

Recruit and Select Behavioural Assessment

This assessment is based on the responses given in the online questionnaire. This assessment should not be the sole criterion for making decisions about this person. The purpose of this assessment is to provide supporting information for the respondent and his/her prospective employer or recruitment consultant. Note: This assessment is based on Extended DISC Methodology

Sam Sample

Organisation:

FinxS

Date:

02.01.2019



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Introduction

This Behavioural Assessment does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

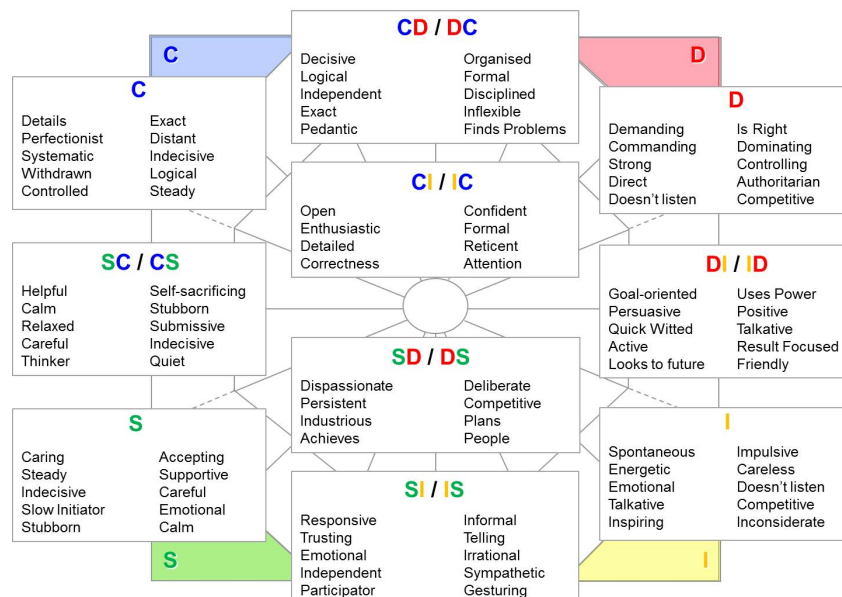
All of the information in this report is derived from your "natural behavioural style". It is a behavioural style that takes the least energy and effort, requires the least amount of concentration, and is usually the most comfortable to you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behaviour.

This Behavioural Assessment program recognises and reports on 160 styles. No one style is better or worse than the others. Each of the styles has its own advantages and disadvantages.

- **D**ominance - D styles are competitive, aggressive decisive and results-oriented, but can also appear to be impatient, overbearing and even rude.
- **I**nfluence - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.
- **S**teadiness - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.
- **C**ompliance - Precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.

How to identify the Behavioural Styles

The following graphic provides a guide on 10 of the 160 styles.





Extended DISC - Profile

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

Profile I - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

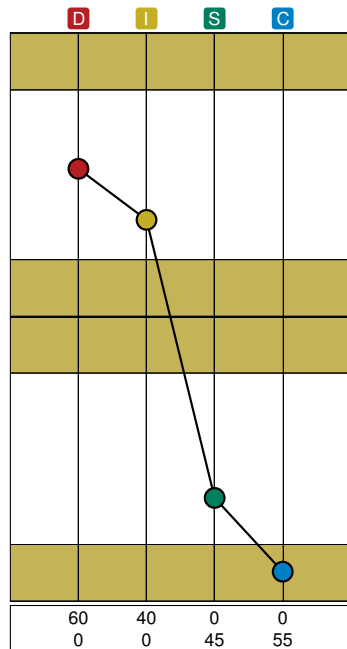
Profile II - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

There are no good or bad profiles. Just different.

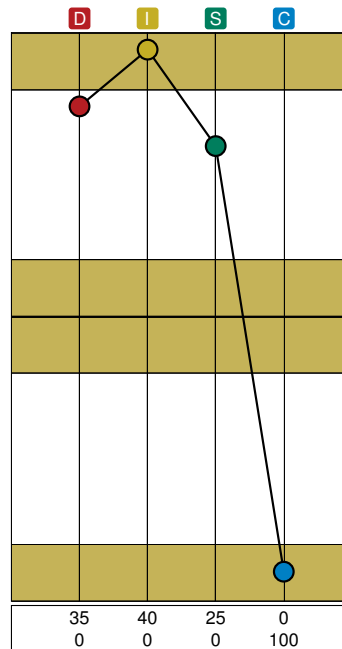
Note:

Profile I is only relevant when an individual has been working in a role that is similar to the job he/she is considering for future employment.

Profile I - Perceived Need to Adjust



Profile II - Natural Style





Flexibility Zones

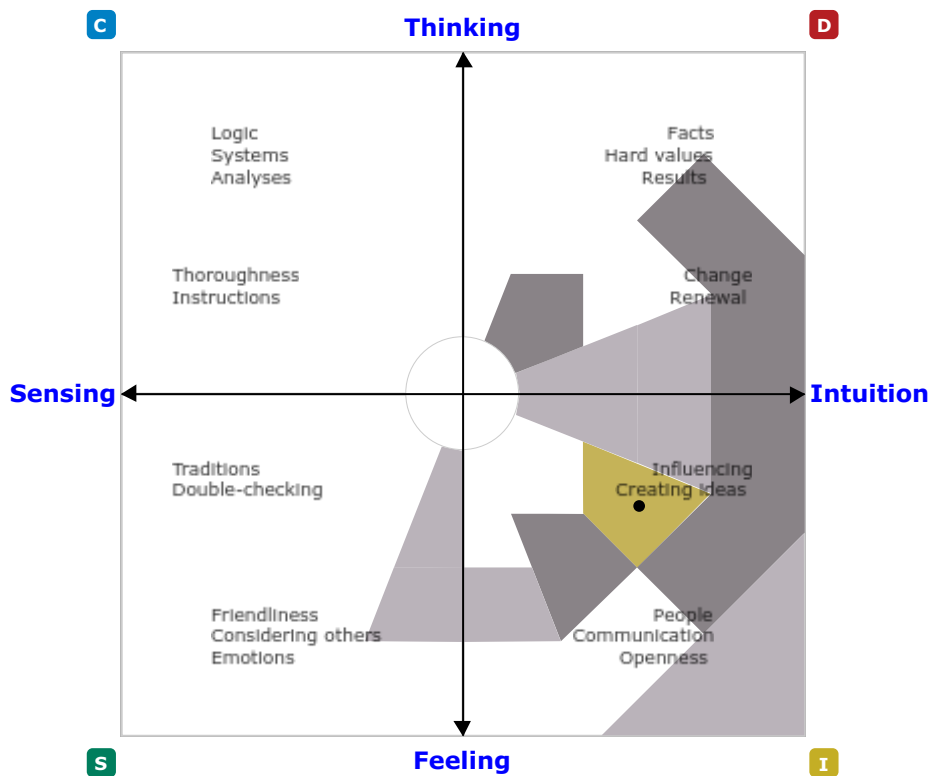
The Extended DISC Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The further you move from your deepest shade, the more energy you require.





Motivators

Motivators are what drives us as individuals. With motivators, you can make informed assumptions about what you would like to spend your time and energy doing.

Below is an explanation of what motivates you:

Sam is motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually he is not a person who could work for others, but he likes to create good environment and enjoys putting people in a good mood. He likes independence inside an organised company. Sam also needs a certain amount of freedom.

You are more likely to respond positively if these motivators are present or increased in your workplace:

- Good and lively friends
- Positive and excited atmosphere
- Freedom in how to take care of responsibilities
- People who are easy to get involved
- Openness in communication
- Freedom from detailed tasks
- Opportunity to join in
- Free discussion
- Lofty ideas and changes to work with them
- Having own opinion been heard
- New opportunities
- Positive way to promote things

A role as a motivator

- Creates group enthusiasm
- Motivates by speaking
- Supports and encourages



Situations that reduce motivation

Demotivators are items that you do not particularly enjoy and will require more energy to perform. It is most likely that the effect on your motivation will be negative if these items are increased in your work role.

Below is an explanation of what could demotivate this person:

This type of person does not like strict instructions nor chains that make his work boring and limited. He does not like an exaggerated pedantic attitude nor faultfinders. Sam has difficulty approaching people who do not know how to have fun or cannot enjoy each others' company.

Your motivation is likely to decrease if these situations are present or increased in your workplace.

- Dryness and boredom
- Dull routines
- Being separated from people
- Progressive changes being prohibited
- Detailed instructions
- Losing popularity
- Own team breaking up
- Coldness and toughness
- Restrictions
- Facts-oriented thinking
- Getting stuck in one place
- Bad team-spirit

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Attributes

The attributes below describe your characteristics:

Social, pleasant, sociable, thorough, organised, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

Strengths

The behavioural skills in the section below are your clear natural strengths. They may not be exceptional skills, however they would be very natural and require very little energy in the work environment. Increasing these in the present work environment would have a positive effect for you.

- Is competitive in a people-oriented way
- Can keep people motivated
- Doesn't crush others when changing things
- Takes notice of emotions
- Can generate ideas
- Has a longer perspective in perceiving things
- Can sell one's ideas to others
- Dares to work without instructions
- Is encouraging and positive
- Can be patient
- Does what is best for the team
- Likes people

What are my key strengths?

Identify your key strengths and how you apply these to your work environment. **Be careful not to overuse!**

1 _____

2 _____

3 _____

4 _____

5 _____

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Development areas

Development areas are where there is the greatest opportunity for improvement in your growth and performance. However if you become overly excited or stressed these development areas may become more active.

Below are your development areas:

- Makes inaccurate assessments
- Operates superficially
- Allows emotions to influence oneself
- Tries to please too much
- Doesn't behave directly
- Doesn't always expose one's real opinions
- Needs popularity
- Spends too much time with people
- Makes mistakes by being inaccurate
- Thinks about oneself a little bit too much
- Gets excited without proper analysis
- Wants to retain friends at any cost

What are my development areas?

Identify your key development areas and what you could do under stress or pressure to develop these areas.

1 _____

2 _____

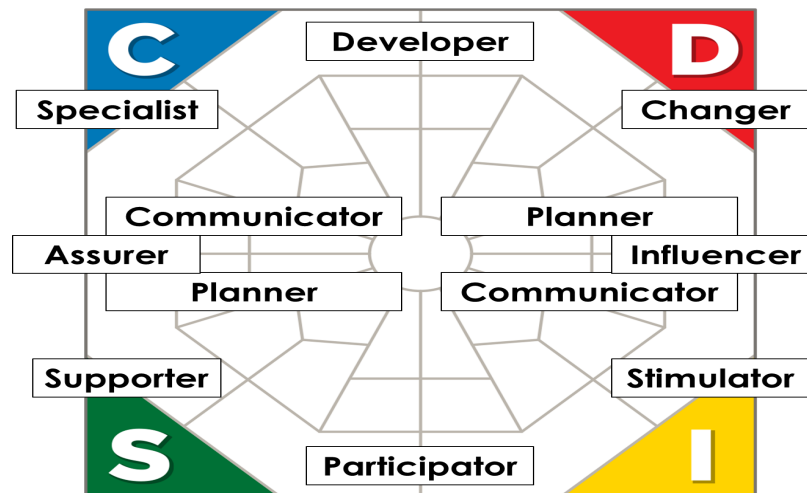
3 _____

4 _____

5 _____



Team Roles on the Diamond:



In a Team Environment you are:

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.

An attitude towards team work

- A means to get people's attention
- A way to get the group motivated
- An opportunity to delegate boring routines away

A role in a team

- The one who gives a push to a conversation
- The one who introduces new thoughts
- The one who stops hesitation

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A role as a performer

- Aims at simplicity
- Does not deliberate for long
- Applies rules

The advancement the group makes

- The group is able to be renewed - doesn't get stuck
- Group's atmosphere stays open
- Includes people

The easiest way of finding the joint rhythm - convergent styles

Changer, Stimulator

The most difficult way of finding the joint rhythm - complementary styles

Supporter, Assurer, Specialist



Behavioural Competencies - Reading Instructions

Each sliding scale shows your flexibility within the below set of competency headings:

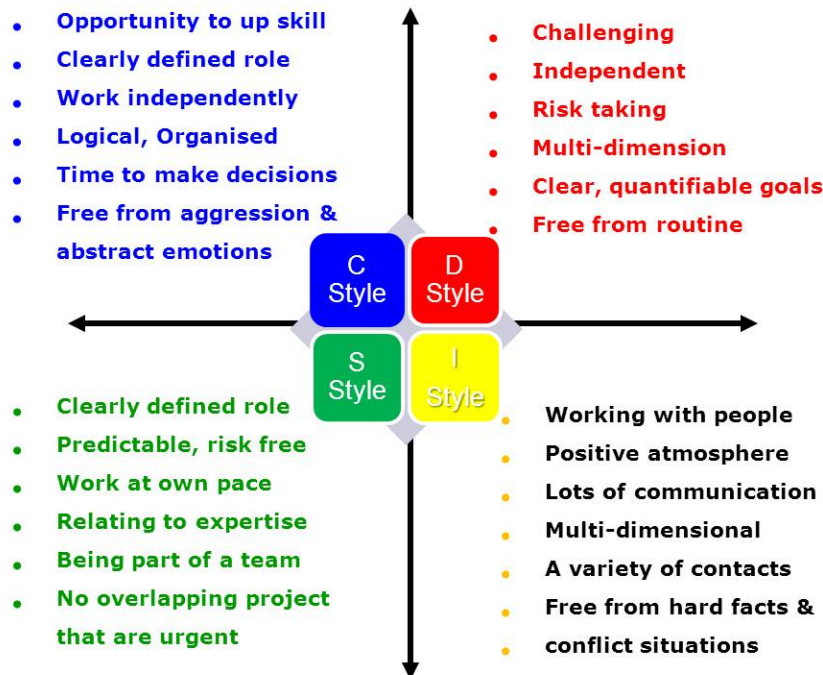
- Decision Making
- Prioritising
- Self-development
- Independence
- Empathy
- Initiative

Each competency has been graded on a scale from -5 to 0 or 0 to +5. If the score is below -1 means this competency would require more energy. If the score is between -1 to 1, this area can be developed comfortably. A score of 2 or more means this competency requires very little energy from you.

The coloured box represents the expectation and the clear box represents the person's score. The percentage shows the match between expectation and the person's natural behavioural style.

As with the flexibility diamond, this does not mean you are not capable it simply requires more energy. *This is not a "can or cannot" scale.*

The below graphic shows the preferred work environment for the four main behavioural styles:





Decision making

Decision making is the process of identifying and selecting a course of action to solve a specific problem. For effective decision making, a person must be able to forecast the outcome of each option and determine which option is best for that situation.

Below is the preferred decision making style of this person:

He can certainly be a good, deliberate decision maker in his field. In new matters, he may superficially analyse the facts and to some extent trusts his intuition. Sometimes he can be cheated by involving emotions.

- Wants to make quick decisions
- Brings up decisive ideas
- Doesn't analyse all the alternatives



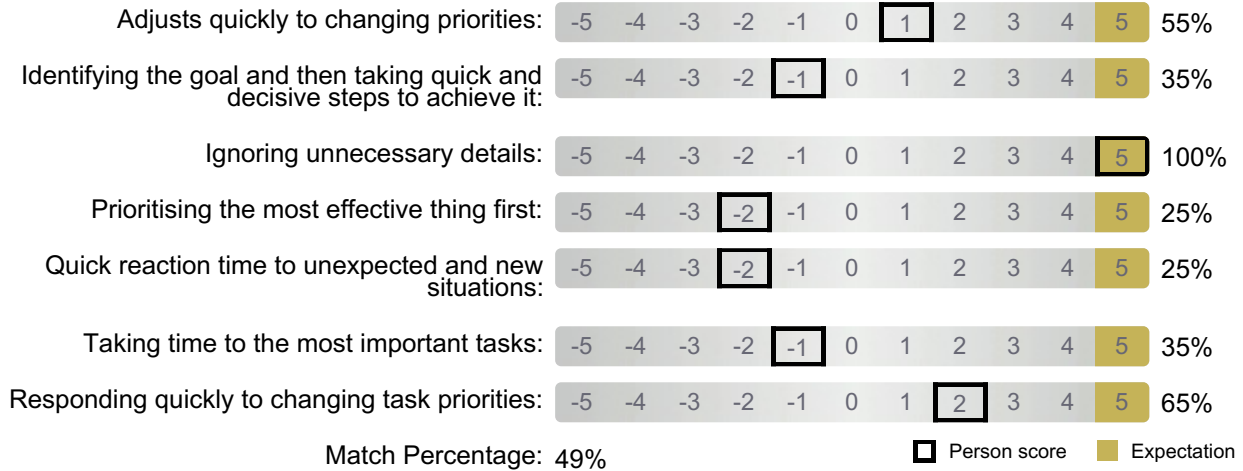
Match Percentage: 46%

□ Person score ■ Expectation



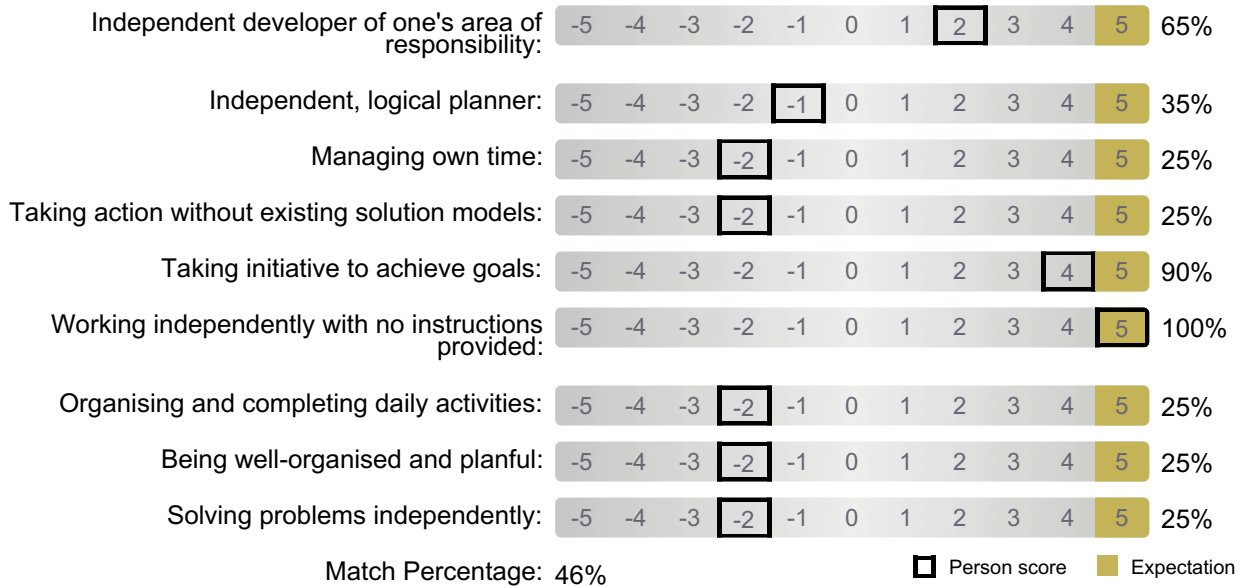
Prioritising

Prioritising measures the tendency to make the best use of the candidate's time and efforts as well as those of the candidate's team to reach team goals. Prioritising is characterised by the ability to identify tasks and determine the importance of each task.



Independence

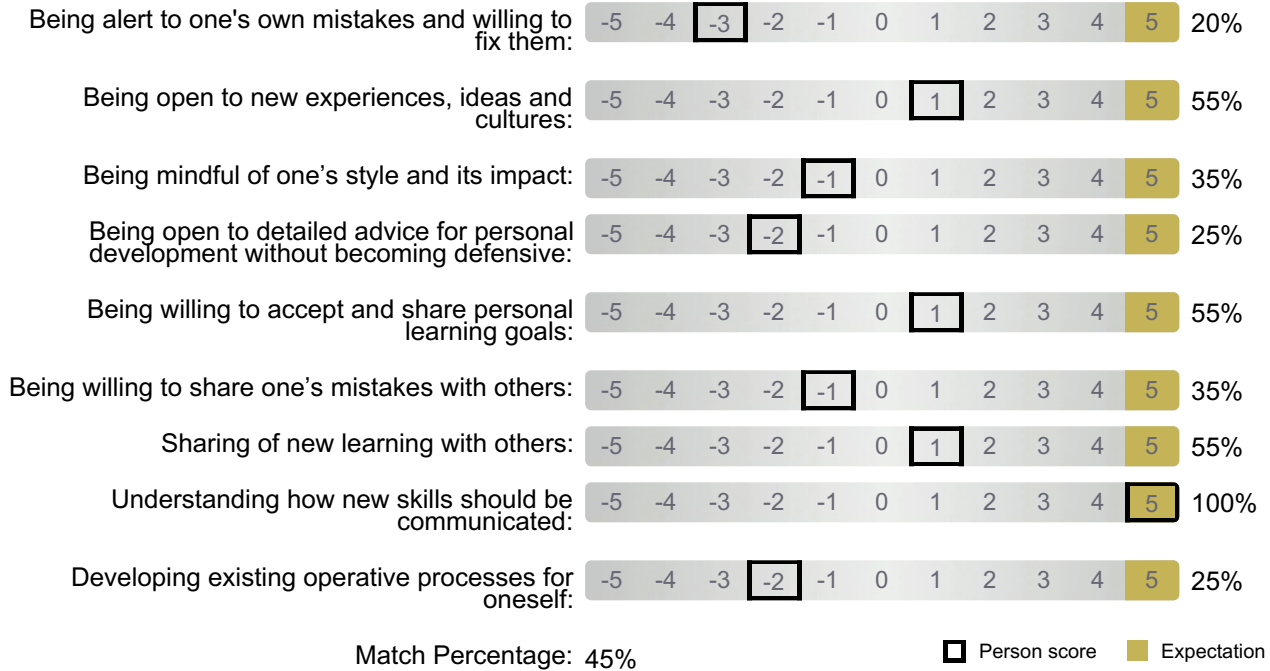
Independence measures the tendency of a person's eagerness to take action and make independant decisions. Independence is the ability to think and / or acting for oneself without support, and being resourceful in the face of challenges.





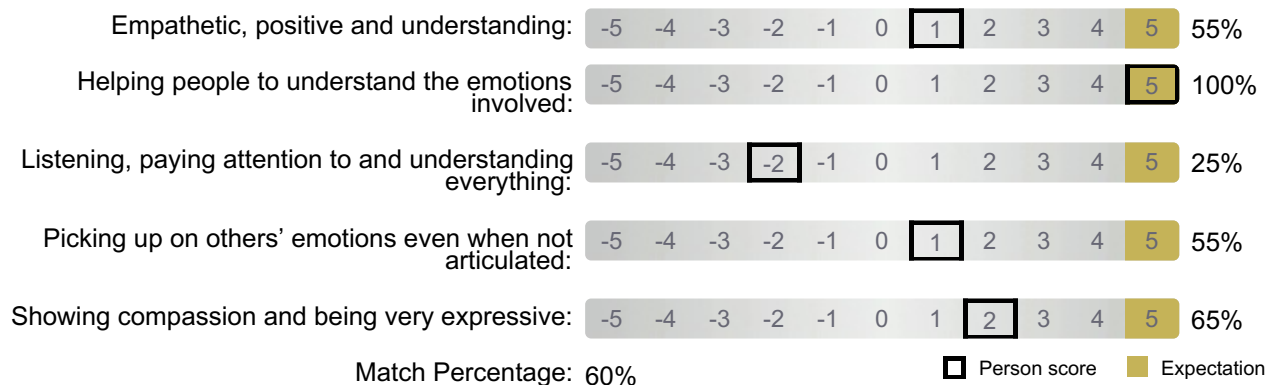
Self-development

Self-Development is taking personal responsibility for one's own learning and development through a process of assessment, reflection and taking action. It is the process by which a person's character and / or abilities are gradually developed.



Empathy

Empathy is the feeling that you understand and share another person's experiences and emotions.





Initiative

Initiative is the ability to assess and initiate things independently, and to act or take charge before others do.





Causes of Stress

The causes of stress are different from one person to another because of who we are. Therefore, stress can be defined as a defence mechanism to a change in the environment and the adjustment process it causes (this is unrelated to the psychological illness also called 'stress').

In behavioural sense, stress is the external pressure you feel that forces you away from your comfort zone. A certain amount of stress comes with normal everyday tasks and responsibilities within a work environment.

When reading the Stress Competencies

Causes of stress

- A rectangle to the left of 0 indicates that situation causes little or no stress.
- A rectangle to the right of 0 indicates that situation causes minor to major stress

Below are some identifiers that show causes of stress:

Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being excluded from communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being forced to follow rules rigidly:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Questions relating to the person's expressed emotions

Presently he feels that he wants to / has to be even stronger, bolder and more independent than he naturally is. Are you being pressured into generating profit or making decisions?

He feels that he is getting all the attention and feeling of belonging that he wants and does not feel that he should stay away from people.
How do you show it when you are no longer motivated?

He tries to be more active than his natural style and may feel that he has to do several things at the same time and not be able to do them properly. At the same time he may be a little restless.
What would you leave out of your current responsibilities?

He needs an extremely great level of independence in his own work and does not like chains or restricting rules. At the moment, he does not seem to have any.
In making decisions, which issues would you like to keep to yourself?

Questions relating to the person's role

You get along with people very well. What kind of work co-workers would you not want to have?
You usually see good in all people. What good do people see in you?
You live through emotions. What do you do if you feel that things are going well and I say that they are not?
You are not very careful. How can one make sure that you will not make visible mistakes with the customer?
You are enthusiastic and seek acceptance. Can people sometimes manipulate you? When do you put your foot down?



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

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