

HR Profiling Solutions Ltd

On-Boarding Recruitment 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 oneself. The purpose of this Assessment is to provide supporting information for the respondent in self-development. Note: This assessment is based on Extended DISC Methodology

Sam Sample

Organisation:

FinxS

Date:

31.05.2017



Ideal manager-leader

His manager/leader should be able to stop and move forward purposefully. The manager/leader must be able to listen, discuss things besides business and be easy to approach. From time to time the manager/leader has to give him energy, especially when beginning new tasks and when different opinions arise.

Score Interpretation

When on-boarding, please note that when the boxes on the rating scale sit further to the right after 0, this indicates they may need more of this in their work environment.

- Needs clear goals and freedom: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs clearly defined tasks and continuity: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs freedom to influence other people: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs goal-focused development projects: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs lots of attention: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs lots of positive encouragement: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs support in decision making: -5 -4 -3 -2 -1 0 1 2 3 4 5
- Needs the feeling of safety and continuity: -5 -4 -3 -2 -1 0 1 2 3 4 5

What are three actions that would help this person during the On-Boarding Process?

Employee Competencies

This section uses a -5 to +5 scale.

A score of -1 or below would mean this competency may require more energy.

A score for -1 to +1 would indicate that this competency could be easily developed.

A score of 2 or more indicates this competency requires less energy

	Non-Natural					Natural					
Being compliant with regulations and processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being continuously helpful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being willing to work with a wide range of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Broad range of responsibilities with few instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Changing work plans or routines without complaint:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following instructions precisely:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following rules exactly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having courage to stand up to supervisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having patience to complete a task:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening carefully:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive routines/tasks:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Responding quickly to changing task priorities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Speaking out regardless of consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Stepping 'up a gear' to cope with change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working independent with no instructions provided:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Your Communication Strengths

Communicating own opinions strongly and selling them to others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Communicating in a compelling and positive way: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Active sharing of positive information: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Goal oriented motivation and influencing: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Strong goal-oriented influencing of people: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Your Listening Strengths

Finding a logic in what the other person is saying and challenging it: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Being able to take over the conversation from where the other person stopped: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Showing interest, listening and participating: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Preferring to listen to short stories only: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Paying attention only to the essential information: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Flexibility Zones

The Flexibility Zone Diamonds demonstrates how much and in what direction the individual's behaviour is the most flexible.

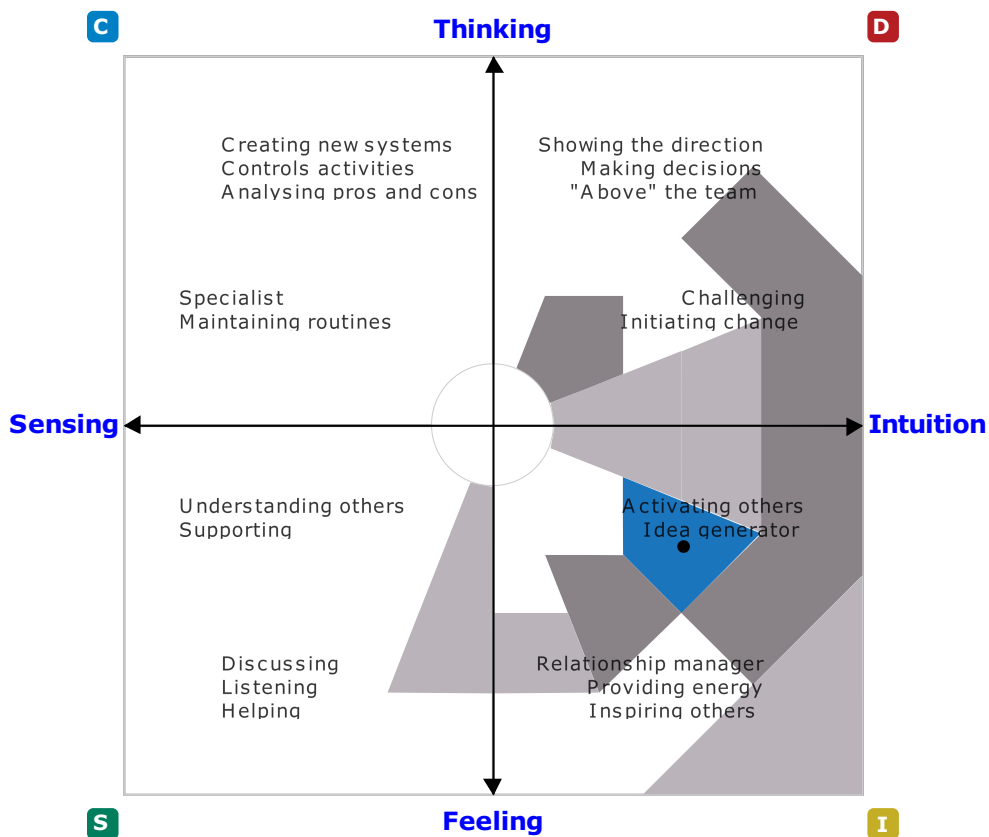
The coloured area represents - The position of profile II, the most natural behavioural style

The darker shaded area represents - The area where the profile will most likely shift

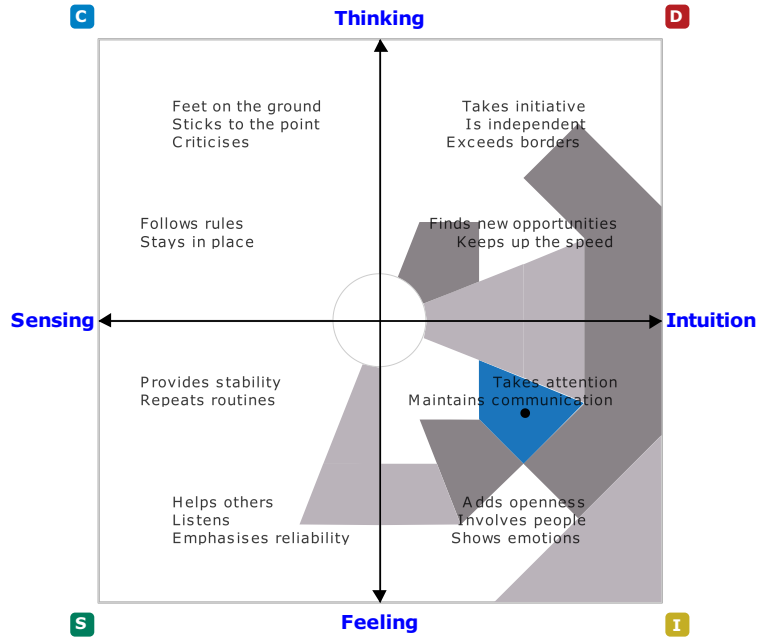
The lighter shading represents - The area toward which the profile is easiest to develop

The white shaded area - Most difficult difficult development zone. Areas that require stronger conscious adjustment of behaviour and more effort/energy

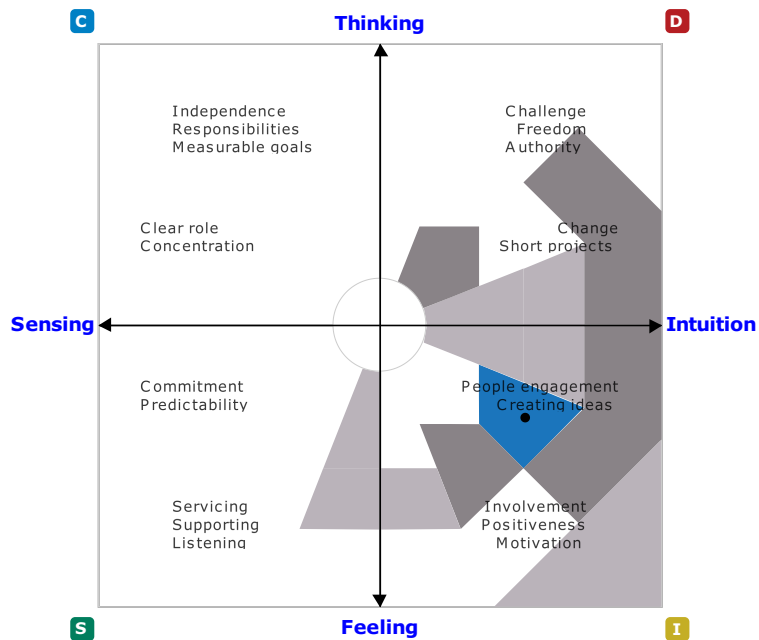
Team Member



Employee Behavioural Style



Preferred Job Content



Stress

Stress is the external pressure the person feels that forces the person away from their comfort zone. A certain amount of stress comes with the normal everyday tasks and responsibilities within a work environment.

Below are the top 5 indicators that {{first_name}} is under stress and ways in which you can help {{first_name}} to alleviate stress.

Signs of stress

A rectangle to the right of 0 indicates that the behaviour can be a sign of stress.

- Is overly interested in the opinions of others: -5 -4 -3 -2 -1 0 1 2 3 4 **5**
- Has strong emotional opinions: -5 -4 -3 -2 -1 0 1 2 3 4 **5**
- Becomes overly concerned about relationships: -5 -4 -3 -2 -1 0 1 2 3 4 **5**
- Wants to take action without being sure what is the best thing to do: -5 -4 -3 -2 -1 0 1 2 3 **4** 5
- Is not able to control emotions: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Alleviating Stress

These are the top 5 ways for {{first_name}} to alleviate stress.

- Allow possibility to talk about the problem from different angles: -5 -4 -3 -2 -1 0 1 2 3 4 **5**
- Give more room to solve the problem independently: -5 -4 -3 -2 -1 0 1 2 **3** 4 5
- Allow possibility to move around: -5 -4 -3 -2 -1 0 1 **2** 3 4 5
- Give opportunity to meet people and hear what they say: -5 -4 -3 -2 -1 0 1 **2** 3 4 5
- Emphasise positiveness in solving the problem: -5 -4 -3 -2 -1 0 1 **2** 3 4 5