

Extended DISC Personal Analysis REPORT	Person analyzed Clint, Neville	
	Organization RMUSA	Date 06.15.2009



This analysis is based on the responses given in the Extended DISC Personal Analysis Questionnaire. This analysis should not be the sole criterion for making decisions about oneself. The purpose of this analysis is to provide supporting information to the respondent in self-development.

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This page is a **description of how this style of person is typically seen by others**. Read the text as such and use it to develop an overall picture. In evaluating specific sentences, it is important to consider a person's conscious ability to adapt behavior. In other words, while the text describes the typical behavior for individuals with this style, a person certainly can modify behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

Attributes:

Determined, direct, thoughtful, distant, thorough, exact, creative, perfectionist, demanding, firm, practical, shy, circumstantial, inquiring, theoretical, ambitious.

Motivators:

Neville likes to plan, develop, figure and inquire. He wants to act freely but not too fast, as he likes to produce the perfect result. He wants to be responsible for his task and wants the information to be factual and practical. Neville likes directness in relationships but is not very willing to express his opinion.

Tries to Avoid:

This person is not very willing to perform in front of others nor to encourage others. He often avoids relaxed and "unnecessary" social occasions. Neville is careful not to make mistakes, studying new matters very meticulously before forming an opinion.

Ideal Supervisor:

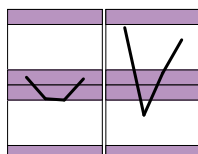
He does not get along with a spontaneous and emotional supervisor. He wishes to spend more time analyzing and solving, and is not willing to follow superficial instructions. Sometimes the supervisor has to teach him to be more open and less critical. The supervisor has to be demanding to make this person move without hesitation in the desired direction.

Communication Style:

He is very practical and meticulous, hence sometimes distant and difficult to approach. He says what he has to say without understatement, and for that reason he forwards facts well and emotions very badly. He is a good listener but can sometimes be too critical.

Decision-making:

By his nature he wants to develop, but sometimes his decisive and direct nature conflict with his wish to find a perfect solution. He makes correct decisions that are based on facts and can make the system work, but his decisions do not always motivate people.



Motivators - Comfort Areas

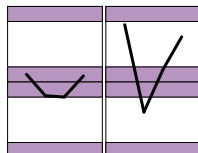
These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.

- A gradually renewing environment
- Finding the truth by analyzing things
- Planning and developing
- A possibility to be exact
- Agreements on goals
- Planning the future activities
- Concentrating on his own area of responsibility
- Speaking about the matter
- Generating and developing ideas
- Analyzing and finding solutions
- Thoroughly analyzed feedback on results
- Role of an expert and professional

Situations that Reduce Motivation

These are items that this style of person typically does not like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.

- Careless action
- Superficial behavior
- Taking a final stance too soon
- Letting others in on the secrets
- Disorderly environment
- Unplanned activities
- Unnecessary socializing
- People talking excessively
- Failing and being wrong
- Chaos
- Defeat
- Losing his poker face



Strengths

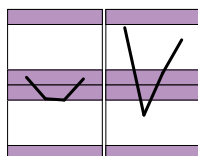
The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.

- Identifies details that need to be fixed
- Can generate controlled ideas
- Aims for perfectionism
- Emotions don't cause hasty actions
- Distinguishes reality from the ideal
- Is a cold-blooded quality controller
- Can not be persuaded into everything
- Always knows where to go
- Wants to know what is expected from himself
- Is a demanding quality controller
- Is thorough and precise
- Doesn't "paint a pretty picture" to stay popular

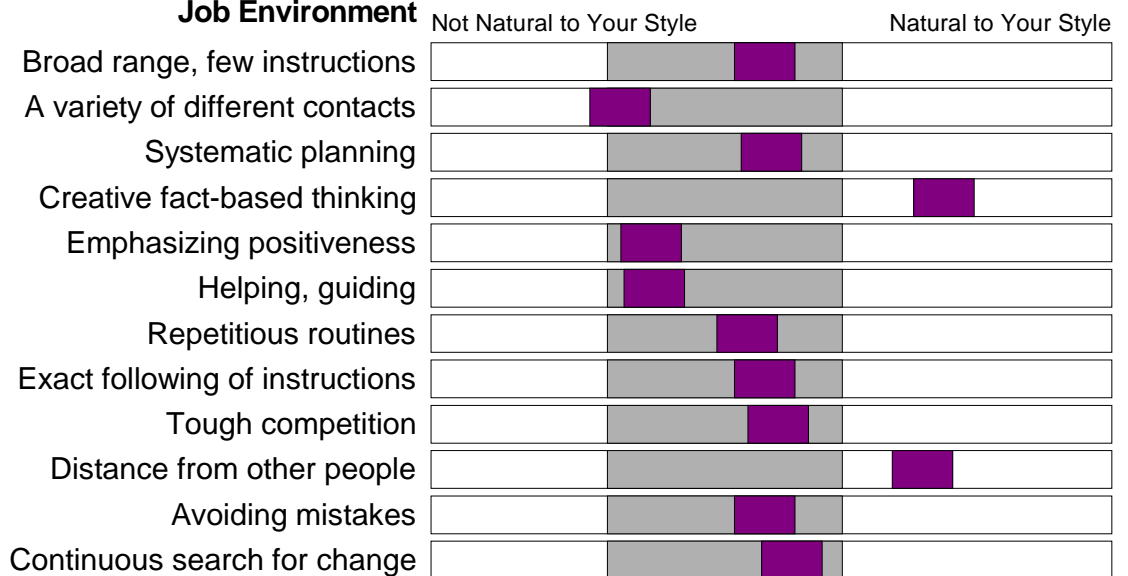
Reactions to Pressure Situations

These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.

- Concentrates on facts instead of feelings
- Complicates things unnecessarily
- Is not open nor animated
- Doesn't allow people to rest; pressures too much
- Hides himself; doesn't express his feelings
- May be too direct and even blunt
- Doesn't tell about new things in advance
- Values only visible results and facts
- Creates too many systems and rules
- Believes that knows things better than others
- Acts alone even when part of a team
- Is unpredictable



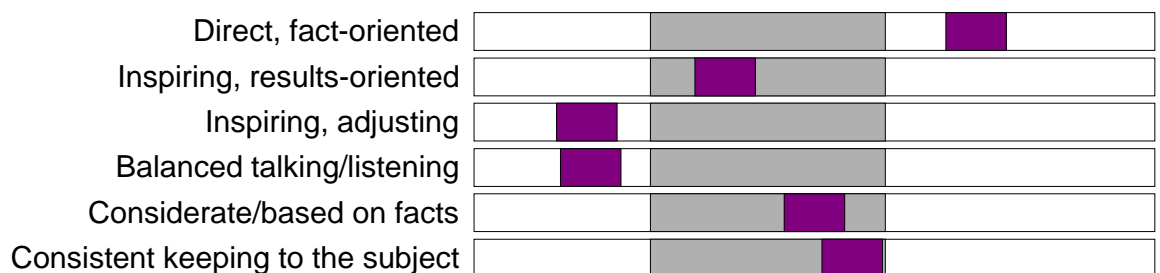
Job Environment



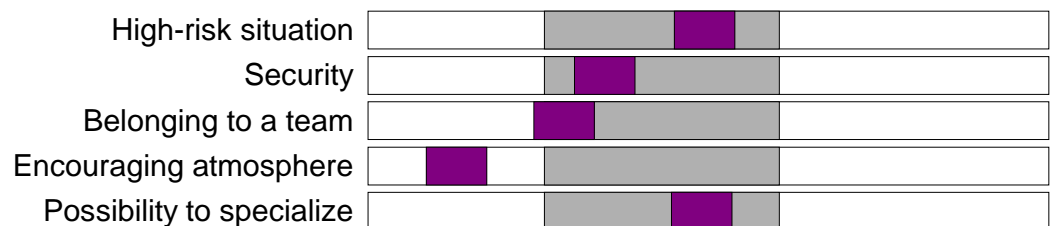
Decision-Making



Communication

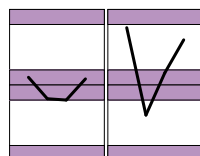


Is Motivated By



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Items that Require a Little Energy

The instructions below are for situations where you have to leave your comfort area and adjust your style.

Job Environment - Creative fact-based thinking

- Learn to keep the final goal in mind all the time
- Do not stick to details - learn to move beyond them

Job Environment - Distance from other people

- Remember to talk about your feelings immediately - do not only think about them
- Try not to withdraw into your shell

Decision-Making - Concentration on facts

- Learn to follow feelings as well as reason
- Learn to identify how important it is to take into consideration everyone's wishes

Communication - Direct, fact-oriented

- Learn not to say everything you think so directly
- Practice softening your message

Items that Require a Lot of Energy

The instructions below are for situations where you have to leave your comfort area and adjust your style.

Decision-Making - Finding a favorable solution

- Learn to think of ways to get people excited
- Remember that the best decision could be the one most easily accepted by others

Communication - Inspiring, adjusting

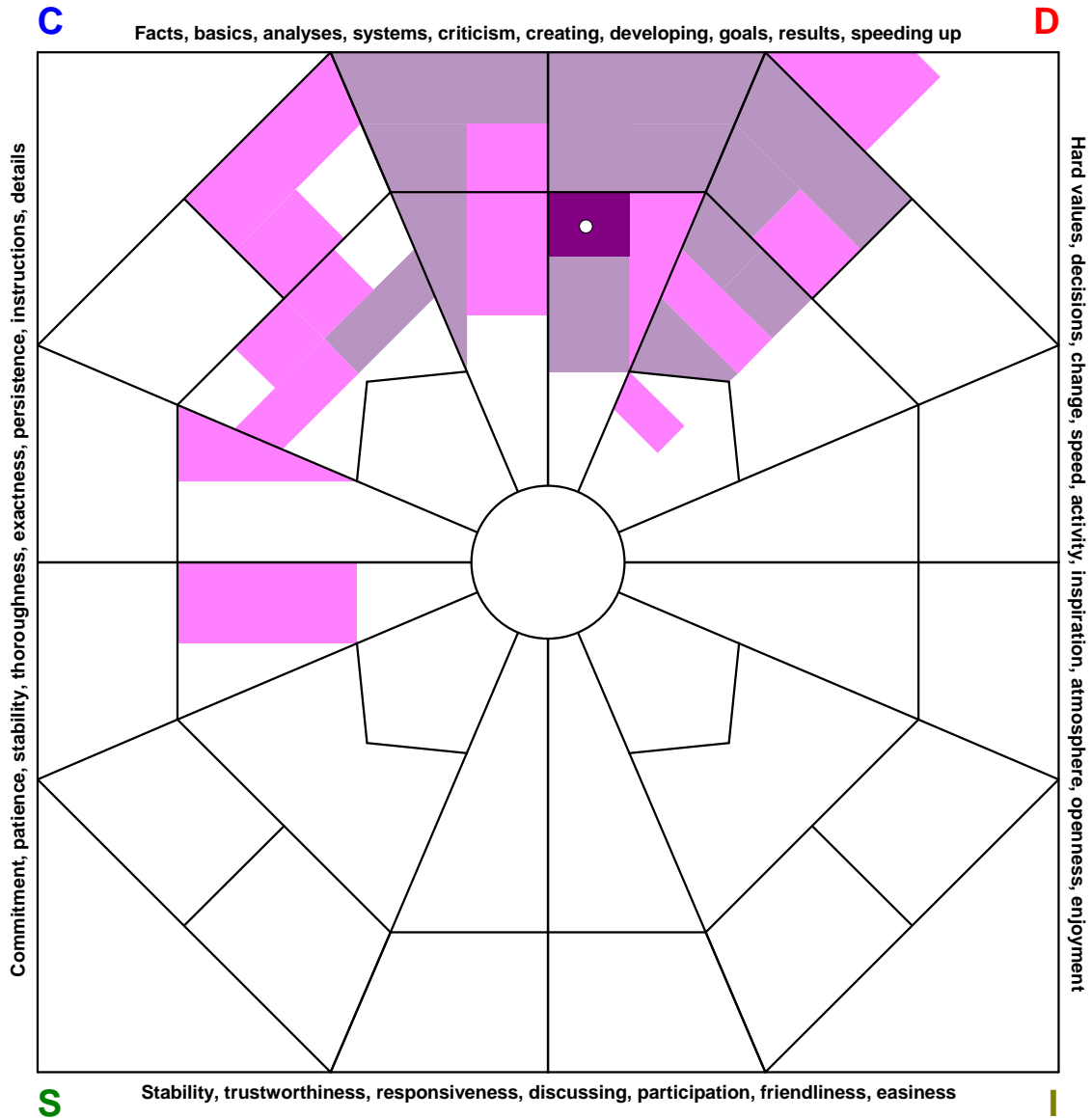
- Try to intentionally put people in a good mood
- Learn to smile when talking

Communication - Balanced talking/listening





- Try to genuinely note other people's opinions and react to them
- Think about how much you can/have to talk each time

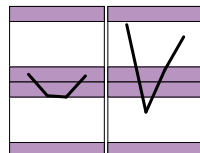
Is Motivated By - Encouraging atmosphere

- Engage in small talk with at least one person every day
- Try to understand that some people have to talk more about their feelings



Flexibility Zones:

-  Current Zone = The position of the profile at the moment
-  Natural Flexibility Zone = The area where the profile will most probably shift
-  Easiest Development Zone = The area toward which the profile is easiest to develop
-  Most Difficult Development Zone = Areas that require stronger conscious adjustment of behavior



Extended DISC Personal Analysis

Extended DISC - Profile

Person analyzed

Clint, Neville

Organization

RMUSA

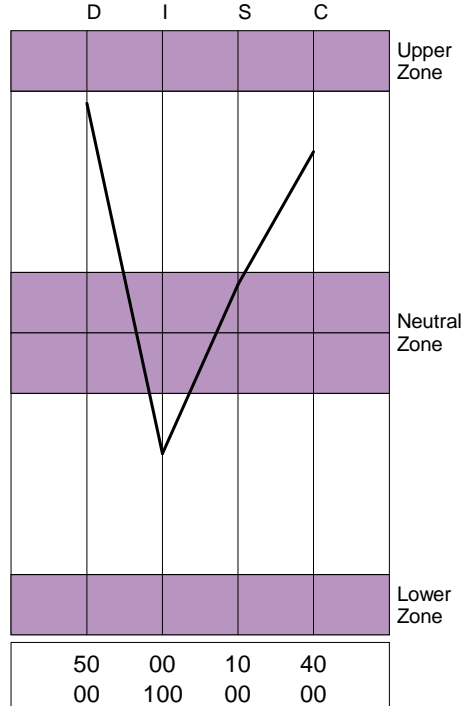
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Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC - Diamond

