

Team Assessment



The Extended DISC® Team Assessment is based on the responses given in the Extended DISC® Individual Assessment . This multi-person report should not be the sole criterion for making for making decisions about this team. The purpose of this report is to provide supporting information for the team and management.



Sample Team



Introduction

The Team Assessment is a tool that can combine all of the Individual Assessment results into one report. It shows the team dynamics, the strengths and development areas of the team, and illustrates how the team members are adjusting their behaviors in the existing work environment.

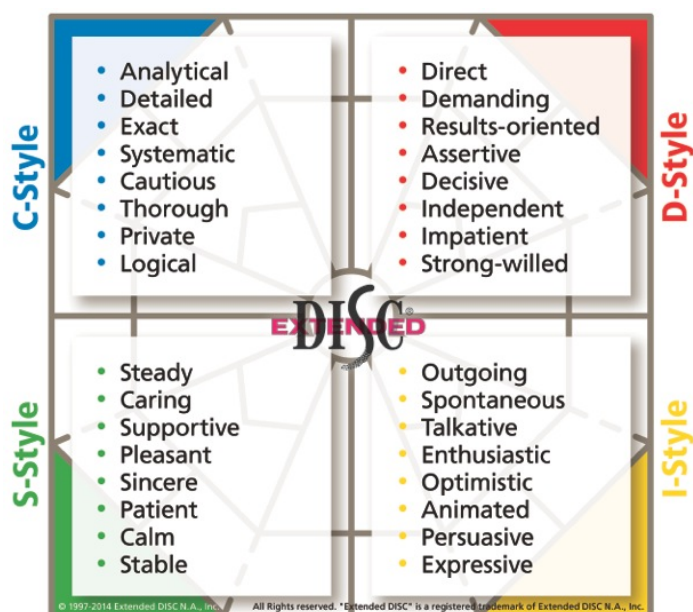
Team Assessment divides all of the different behavioral styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

D-style: D-styles are competitive, assertive, decisive and results-oriented. They prefer to move fast, take risks and get things done now. D-styles also like change, power, and challenges. D-styles can also be impatient, overbearing and even rude. They are often not very good listeners and are prone to make snap decisions. Others may perceive D-styles as self-centered, demanding, blunt and overly aggressive.

I-style: I-styles are talkative, friendly, optimistic and energetic. They are people-oriented, spontaneous, energetic and enthusiastic. I-styles tend to be positive and good at influencing others. I-styles can also be inattentive to details, overly talkative and emotional. They may over-promise because they are so optimistic and are eager to be popular. Others may perceive I-styles as somewhat careless, impulsive and lacking follow-up.

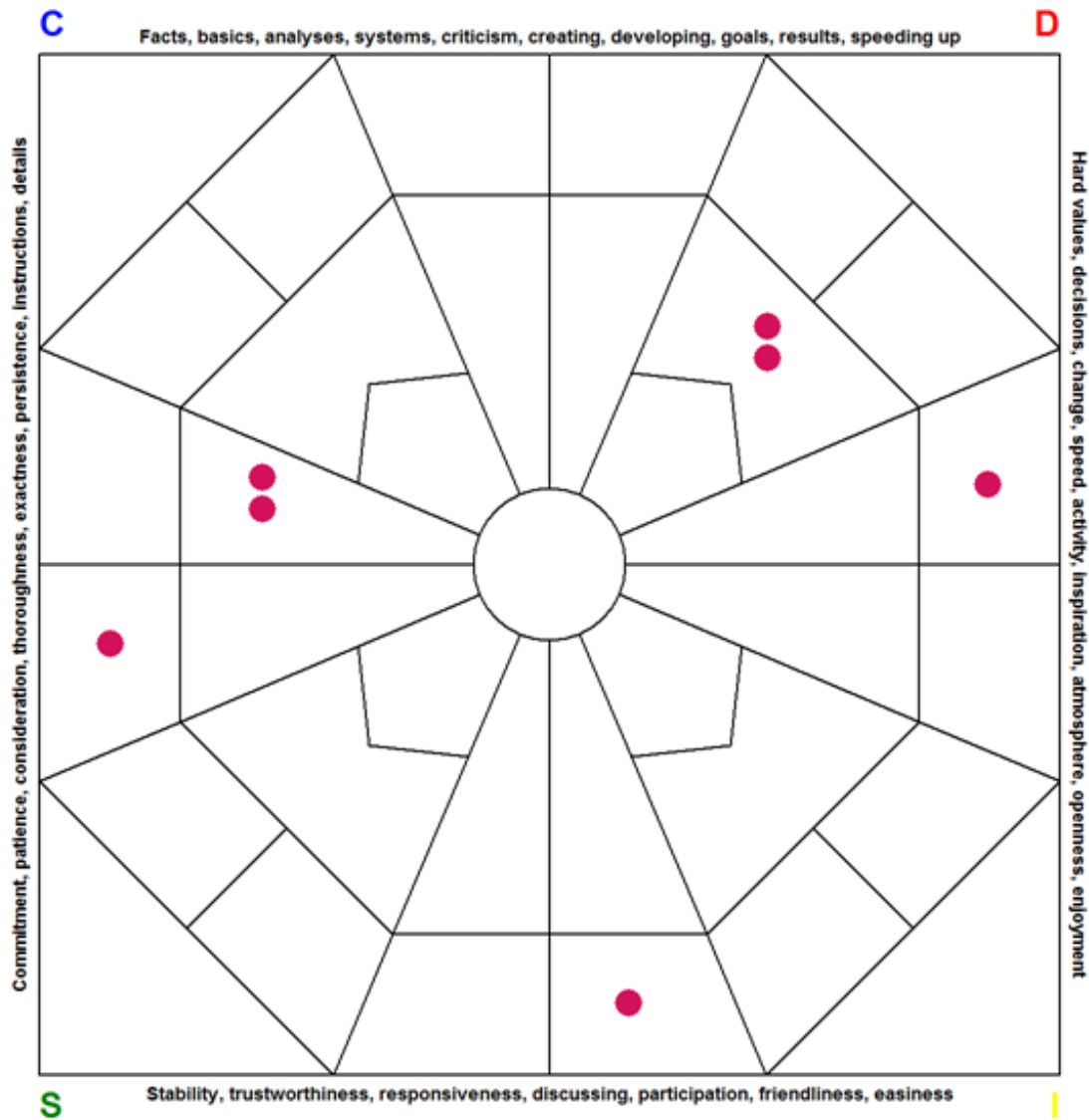
S-style: S-styles are calm, helpful, modest, patient, caring, and reliable. They are eager to help, loyal and often make excellent team players. S-styles tend to be patient listeners, trustworthy, and balanced between tasks and people. They are very persistent. S-styles need stability and security and, therefore, need help with change. They may be too willing to pitch in and at times are taken advantage of. Others may perceive S-styles as too slow, stuck on the status quo, indecisive, stubborn and even quietly resentful.

C-style: The C-styles are precise, logical, analytical and careful. They need data, information and analyses. They are focused on tasks and ensure things get done correctly. C-styles tend to produce high quality work. C-styles may also focus too much on the details, becoming nitpicking, slow and losing the big picture. At times they get lost in the analysis, focusing too much on the trees and not the forest. Others may perceive C-styles as too critical, distant, pessimistic.



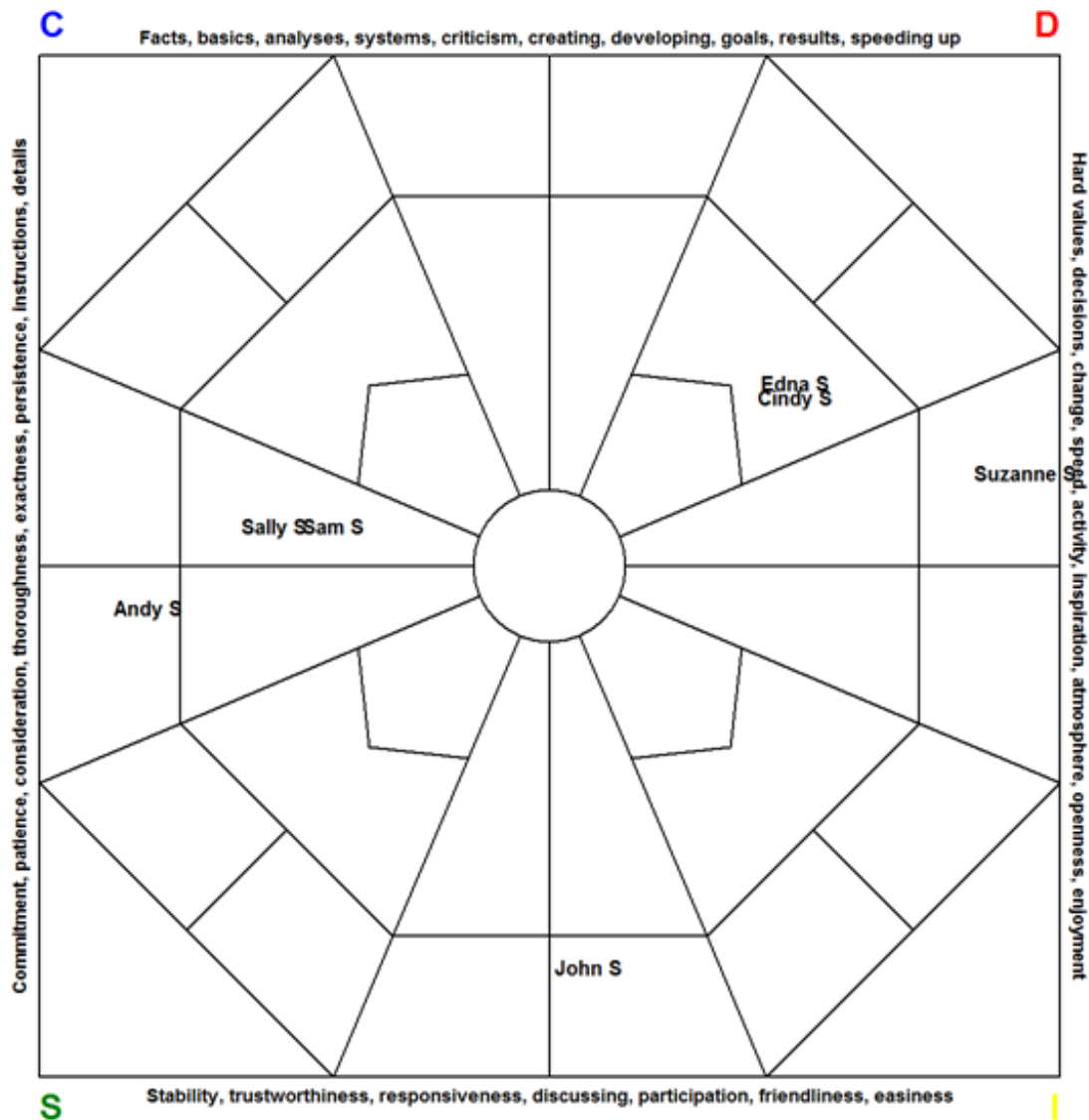
Your Team at a Glance

This Diamond demonstrates where the natural behavioral styles of the team members fall on the Extended DISC® Diamond. Each team member's Natural Style is represented by a dot on the Diamond. The positions of the dots correspond to the positions of each individual's Profile II on the Diamond. Determine in what quadrant each member's dot is placed. That is his/her most natural behavioral style (D,I,S, or C)



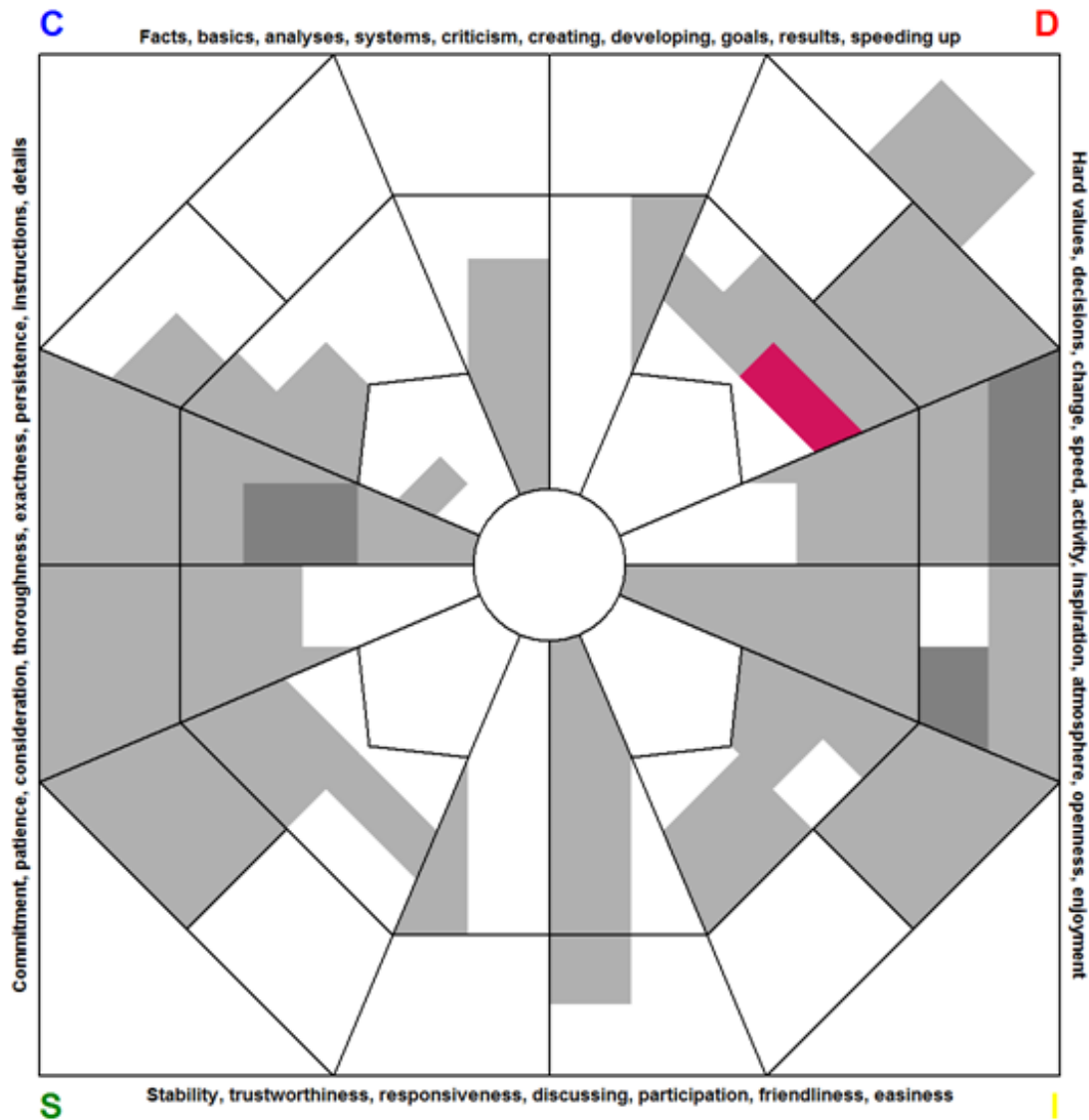
Your Team at a Glance with Names

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



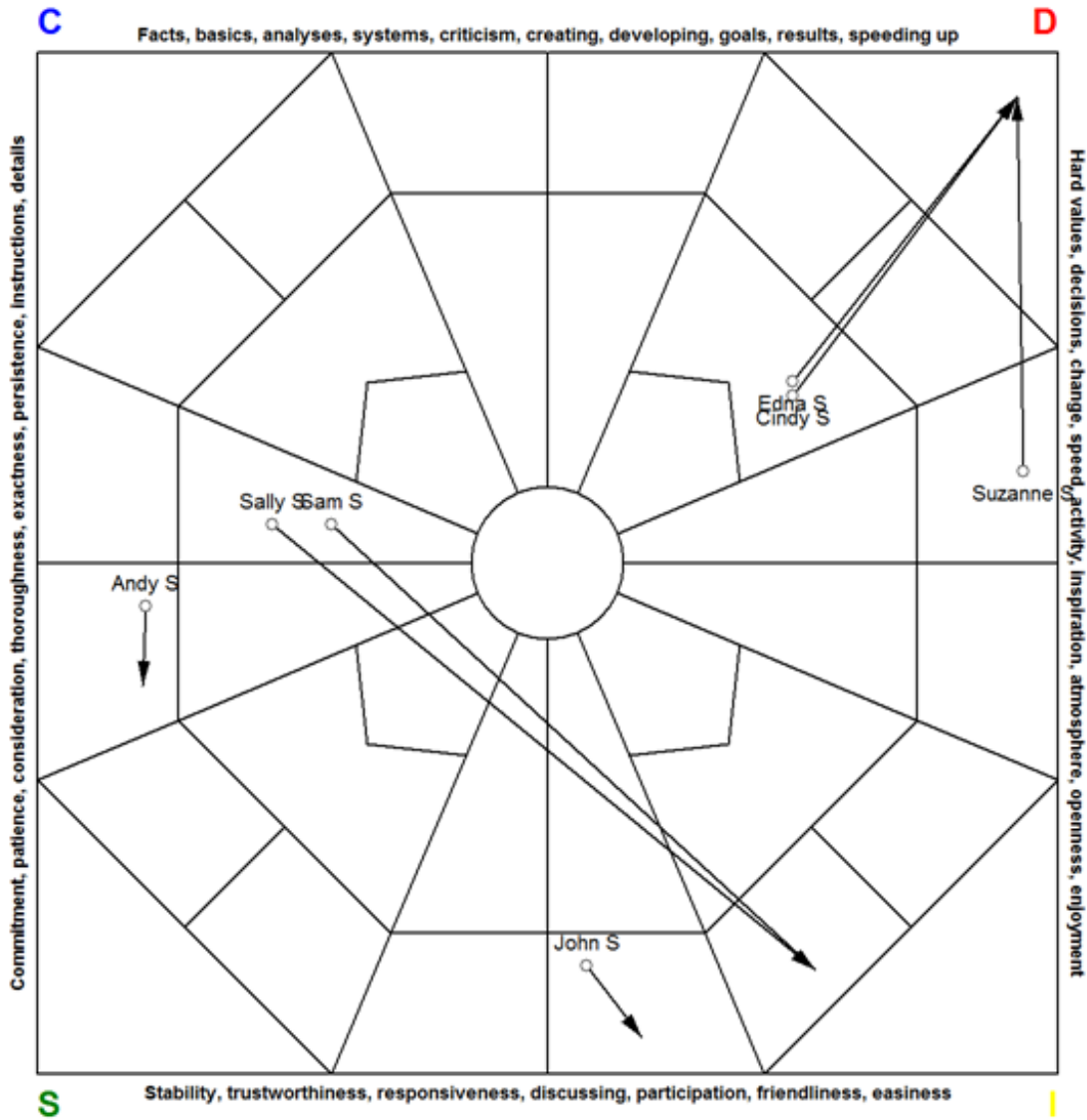
Team Flexibility Zones

The shadings in the Team Flexibility Zones page demonstrate the behavioral styles that are the most comfortable for the team members. The white areas illustrate the areas on the Diamond that require the most energy, effort, and concentration from team members. The farther from the deepest shade the members move, the more energy is required.



Arrow Map

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



NOTE: Profile I (tips of arrows) reflects the adjustments each team member is making at the time they fill out the questionnaire. Consequently, one should be careful in interpreting the results if there are significant gaps in the time when each team member completed the questionnaire.

Your Team Member at a Glance:

This page is a description of how team members may be perceived by the other team members. Everyone certainly can modify his/her behavior to fit the needs of a particular situation.

Sam Sample

Modest, pleasant, steady, friendly, calm, correct, adjustable, helpful, kind, listening, follows instructions, warmhearted, detail-oriented, focused, loyal, dutiful.

Sally Sample

Calm, exact, steady, pleasant, social, correct, detail-oriented, sociable, good listener, understanding, undemanding, follows rules, sincere, thorough, well-mannered.

Suzanne Sample

Decisive, goal-oriented, active, independent, active, restless, alert, extroverted, busy, social, inspiring, communicative, open, sociable.

Edna Sample

Decisive, purposeful, bold, social, motivating, competitive, active, alert, exact, smart, open, strong-willed, goal-oriented, creative, conscientious.

Cindy Sample

Decisive, purposeful, bold, social, motivating, competitive, active, alert, exact, smart, open, strong-willed, goal-oriented, creative, conscientious.

Andy Smith

Exact, correct, concentrating, specializing, determined, quiet, patient, steady, listening, develops instructions, critical, avoids aggressiveness, shy, careful.

John Smith

Extroverted, sociable, open, social, peaceful, thorough, good listener, pleasant, concentrating, stubborn, dutiful, undemanding, adjustable.