

HR Profiling Solutions Ltd

Team & Build Analysis

This analysis is based on the responses given in the Behavioural Questionnaire. This analysis should not be the sole criterion for making decisions about this team. The purpose of this analysis is to provide supporting information for the team and management. Note: this analysis is based on Extended DISC methodology

Leadership Team

Organisation:

ABC Company Ltd

Date:

19.04.2018



Team & Build Analysis

Leadership Team

Organisation:

ABC Company Ltd

Date:

19.04.2018

Introduction

The Extended DISC Team & Build Analysis is based on the results of the Extended DISC Behavioural Assessment. The Team & Build Analysis uses the same framework as the Extended DISC Behavioural Assessment.

The Extended DISC Team & Build Analysis divides all of the different behavioural styles into four main styles. No style is better or worse than the other. Each style has its own strengths and development areas.

The Team & Build Analysis consists of

1. Shotgun Map
2. Name Map
3. Arrow Map
4. Flexibility Zones
5. Individual Profiles
6. Team Roles
7. Behavioural Competencies relating to
 - Management Duties
 - People Duties
 - Administration Duties

Team & Build Analysis

Leadership Team

Organisation:

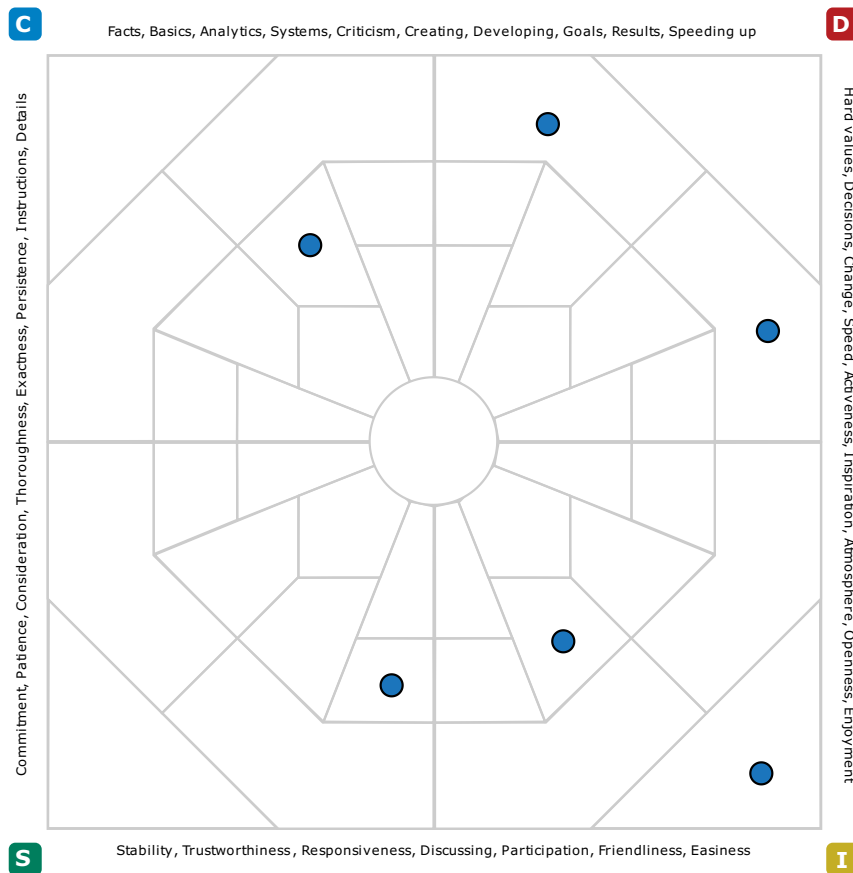
ABC Company Ltd

Date:

19.04.2018

Shotgun Map:

The Shotgun Map demonstrates where the natural behavioural styles of the team members fall on the Extended DISC Diamond. Each team member is presented by a dot in the Shotgun Map. The positions of the dots correspond to the positions of the individuals' Profile IIs on the Diamond.



Note: Refer to page 12 of the Team & Build Analysis Interpretation Guide

Team & Build Analysis

Leadership Team

Organisation:

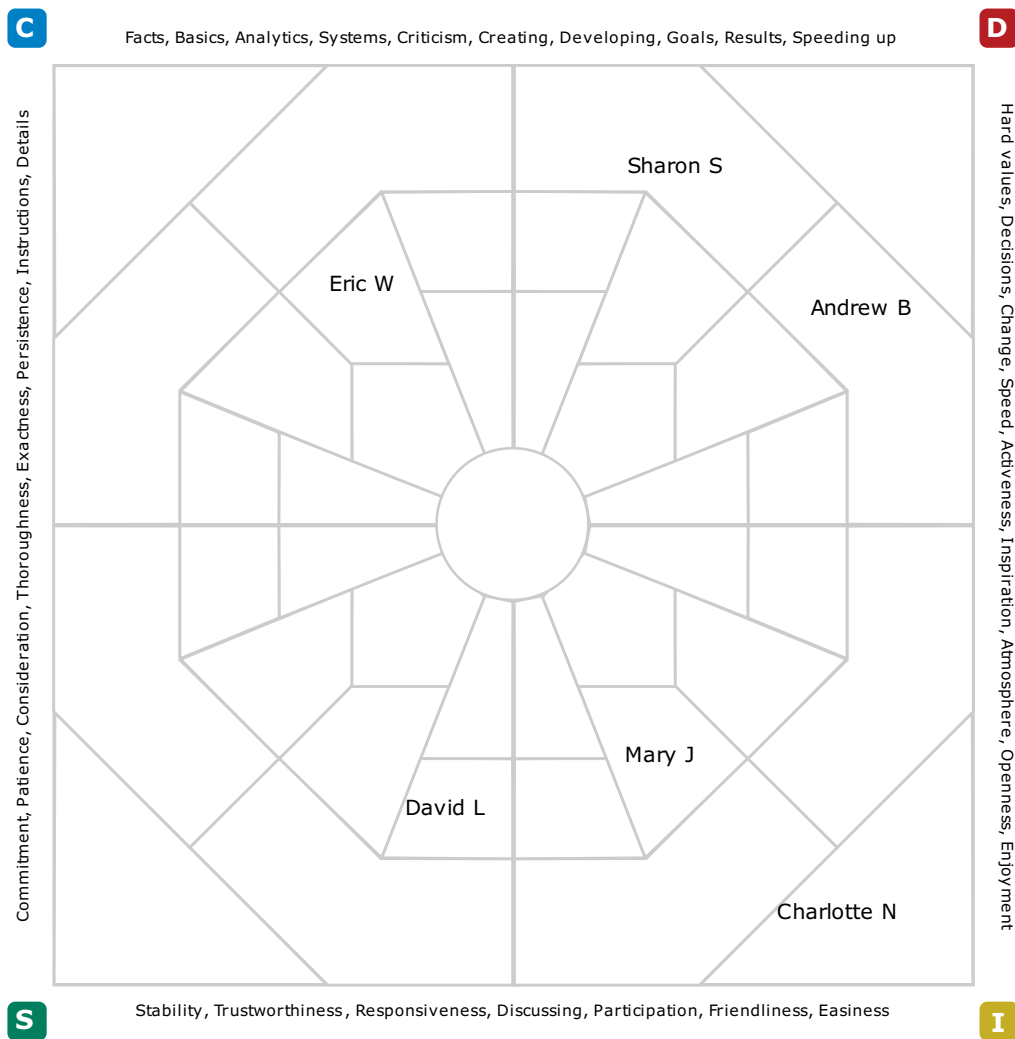
ABC Company Ltd

Date:

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Name Map:

The Name Map provides the same information as the Shotgun Map but uses team members' names instead of dots. The position of the name is the position of the person's Profile II (natural style) in the Diamond.



Note: Refer to page 14 of the Team & Build Analysis Interpretation Guide

Team & Build Analysis

Leadership Team

Organisation:

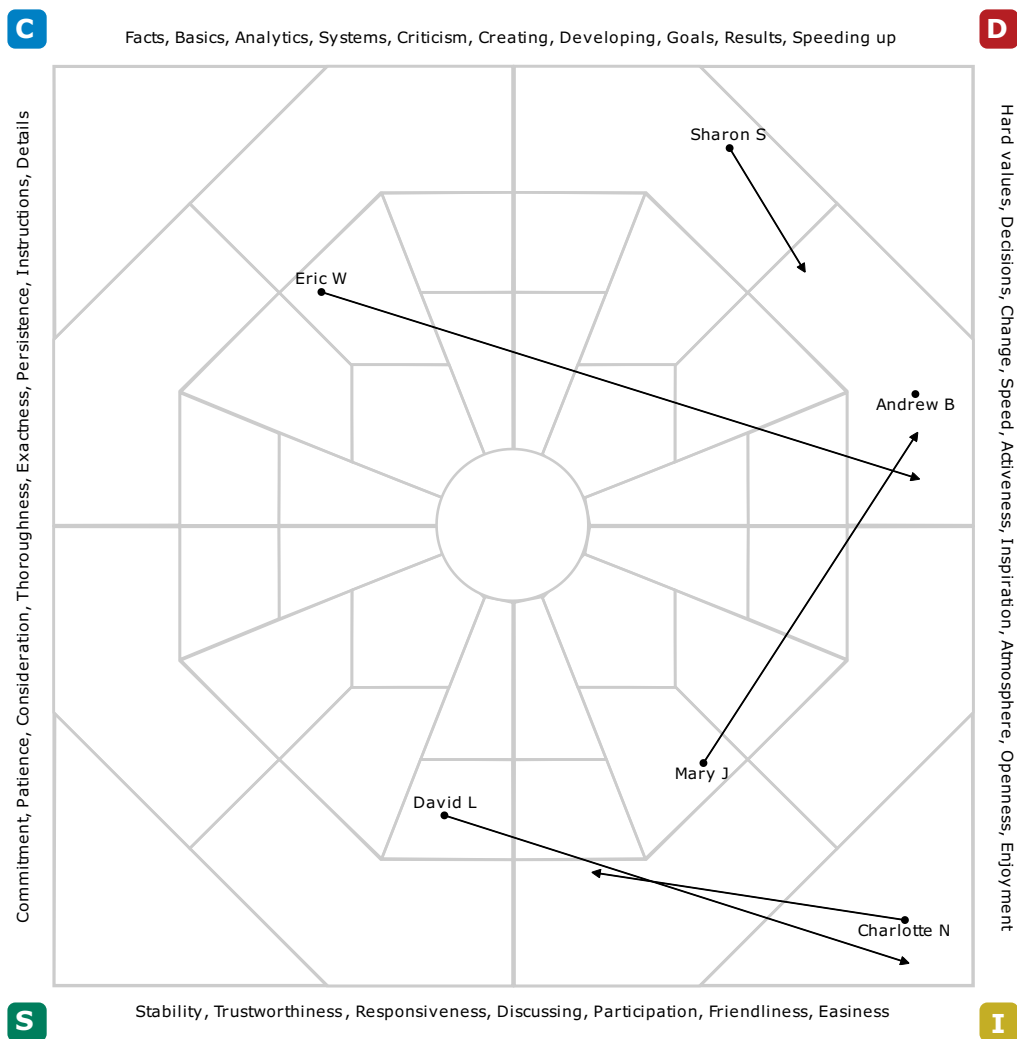
ABC Company Ltd

Date:

19.04.2018

Arrow Map

The Arrow Map demonstrates where both the natural behavioural style (Profile II) and the adjusted behavioural style (Profile I) of each team member sits on the Diamond. The team members' Profile II is the starting point of the arrow and Profile I is the end of the arrow.



Note: Refer to page 16 of the Team & Build Analysis Interpretation Guide

Team & Build Analysis

Leadership Team

Organisation:

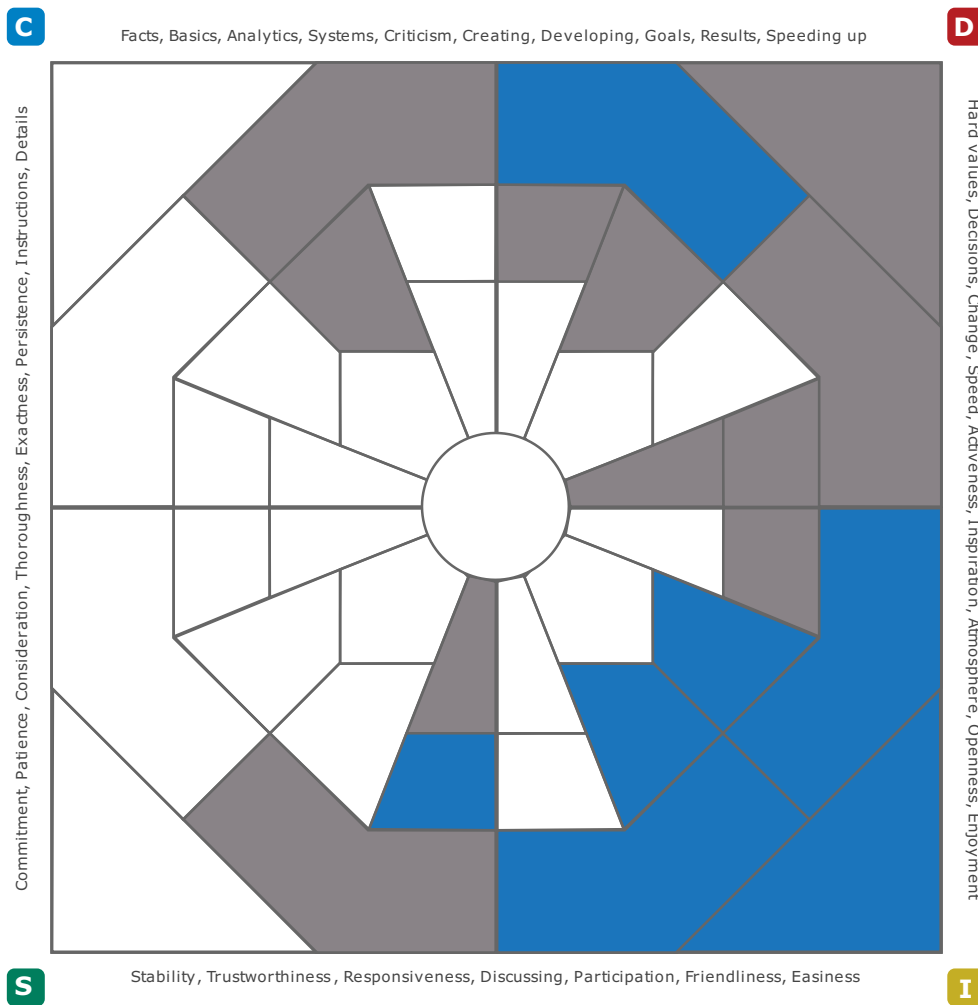
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Date:

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Flexibility Zones:

The Flexibility Zones provides a quick overview of where the comfort areas of the team are. The shaded areas show the areas where the team is comfortable; the deepest shades indicating the most comfortable areas. The white areas of the Diamond refer to behavioural styles that require energy for the team to provide.



Note: Refer to page 18 of the Team & Build Analysis Interpretation Guide

Team & Build Analysis

Leadership Team

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Individual Profiles

The below table is a visual representation of your individual team members' behavioural style.

Profile I - the adjusted style (conscious behaviour) shows how an individual believes they must adjust to meet the demands of their present environment.

Profile II - the natural style (unconscious behaviour) remains fairly stable, but not rigid, over an individual's lifetime. It is the style that is most comfortable and uses less energy.

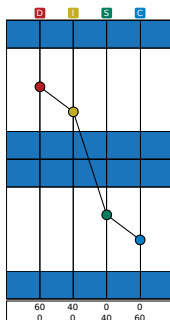
There are no good or bad profiles, just different.

Please see the individual's Behavioural Assessment for more information.

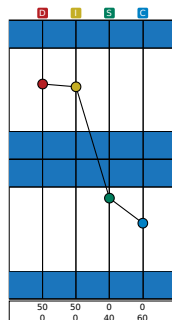
Note: Refer to pages 19 - 20 of the Team & Build Analysis Interpretation Guide

Andrew Black

Profile I - Perceived Need to Adjust

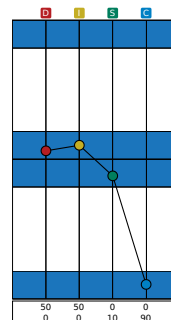


Profile II - Natural Style

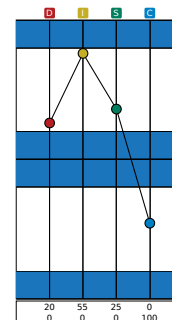


Mary Jones

Profile I - Perceived Need to Adjust

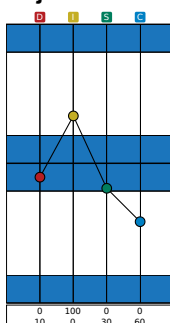


Profile II - Natural Style

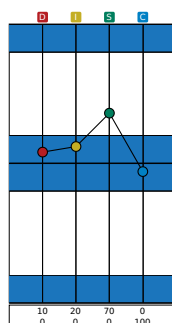


David Lee

Profile I - Perceived Need to Adjust

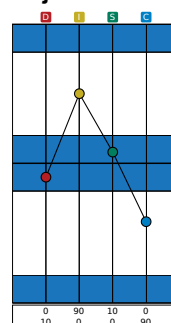


Profile II - Natural Style

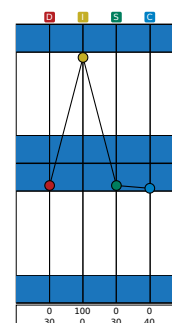


Charlotte Norris

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Team & Build Analysis

Leadership Team

Organisation:

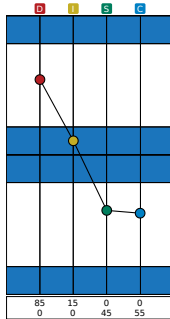
Date:

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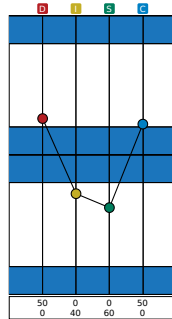
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Sharon Smyth

Profile I - Perceived Need to Adjust

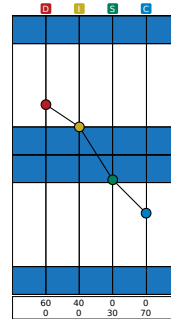


Profile II - Natural Style

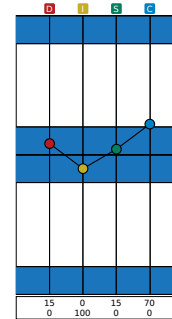


Eric Williams

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Team & Build Analysis

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ABC Company Ltd

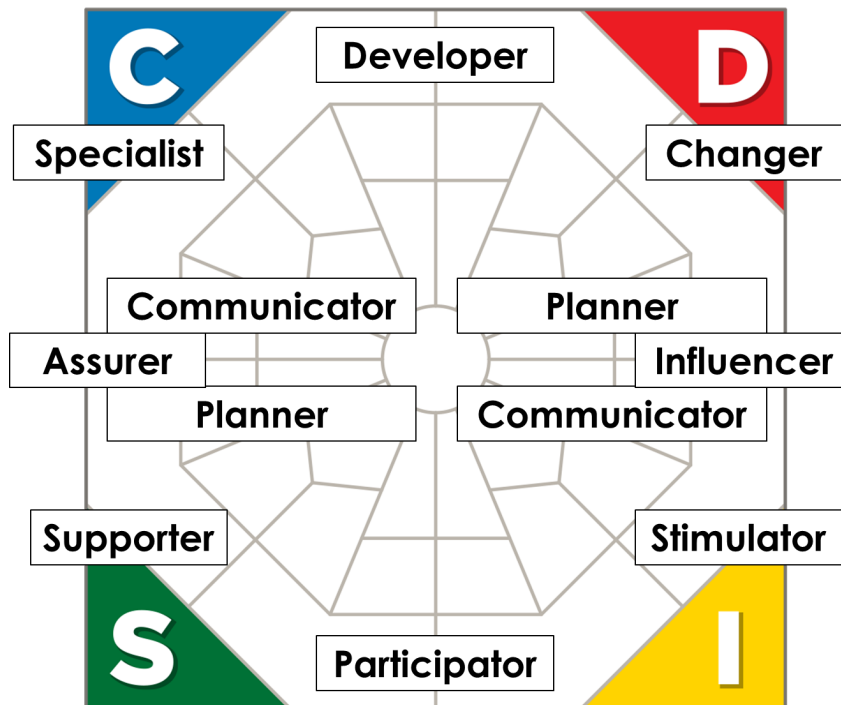
19.04.2018

Team roles on the Diamond:

The below graphic shows where each individual team roles sit on the Extended DISC[®] Diamond.

People sitting next to each other on the diamond tend to work well with one another (convergent styles or similar).

Opposites on the diamond are some team members' development areas and others strengths (complimentary styles).



Note: Refer to page 21 of the Team & Build Analysis Interpretation Guide

Team & Build Analysis

Leadership Team

Organisation:

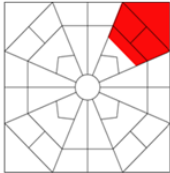
ABC Company Ltd

Date:

19.04.2018

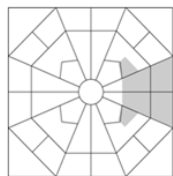
Explanation of Team Roles

Changer



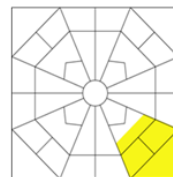
- Reformer, straight, decisive, impatient, tough.
- Knows what they want.
- Makes quick decisions.

Influencer



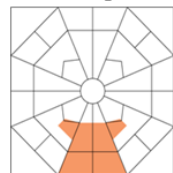
- Vivid, idea rich, talkative, spontaneous, restless.
- Talks people on to their side.
- Acts on instinct.

Stimulator



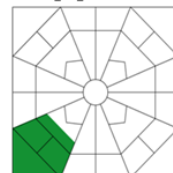
- Extrovert, open, sociable, jovial.
- Makes things happy.
- Ready to go along.

Participator



- Pleasant, friendly, calm, helpful.
- Does not put oneself first.
- Understands people.

Supporter



- Careful, smooth tempered, trustworthy, calm.
- Does not try to attain the impossible.
- Wants to help others.

Team & Build Analysis

Leadership Team

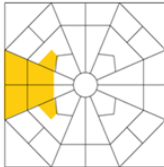
Organisation:

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Date:

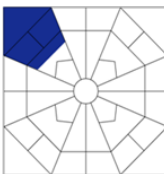
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Assurer



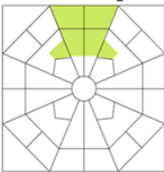
- Thorough, prudent, accurate, pensive, quiet.
- Does not tell his/her own opinion.
- Does things the way they should be done.

Specialist



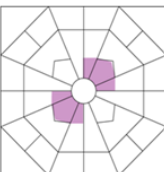
- Seeks perfection, pedantic, pertinent, inquiring.
- Examines why things are why they are.
- Notices details.

Developer



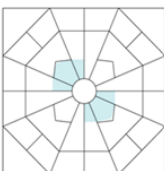
- Centered on the facts, creative, demanding.
- Analysing, distant.
- Produces brand new ideas.
- Demands a lot from everybody.

Planner



- Prudent, target-minded, demanding, systematic.
- Holds on to their outlook.
- Goes where they want.

Communicator



- Friendly, accurate, justifying, modest, open.
- Understands different opinions.
- Tells why things are how they are.

Team & Build Analysis

Leadership Team

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Each team members role within the team:

Andrew Black

An influencer is someone who creates ideas and wants to proceed and who has a good ability to influence the other group members. They don't stay in one place hesitating and deliberating but believe in their own instinct and spontaneity. They like change and taking part in many different kinds of groups, situations and roles. Other group members see them as an open and sociable person but somewhat superficial and self-absorbed. In reality they are just so full of action that they don't have time to stop and deliberate other people's worries, even if they would like to. They like to bring out their own opinions and try to persuade others onto the side of their group. They aren't very patient listeners. They have to stand out in a group somehow; they find it awful to be an average person in an average group. Concentrating on one thing is difficult for them because they are a lot better at thinking up ideas and starting them than finishing them.

Mary Jones

A participator is a pleasant and friendly conversationalist who likes to be with a familiar group. They like exchanging thoughts and feelings before getting into action. They find it important that everyone in the group gets to perform and tell their own feelings. Other group members find them a person who is easy to be with and who is honest towards everyone but also a person who doesn't really express their real opinion. In reality they just find it extremely unpleasant to bring up negative matters which would crush the other person or if they had to give reasons for them. They like doing and being together with others. They don't mind it if they have to guide, help or listen to other group members. Setting their own advantage as first place is not so important to them as the fact that the group works well together. They certainly don't want to decide on the other group members' matters.

David Lee

A supporter is a calm 'basic person'. They do their work at their own pace and don't like people who unnecessarily harass or rush them. They appreciate reliability, justice and familiar company where one doesn't have to act or be overly excited. Group members find them extremely reliable and calm but also slow and uncertain. In reality their seeming slowness is due to the fact that they want to do things in a reliable manner and so that they don't cause any bother to others and the way they do a lot of invisible work for the benefit of other group members. Consideration and preparing for tasks takes more time from them than from most people. They don't find it difficult to start the kind of work that they already have done before. Even if they had their own tasks, they find it extremely nice if they feel like they are a part of a tight group that offers security. For a person like this it isn't important to take part in many different kinds of groups because they want to know the world in which they live in and act as well as possible.

Charlotte Norris

A stimulator is an extremely open and positive person who wants to see - and sees - good in every person in the group and in every situation. They seek positive opportunities and steer away as far as possible from all negative situations. They live through their emotions and are also able to influence other people's emotions. Group members find them positive and someone who makes friends easily but also superficial and too slack. In reality they want to take part in many things and they don't find it necessary to analyse every single thing thoroughly. They know that reality is, however, different from what we plan it to be. They like it when they are included in all the group's matters and the fact that there are a lot of things happening around them. They don't usually say straight up what's on their mind if they feel that it annoys the other person or if it would lead to an unpleasant conversation. They like bringing up new ideas and meetings where new ideas are created.

Team & Build Analysis

Leadership Team

Organisation:

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Sharon Smyth

A developer is a very issue-centred and rational person. Even in a group they emphasise their own individuality, sees things their own way and don't let other people enter their own sensitive areas. They like an opportunity to develop, plan and create something new. A person like this acts according to facts - not so much feelings. Other group members see them as someone who knows their business and requires a lot from themselves but also criticising and peculiar. In reality they just don't believe in one truth and every time people get excited they fear that they lose the ability to think rationally. That is why they usually want to find something from a matter that others haven't found. They don't want to share their tasks with others because they don't believe that the others can do them the way they want them done. They find it important not to identify themselves with 'the masses' because they believe in their own uniqueness.

Eric Williams

A specialist attends to their own concerns carefully and lets others take care of their own business. They find it important to do their work as well as possible. Time and other people's pressure don't bother them - they have set themselves their own quality criteria which they strictly follow. In the group they are seen as someone who knows their business and someone who secures everything but also isolating and someone who has separated themselves from reality. In reality they are a shy person so they don't always find the right words and because they require a lot from themselves they don't want to speak out until they are absolutely certain about their concerns. When they get ready to give reasons for the concern not many people have got the patience to attend to the matter as carefully as it would take to understand this person. They want to know what leads to what and what kinds of requirements have been given to each in the group. They don't always feel that it is important to be with the other group members. It is more important that the other group members don't mess up their work.

Team & Build Analysis

Leadership Team

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ABC Company Ltd

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Individual's Behaviour within a Team

The below competencies divide the functions of the team into categories. For each team member a numerical value is calculated that reflects how natural (i.e. requires less energy, concentration and effort) each aspect of the team function is for him/her. The numerical values range from -5 to 5.

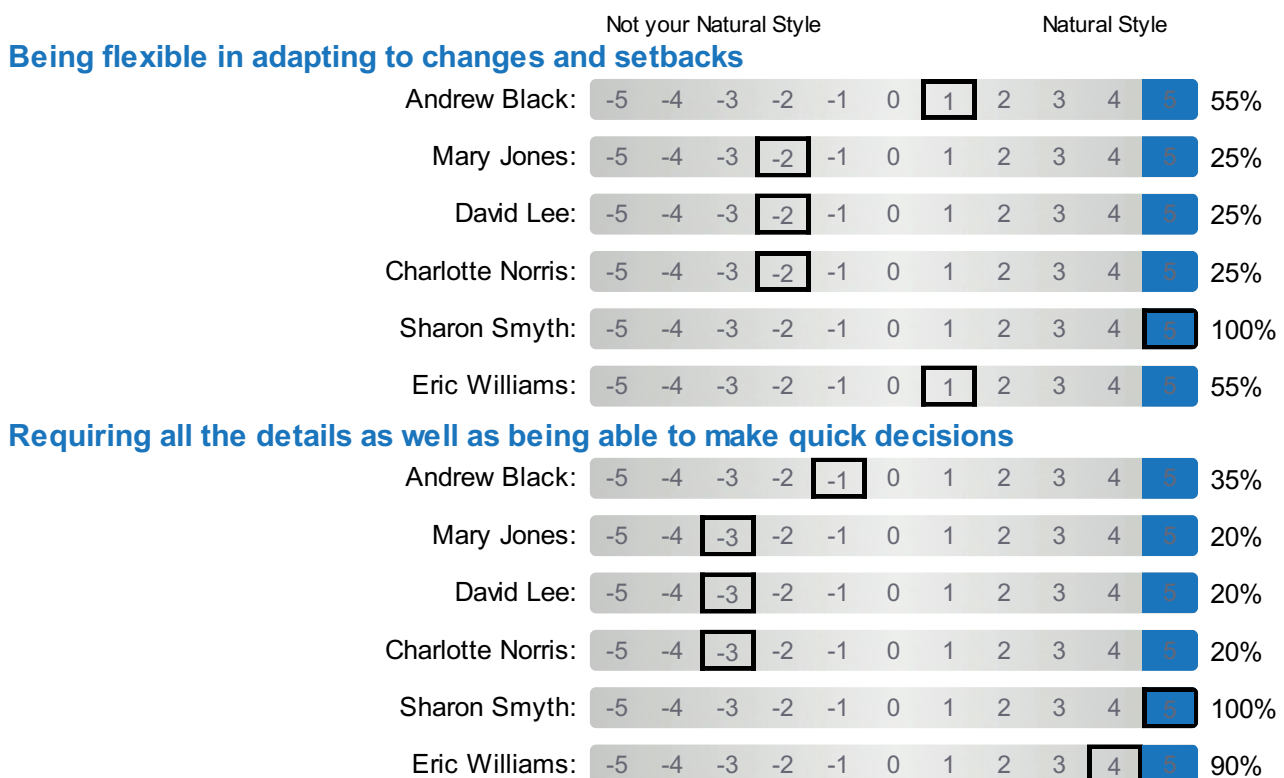
Numbers 3, 4 and 5 reflect situations where a team member does not feel much pressure to adjust his/her style in that particular area of the team function. He/she is naturally comfortable in that area.

Numbers -2 to +2 refer to situations where the team member is neither strong nor weak in that area. With some effort he/she can adjust to the demands of these functions. However, over a long period of time the person may have difficulty concentrating on these areas. As a result, they should not make up the most important functions for the team member.

Numbers -3, -4 and -5 refer to areas of team functions that the member probably would not like to perform. They require a lot of concentration and adjusting of the natural behavioral style. Also, these areas probably (at least in the long run) do not motivate the team member.

Note: Refer to pages 23-24 of the Team & Build Analysis Interpretation Guide

Management Duties:



Team & Build Analysis

Leadership Team

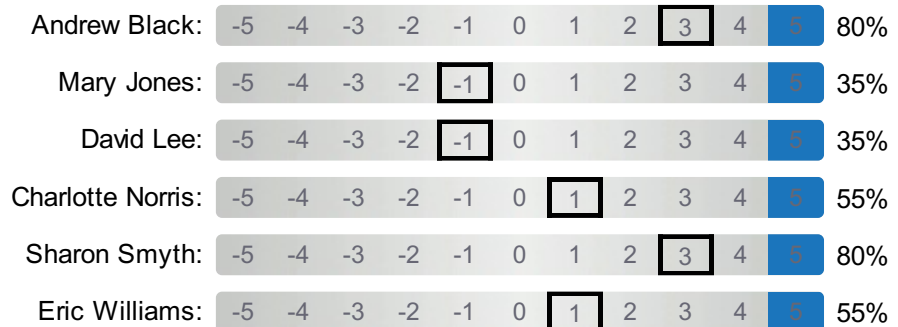
Organisation:

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Demanding goal-setter



Delegating and allowing people to perform



Influencing team performance by focusing on goals



Setting motivating goals



Team & Build Analysis

Leadership Team

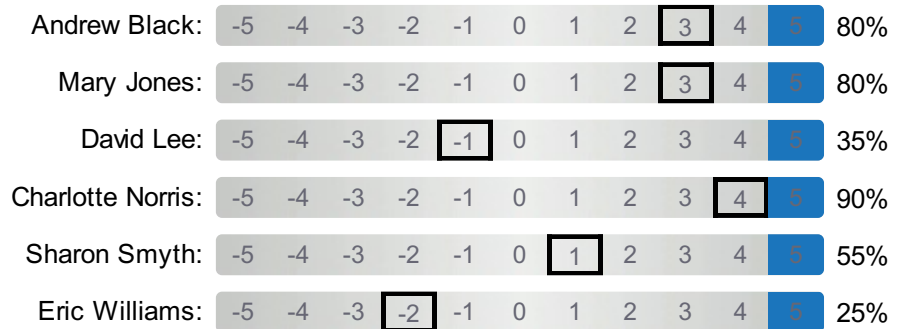
Organisation:

ABC Company Ltd

Date:

19.04.2018

Showing a positive example when dealing with change



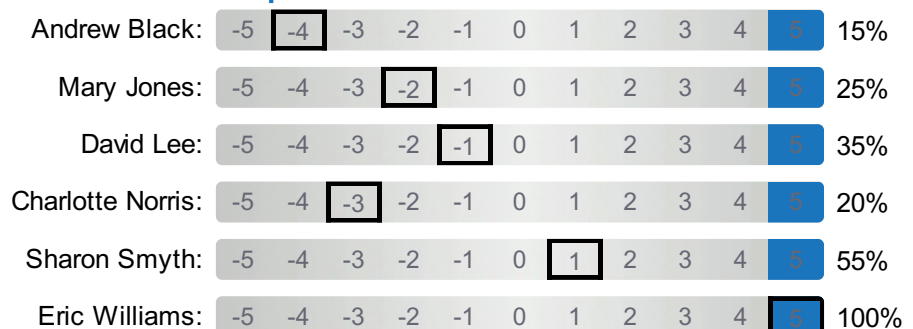
Shows initiative



Having a strategic perspective, seeing the bigger picture



Very systematic and focused on the exact topic in hand



Team & Build Analysis

Leadership Team

Organisation:

ABC Company Ltd

Date:

19.04.2018

Match Percentage

□ Person score ■ Expectation

Andrew Black: 71%

Mary Jones: 58%

David Lee: 51%

Charlotte Norris: 55%

Sharon Smyth: 66%

Eric Williams: 49%

Team & Build Analysis

Leadership Team

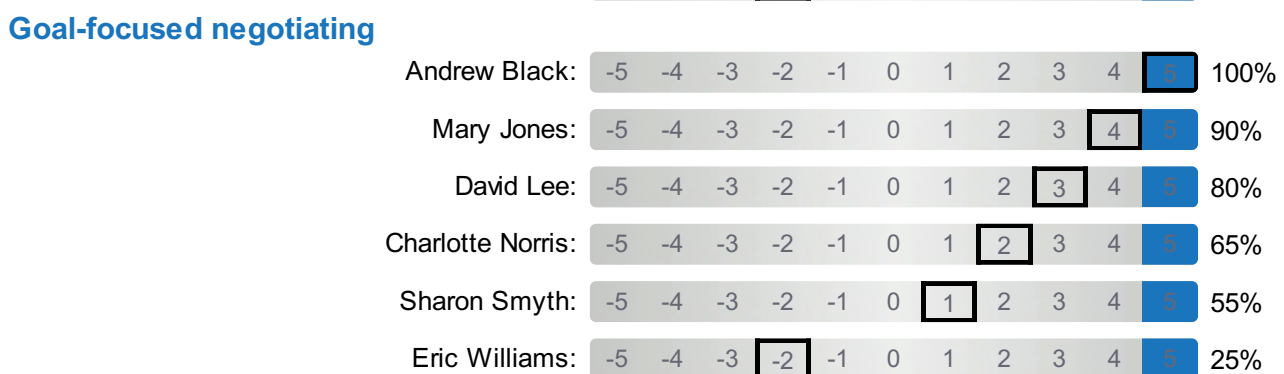
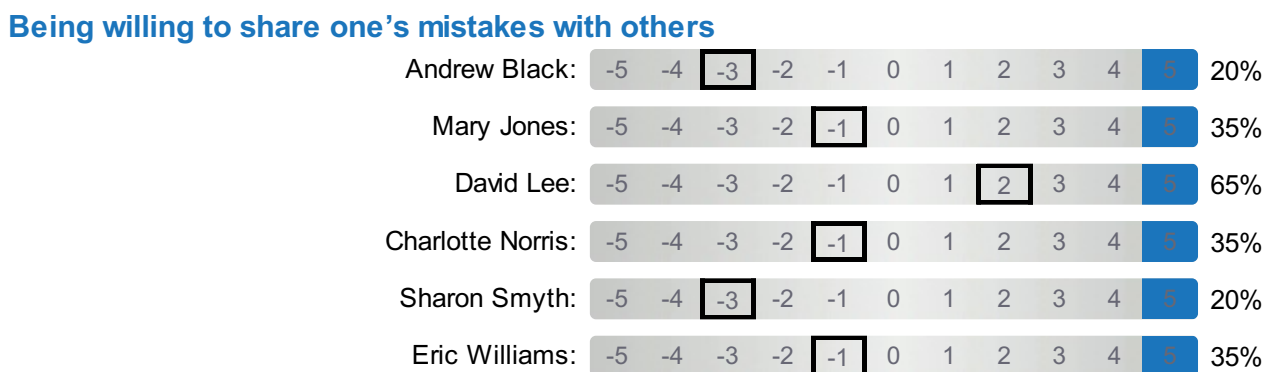
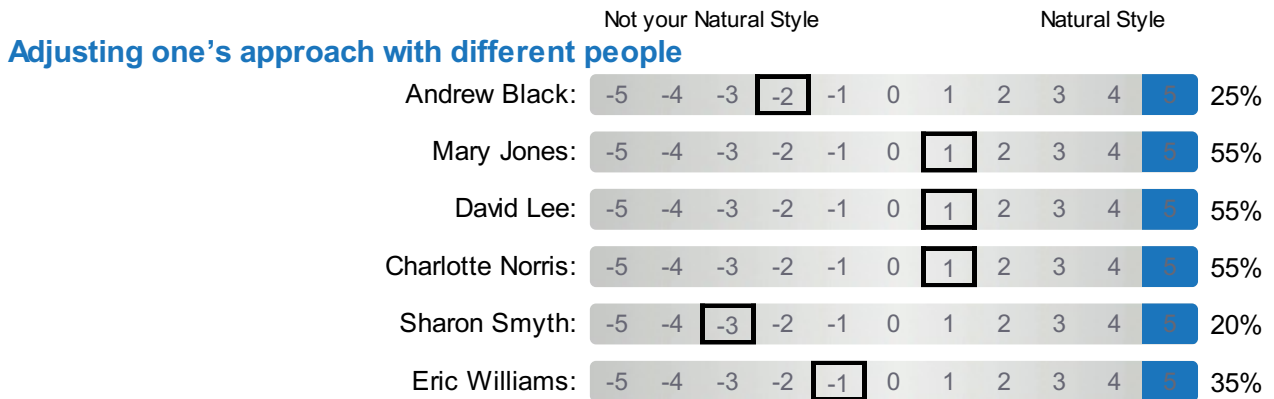
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People Duties:



Team & Build Analysis

Leadership Team

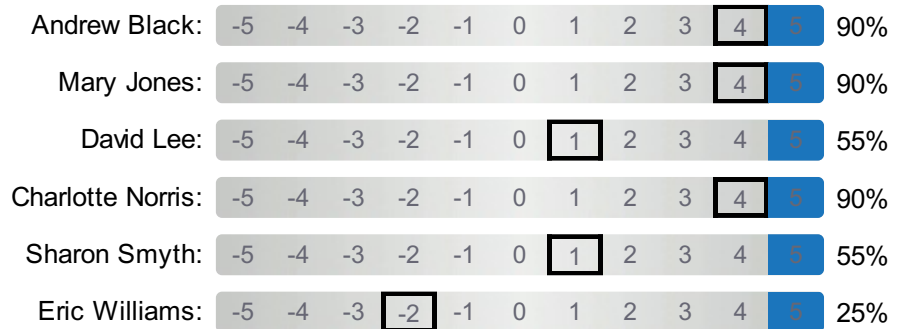
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ABC Company Ltd

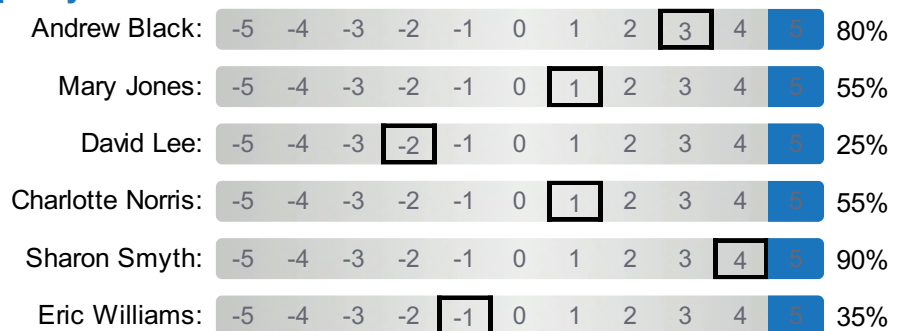
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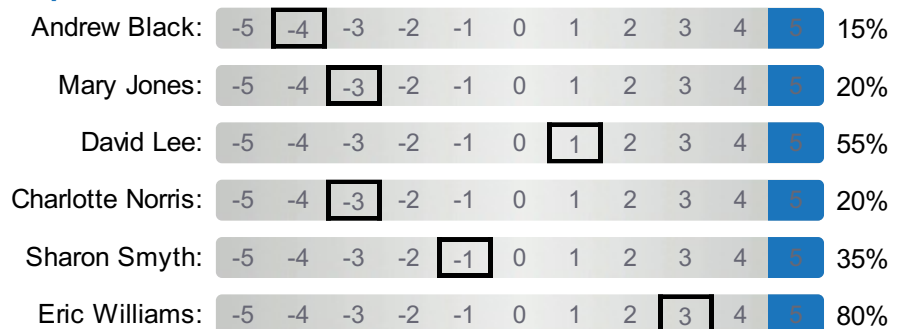
Influences people by inspiring and motivating



Motivating people to do quality work



Patiently developing others' professional skills



Pleasant in doing routine work and helper of others



Team & Build Analysis

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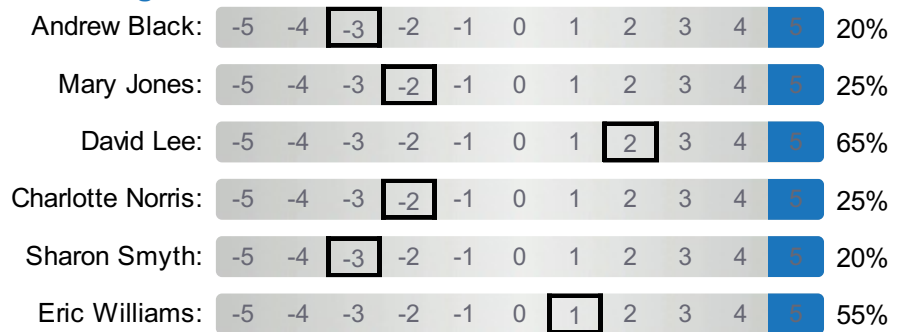
Date:

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Reinforcing messages with positive emotions



Thorough familiarising and teaching



Match Percentage

Andrew Black: 55%

Mary Jones: 61%

David Lee: 66%

Charlotte Norris: 56%

Sharon Smyth: 35%

Eric Williams: 37%

□ Person score ■ Expectation

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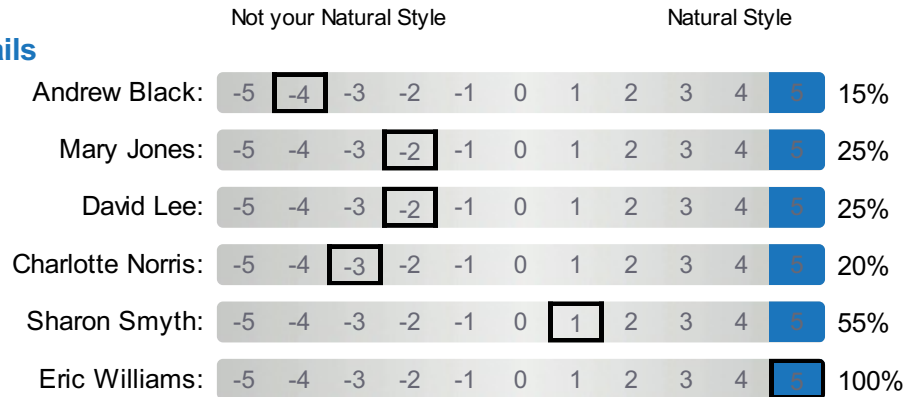
ABC Company Ltd

Date:

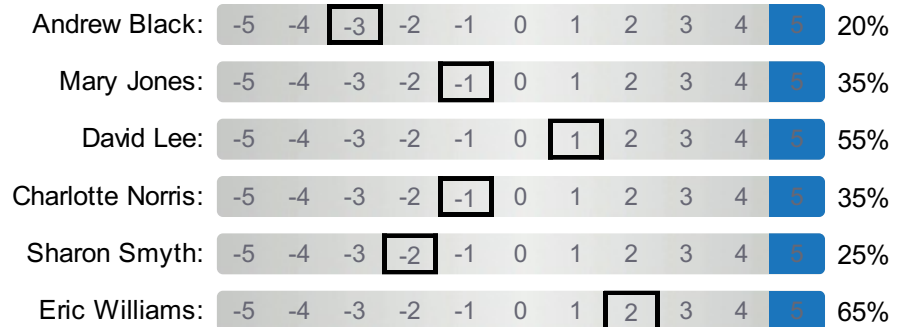
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Administration Duties:

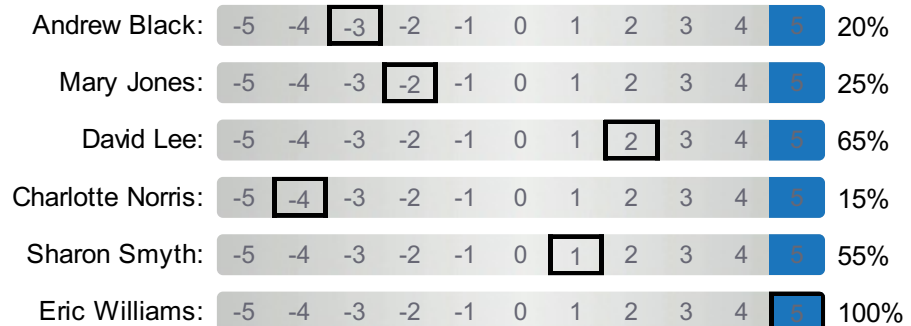
Avoiding mistakes in details



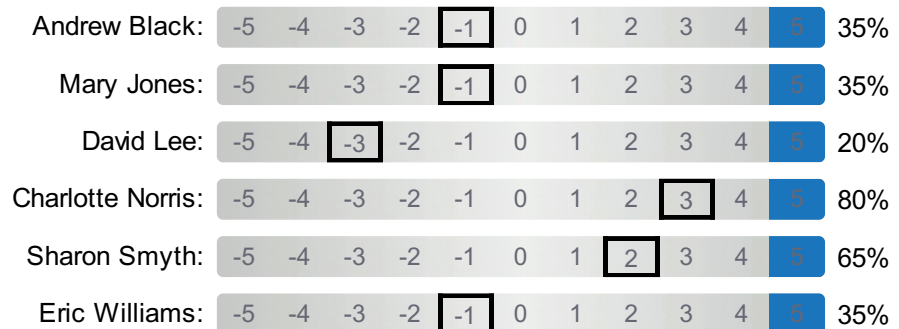
Communicating own special knowledge to others



Developing administrative routines for oneself and others



Diverse, task-focused interactions with others



Team & Build Analysis

Leadership Team

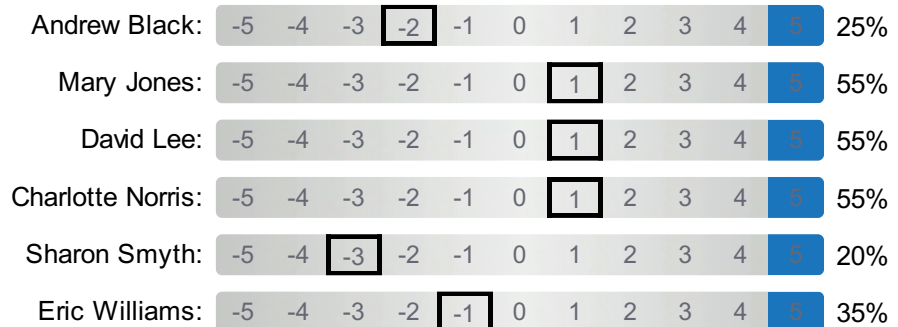
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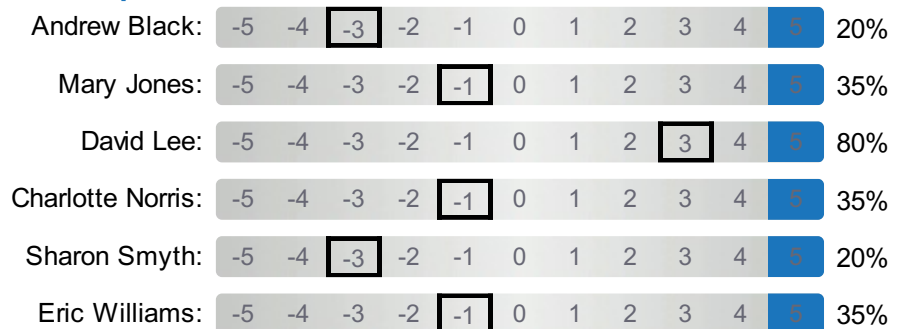
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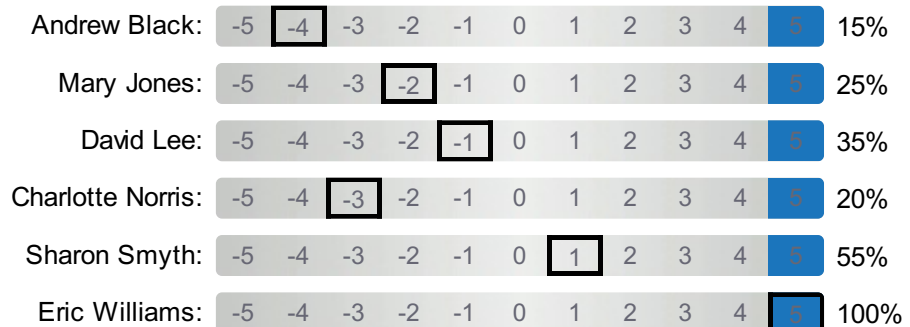
Familiarising and guiding others



Focusing on following systematic process for data collection



Following the rules and regulations to the detail



Providing very detailed instructions on how to follow the existing processes



Team & Build Analysis

Leadership Team

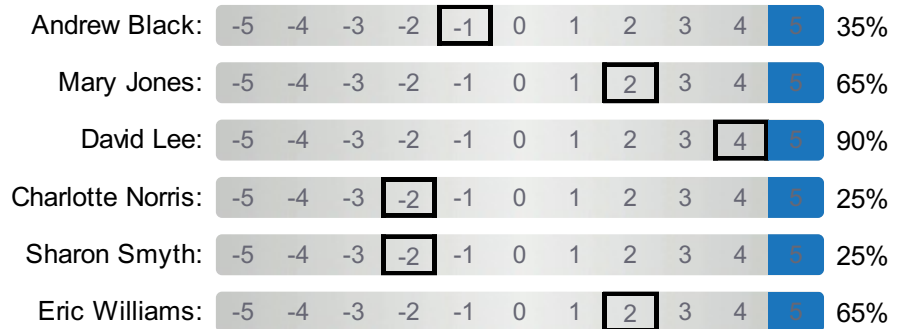
Organisation:

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Staying focused for a long time



Repetitive duties that require concentration and accuracy



Match Percentage

Andrew Black: 22%

Mary Jones: 35%

David Lee: 51%

Charlotte Norris: 32%

Sharon Smyth: 43%

Eric Williams: 74%

□ Person score ■ Expectation

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Leadership Team

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Development in the Team:

What are the 5 areas of development within the team environment you would like to work on:

1 _____

2 _____

3 _____

4 _____

5 _____

What are the steps that can be put into action for one of these 5 development areas?

Other notes or comments:

Team & Build Analysis

Leadership Team

Organisation:

ABC Company Ltd

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Thank you for completing the HR Profiling Solutions Ltd online questionnaire and obtaining this assessment!

