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Behavioral Profile Report of John Doe

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**This Discover Behavioral Profile Report is a product of
Discover Assessments.**

Discover Assessments - *The leader in applied behavioral assessments
for the recruitment, retention, motivation and development of talent.*

Introduction

This assessment is a reliable and scientifically validated tool. It has been specifically developed to identify and predict the behavior of individuals in organizations.

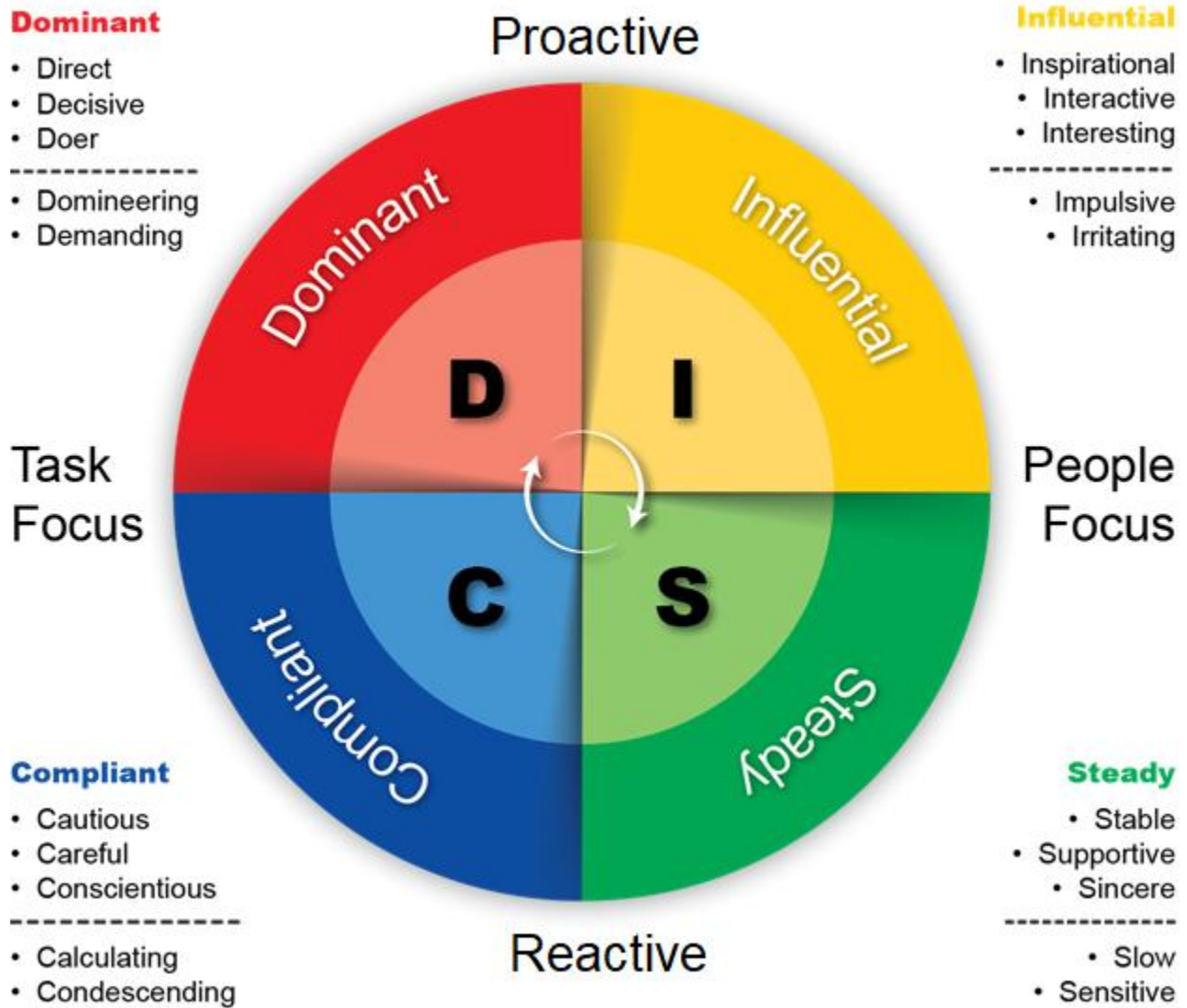
Assuming that you have completed the form following the instructions, you should find this report to be an accurate description of the way you generally respond to different situations, challenges and commitments that you are faced with on a daily basis.

In short, this assessment can now describe how you will behave and why. You should also keep in mind that at times we may adapt and modify our behaviors, by enhancing or inhibiting our natural trends.



You will find extremely valuable information in this report, such as what are the things that motivate you most, which are the behaviors that appear spontaneously and that are generally of a low stress level.

This report uses the **DISC** Personality System. The **DISC** Personality System is a globally used behavior system. It is represented as shown below



Knowledge of the DISC System empowers you to understand yourself, family members, co-workers, and friends, in a profound way.

Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.

Behavioral Descriptors

Based on the responses, this report has identified the words which describe the personal behavior. The following is a list of those words which could clearly be used to describe the individual's natural behavioral style.



Persistent



Accurate



Logical



Deliberate



Prudent



Thoughtful



Skeptical



Thorough



Reliable



Disciplined



Inquisitive



Loyal



Meticulous



Systematic



Polite



Non-aggressive



Wants to know
how why

Behavioral Profile Description

This section will provide a broad view and understanding of the individual's natural behavioral style. The description identifies the natural and spontaneous ways in which the individual will respond to the demands of the job. Use this description to gain an in-depth understanding regarding the way this individual will respond to problem-solving needs, face challenges, influence others, respond to the environment and what their responses are to rules and procedures set by others.

- John is a logical and systematic person, a precise thinker and hard-worker who prefers to follow procedure in his work life as well as his personal life. John is a perfectionist who does not want to make any mistakes in his work. He is therefore analytical, precise and organized.
- He dislikes antagonistic situations and acts in a cautious way. He prefers to work based on policies and procedures and will often seek guidance and advice from others.
- He is a team player and a precise and loyal communicator in everything he does. He establishes his relationships slowly and always based on trust. He therefore knows the difference between his friends and his acquaintances.
- John is an analytical person. He generally compiles a lot of detailed data and information. Being a good analyst, he follows instructions, rules and procedures. He follows strict quality control and is normally confident of his knowledge and skills. He has the ability to identify and diagnose problems and variance of returns and can identify problems under the different symptoms. His analytical approach makes him a skeptical person who wants to see supporting data or a logical plan before committing to a plan or proposal.
- He may have difficulty approaching others, especially people he does not know. He may be effective in teams, small groups and one-on-one situations. It is unlikely that John will feel comfortable working in a large group, especially if he does not know the people in the group.
- It is preferable if his bosses/colleagues support him and are available for guidance. He likes to establish positive and cooperative work relationships with people, but is not an individual who seeks popularity.
- It will normally be easy to work with John and to get along with him. He does not like problems or arguments of any type. He tends to be careful, cautious and conservative and it takes him some time to trust others.
- He is a peaceful, kind and non-threatening individual. John will also be generally tolerant, courteous and somewhat precise in his interpersonal relationships. Although he will not have the skills to influence, persuade or motivate others, his colleagues will consider him to be a loyal individual.
- John will usually be prepared to recognize the points of view, opinions and behaviors of others. He is in general a quiet and serious person, but could occasionally become irritated, especially if he is pressured or interrupted. He will try to avoid antagonistic situations, arguments and problems.

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- He will work efficiently in a structured work environment with clear and specific objectives, where his tasks and assignments are well-defined and unequivocal. Ideally, John will work on one or a few issues simultaneously. He may be inquisitive and curious about the causes of problems and events.
 - He may display more insecurity than firmness and may drop some creative ideas if he asks overly detailed questions. John's methodical, organized and structured style may, at times, take him to be perceived as rigid and inflexible.
 - John works well at his own pace on planning and problem-solving activities, given his mostly quiet and thoughtful nature. He prefers avoiding confrontation, therefore making drastic/unpopular decisions or imparting discipline to others should be kept at a minimum or not at all. His authority will have to be supported by the organization and based on the adherence to rules.
 - He prefers to have responsibilities related to his area of expertise and specialized knowledge. He will probably view irrelevant social conversations with people outside his immediate circle as a waste of time. He needs privacy for his personal issues and thoughts and will feel tense when it is not respected. He will probably react to this tension by keeping himself very quiet, without voicing his thoughts and isolating himself from others.
 - He will probably become tense if he does not have sufficient time or enough information to organize things. In his fear of making mistakes, John may become an excessive perfectionist, with too much concern for insignificant things and details, demanding explicit rules and instructions to clarify his assignments.

 **Management Style**

This section will provide a broad view and understanding of the individual's management style. It describes the way in which the individual naturally performs when faced with the need or responsibility of managing others. This individual's managerial style is described in the following sections: Leadership, Decision-Making and Communication.

**Leadership**

- John prefers leading his team on the basis of procedure, instead of spontaneously.
- He may respond with authority to obtain results, provided he feels supported by his organization.
- He will always seek to be in control of any situation.
- He will be more efficient working in small teams and with people he knows well, especially in the case of tough challenges.
- He will demand personal commitment to guidelines as his motivation style.
- He will seek alternatives and solutions in previous experiences and past successes.
- At times, he may be overly focused on order and neatness, which may cause loss of motivation in others.

**Decision-Making**

- John is uncomfortable when faced with the need to make rushed decisions or adjusting to tight deadlines.
- In line with his desire to make no mistakes, he will be very cautious when making decisions.
- He will want to have a lot of available data before deciding to move forward.
- He may tend to hesitate if he has to make decisions about others, more so when the decisions are bound to face opposition or objections.

**Communication**

- Although communication in general is not his greatest strength, he is efficient communicating in his area of expertise.
- He has good listening skills. He would rather listen than speak.
- He will generally prefer communication in writing.
- He is very sensitive in verbal communication, and may therefore, at times, avoid irrelevant conversations.

 Sales Style

This section will provide a broad view and understanding of the individual's sales style. This individual's style during the different stages of the sales process is described in the following sections: Opening, Closing, and Customer Service; allowing us to identify their skills with presentations, facing objections, as well as customer follow up and maintenance.

**Opening**

- The strength of John's opening and introduction will be his main area of expertise.
- He may prefer presentations in writing rather than verbal.
- Because of his introspective style, he may have some difficulty with opening.
- Given his serious and reserved approach, he may feel slightly uncomfortable during first meetings.

**Closing**

- In order to execute the closing, John will use all his knowledge and experience and carefully explain his product or service.
- He prefers not to pressure people to achieve a closing.
- He will have better chances when dealing with specialists who have similar skills to his.
- At times he may give up very easily instead of overcoming objections.
- He hates rejection, which is why he will rarely be motivated by closing sales and soliciting orders.
- He will be more efficient closing sales with existing customers than generating new customers.

**Customer Service**

- Being very detailed, he will try hard to respond in detail to customer service needs.
- Although quiet and submissive, he likes to help others.
- He will be cooperative and will proactively offer his help.
- He makes sure tasks are followed through to conclusion.
- He will do everything he can to retain the existing accounts.

How to Lead John Effectively

This section describes important aspects to keep in mind for the individual's 'effective coaching.' The following descriptive points are based on natural behavioral style and are critical for any person who expects to lead this individual at the highest level of effectiveness and full capacity.

- John needs a leader that clearly defines his functions, duties, and responsibilities in order for him to develop his capabilities.
- Because he prefers to work alone or in small groups he will not feel comfortable answering to and informing several people simultaneously.
- If any type of authority is delegated to him, it should be clearly connected to his technical skills and expertise.
- Being an introspective person, he will have a hard time working in large groups and will prefer to work on his own. He should not be exposed to presentations unless they are within his specific area of expertise.
- He is interested in analytical, logical work with clear rules. He needs to be told what is expected from him.
- Care must be taken so that John does not get stuck in details, as he could lose a lot of time and miss his priorities.
- He will need help to become integrated in the work group, since he does not have the ability to develop interpersonal relationships. He will seek to gain respect from the group through his specialized knowledge.
- He will prefer detailed communication in writing, emphasizing relevant issues. He will ask questions when he is certain to have no negative repercussions.
- He does not feel comfortable making hurried decisions and would rather have a lot of information before making a decision.
- He would rather go unnoticed and not be the center of attention.

It is important to always keep in mind that John's potential lies in his capacity to absorb information, his ability for analytical work and attention to detail.

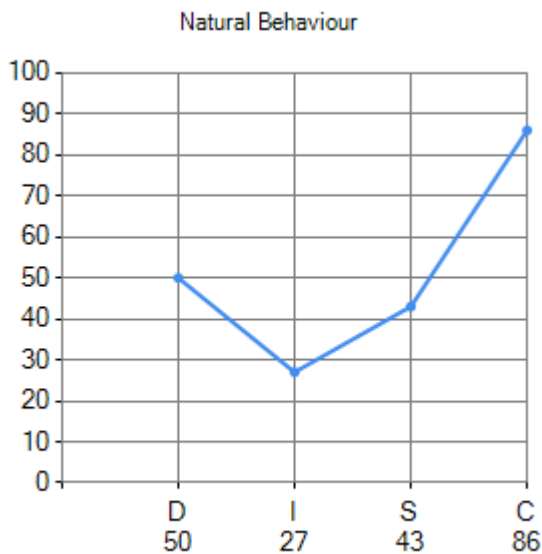
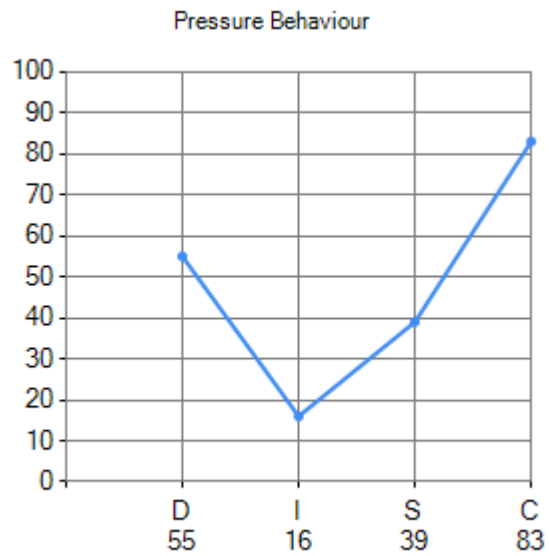
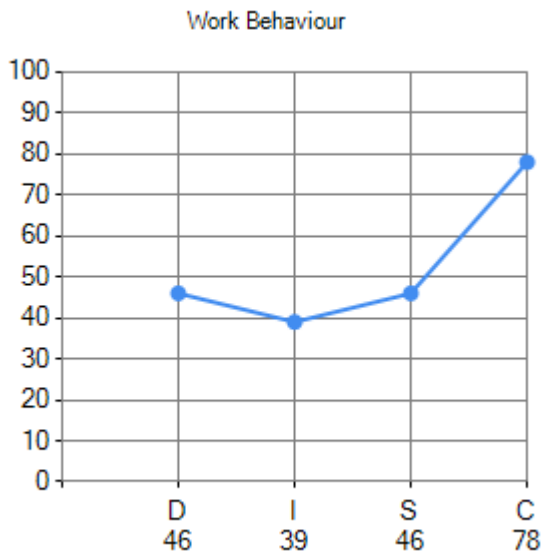
Keys to Motivate John Effectively

This section describes important aspects to keep in mind in order to achieve and maintain a high degree of motivation in this individual. The following descriptive points are based on natural behavioral style and are critical for any person who will assign them tasks or responsibilities or will work with this individual as part of the same team.

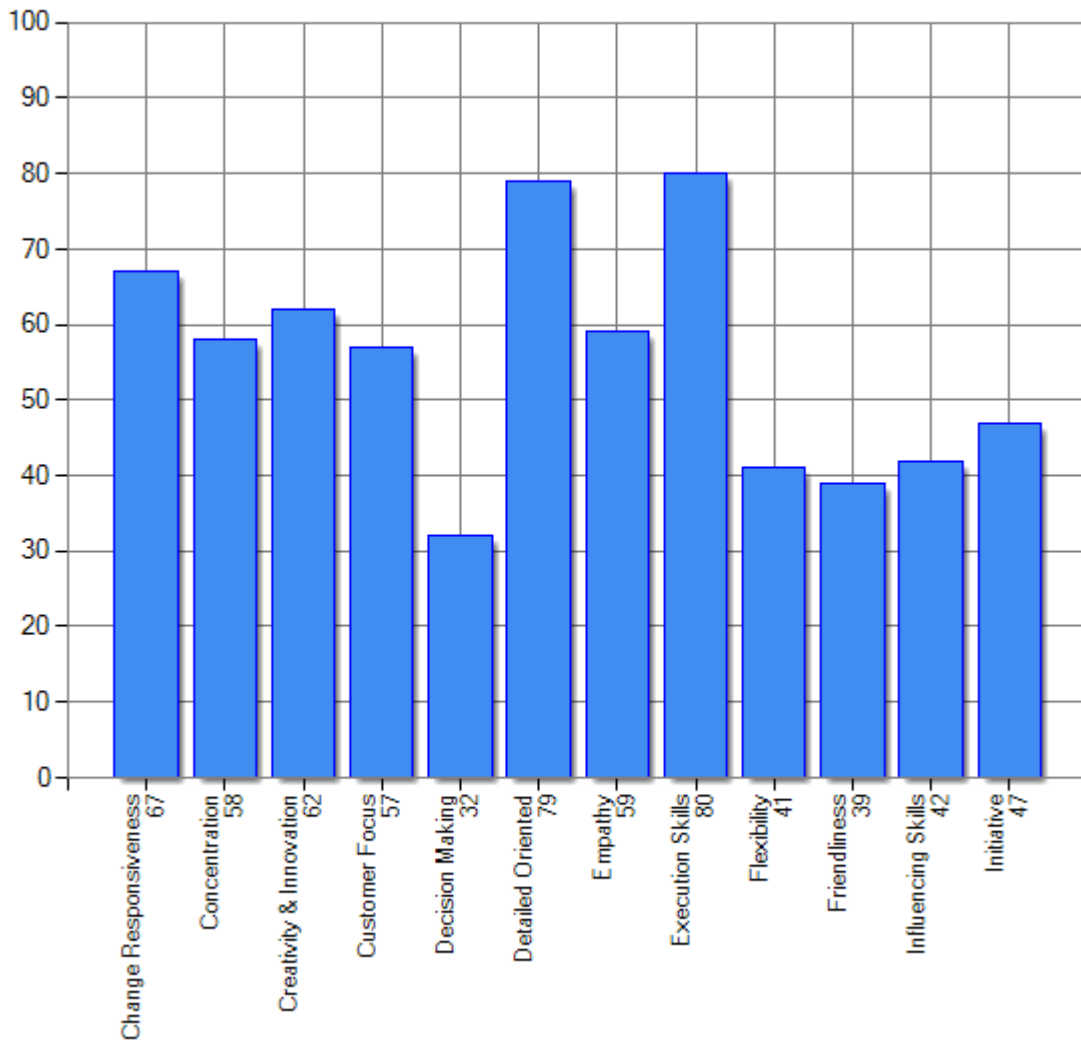
- Provide clear and detailed workplace regulations and documents
- Provide the opportunity to work individually or in small groups, especially in tasks that require precision and accuracy for the analysis of facts and data
- Grant time to work privately on analytical tasks
- Allow time to compile required facts before making decisions, especially in unknown situations
- Offer a structured and systematic environment
- Recognize the need to avoid personal criticism
- Provide consistent and significant feedback regarding the progress of projects and goals
- Clearly define expectations regarding completion of assigned tasks
- Allow the choice of working individually or in small groups

Behavioral Graphs

This section can be interpreted by a trained Discover analyst. In the behavioral traits, scores above 65 are relatively strengths of the individual.



Behaviour Traits



Behaviour Traits

