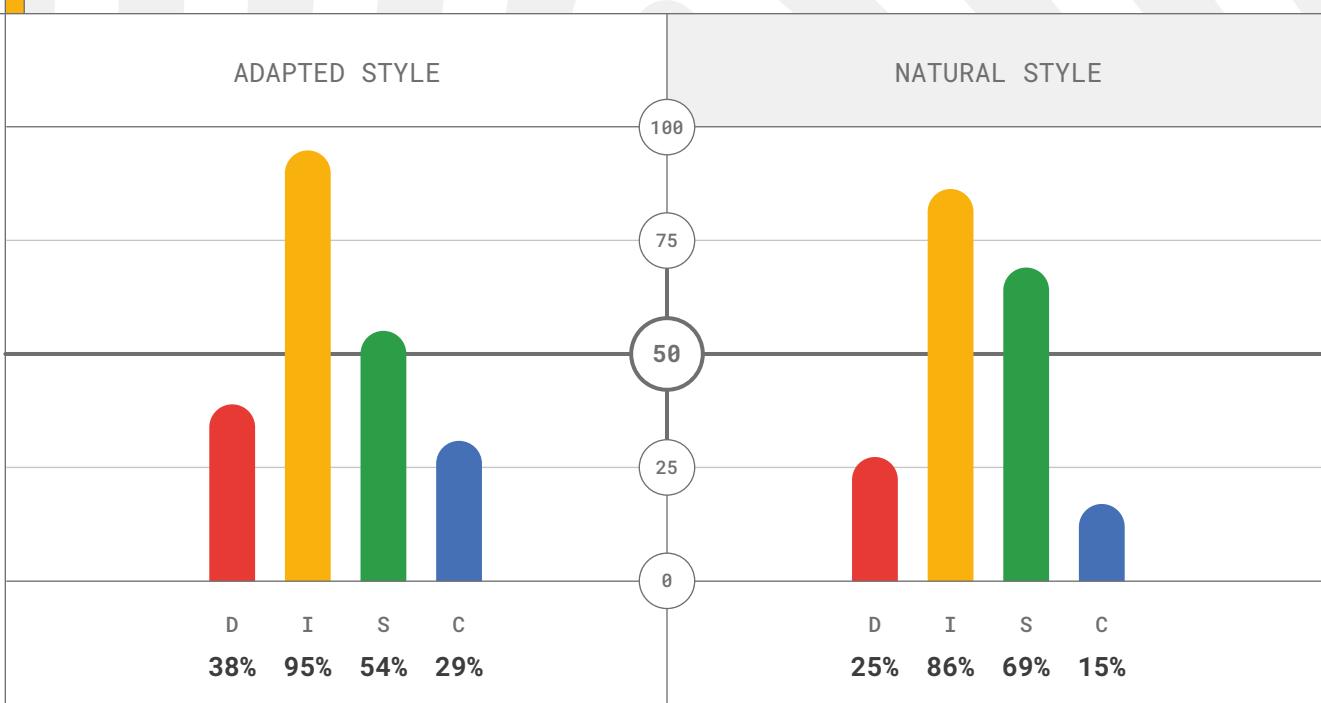
Comparing Graph I and II you can judge of the difference between the person's self-perception and what his natural performance. When the gap between the Graphs is minimal, a person feels more energetic and dynamic and can fulfill different tasks for a long time, being under minimal or without stress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

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

Always with you, INSUNRISE Psychometrix Inc.



## John's Behaviour Style - DISC Graphs



INSPIRING-TEAM-WORKER

INSPIRING-TEAM-WORKER

ADAPTED STYLE

NATURAL STYLE

**INITIATOR**Initiative, Influence,  
Motivation, Change**LEADER**Results  
Competition  
Innovation**INSPIRER**Positivism  
Contacts  
Involvement**IMPLEMENTOR**Formality  
Reform  
Implementation**TEAM-WORKER**Responsiveness  
Friendliness  
Discussion**ANALYST**Facts, Norms  
System, Analysis  
Instructions**COORDINATOR**Accuracy  
Coordination  
Routine**ASSISTANT**Calmness  
Steadiness  
Support

## 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.

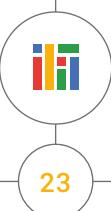
### INSUNRISE ROSE HELPS TO:

- 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 analize 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 dinamyc 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 analize 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

