

Healthcare Assessment



This assessment is based on the responses given in the Extended DISC® Individual Assessment 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.

Isabella Doe

Organization:

XYZ Corp

Date:

08.26.2013



You at a Glance

This page is a description of **how others are likely to perceive you**. In other words, while the text describes your typical behavior as seen by others, you certainly can modify your behavior to fit the needs of a particular situation and/or individual(s). Also, you may have already addressed the development areas by learning new skills.

Your DISC style is seen as.....

Pleasant, calm, well-mannered, thorough, independent, social, emotional, undemanding, sociable, adjustable, open, communicative, easy to approach, kind.

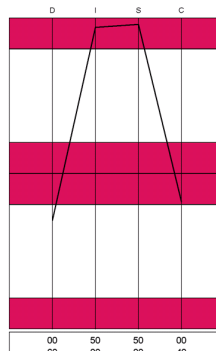
- Encourages people to participate
- Looks for ways to increase satisfaction
- Maintains a good atmosphere
- Takes care of all people-relations
- Wants to improve things step-by-step
- Is a solid team member
- Gains trust easily
- Is open yet considerate
- Has the patience to listen as well
- Doesn't want to "rule the world"
- Takes care of her friends
- Also considers the benefits to others

This person is one of the best conversationalists. She can do and talk about different things without needing to emphasize her ego nor superiority. She can listen and talk about things that interest her partner. She could be more aggressive or bold in expressing her real opinion, otherwise her partner may get the wrong impression about her thinking.

Isabella gets motivation from a secure, people-oriented working atmosphere. She likes discussion, participation, teamwork and listening to others. She values security and stability, also sincere and honest human relationships. She wants to work quite independently inside the guidelines Isabella is given.

She cannot be described as a brave nor active decision maker, but she is good at adjusting to others' decisions. She listens to other opinions, then develops a compromise that satisfies others. She does not enjoy roles where her decision determines the well-being of others.

Profile II - Natural Style



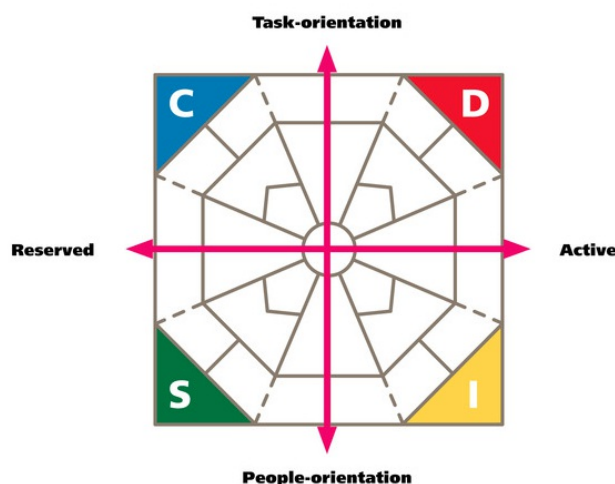
How to Identify the Behavioral Styles

This Extended DISC® Individual 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 behavioral style". It is a behavioral 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 Individual 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, aggressive, 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, sociable, optimistic and lively. 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, patient, modest and laid back. 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, matter-of-fact, 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 Extended DISC[®] Profiles

The Profiles are a visual representation of your behavioral style. They are based on your responses to the questionnaire. There are no right or wrong answers.

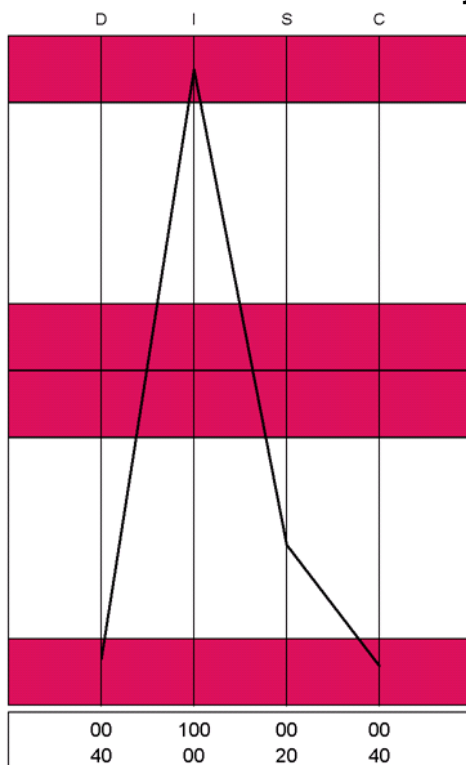
Profile I - Your adjusted style shows how you believe you must adjust to meet the demands of your present environment.

Profile II - Your natural style remains fairly stable, but not rigid, over your adult life. It is the style that is most comfortable to you and uses the least energy. The styles (D,I,S, and C) that show above the middle line are your natural style(s). Most individuals are a combination of styles. The majority of this report is based on Profile II.

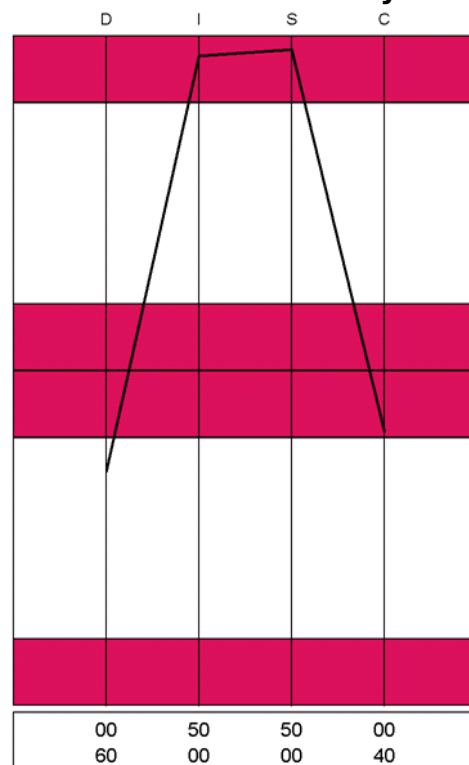
There are no good or bad behavioral styles - just different ones.

Your Profile I and II

Profile I - Perceived Need to Adjust



Profile II - Natural Style



Your facilitator will review your Extended DISC[®] Profiles in detail and will explain their significance to you.

Extended DISC[®] Diamond

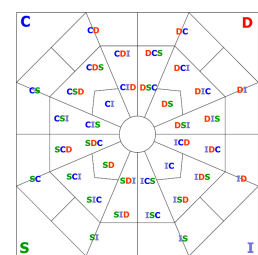
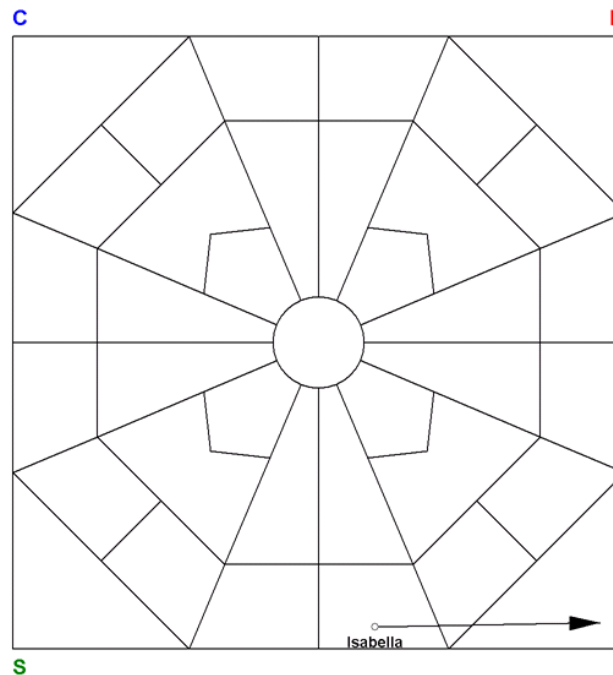
The Extended DISC[®] Diamond visually shows what behavioral styles are the most comfortable to you and what styles require the most energy from you. The Diamond is divided into 160 areas (40 in each quadrant), each illustrating a different combination of the four main behavioral traits.

The small circle on the Diamond shows your natural style. Determine in what quadrant it is placed. This is your most natural and comfortable behavioral style (D,I,S, or C).

The four corners of the Diamond represent an area where one behavioral style dominates all the other three. This means 100 percent of that behavioral style.

The area in the first outer circle of the Diamond represents two behavioral styles that dominate the other two. An individual who's Profile II is in this outer ring means that s/he has two natural behavioral styles.

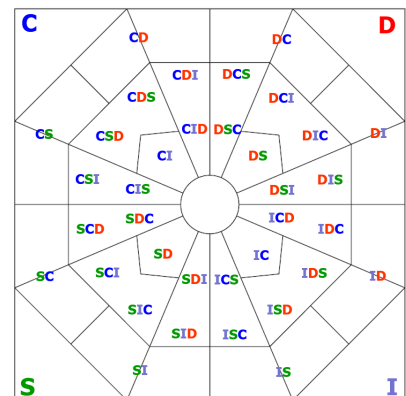
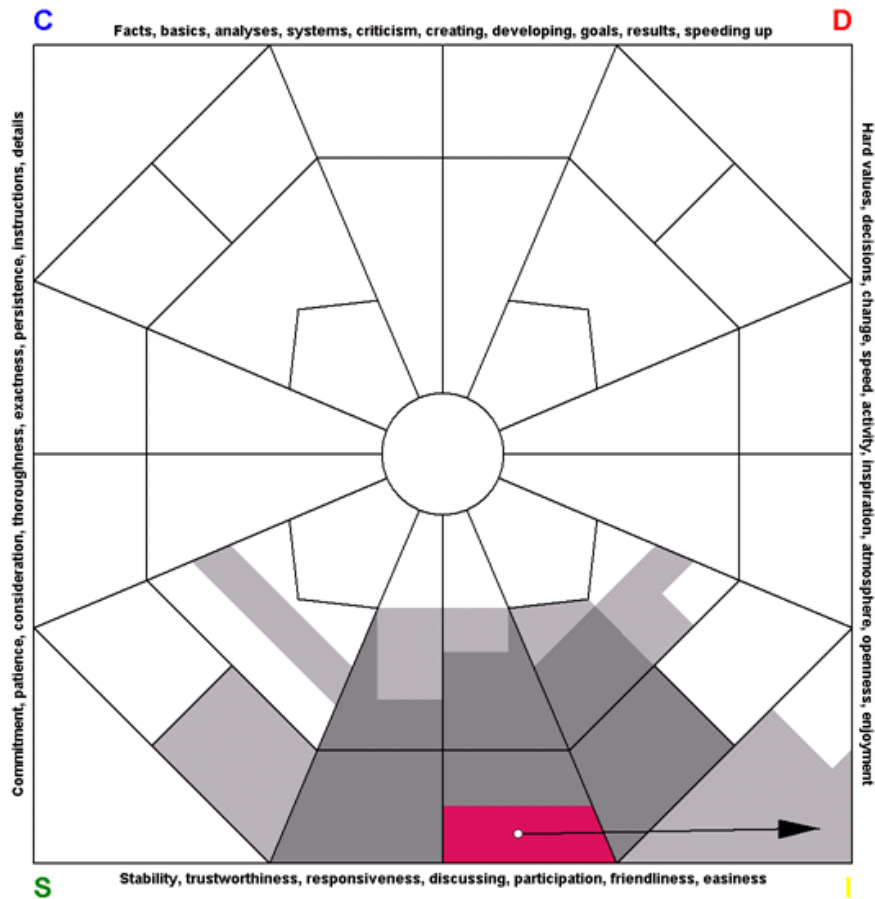
The area of the second or inner circle of the Diamond represents an individual who has one clearly insignificant behavioral style compared to the others. If Profile II circle lands here, it means that the individual has a blend of three natural behavioral styles.



Extended DISC Diamond Key

Your Comfort Areas

The darkest colored rectangle on the Extended DISC® Diamond represents your natural styles. The shading around it represents the area of natural flexibility or area where your profile can probably and easily shift or is easiest to develop. The white area on the Diamond represents the area that requires stronger conscious adjustment of behavior.



Your Motivators

Isabella gets motivation from a secure, people-oriented working atmosphere. She likes discussion, participation, teamwork and listening to others. She values security and stability, also sincere and honest human relationships. She wants to work quite independently inside the guidelines Isabella is given.

You are more likely to respond positively and feel energized if these factors are present in your work environment.

- Good people relations
- Possibility to help and be useful
- Varying discussions
- Open atmosphere
- Solid encouragement
- Quarrel-free environment
- An independent team
- Happy people
- Working together
- Appreciation as a person
- Peaceful rate of progress
- Aiming for the common good

Identify two *Motivators* that are being fulfilled in your current position.

1

2

How can you increase their effect on your performance? Be specific.

Situations that Reduce Your Motivation

All of us face situations on a daily basis that we do not like much and tend to drain our energy levels. The items below are likely to decrease your motivation and require more energy from you.

- Losing a good relationship
- Conflicts
- Unpleasant decisions
- Acting against other people
- Inhumanity
- Working alone
- Too detailed instructions
- "Cold" thinking
- Betraying people
- Losing friends
- Uncertainty
- Insecurity about the future

Carefully consider *Situations that Reduce Your Motivation*. Be aware of their impact on making your goals a reality. Are you prone to procrastinate with situations/tasks that correspond to items listed above?

Identify two *Situations that Reduce Your Motivation* that create the greatest challenge in your current position.

1

2

How can you decrease their effect on your performance? Be specific.

Your Communication Style

We all have our own unique communication style. When we become aware of how we tend to communicate with others, it becomes easier to make conscious modifications to our style. These modifications improve our effectiveness with others.

Your Natural Communication Style:

The higher the score, the more likely you are to communicate in this manner. Be careful not to overuse your strengths. The lower scores reflect communication styles requiring more energy and concentration from you.

	Not Natural to Your Style					Natural to Your Style				
Considerate and careful:	-5	-4	-3	-2	-1	0	1	2	3	4
Direct, goal focused:	-5	-4	-3	-2	-1	0	1	2	3	4
Encouraging, participating, involving:	-5	-4	-3	-2	-1	0	1	2	3	4
Facts-based, goal-oriented and direct:	-5	-4	-3	-2	-1	0	1	2	3	4
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4
Active listening, paying attention to understanding everything:	-5	-4	-3	-2	-1	0	1	2	3	4
Positive, lively and inspiring:	-5	-4	-3	-2	-1	0	1	2	3	4
Detailed and logical:	-5	-4	-3	-2	-1	0	1	2	3	4
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4

"Knowing yourself is the beginning of all wisdom."

Aristotle

How Others View Your Communication Style

Your message and your communication style comes across differently to different people. While you cannot control others, you can be more aware of your natural communication style and how it is perceived by others. Then you can make the necessary adjustments in your interactions with others. This is how we typically perceive your communication style.

This person is one of the best conversationalists. She can do and talk about different things without needing to emphasize her ego nor superiority. She can listen and talk about things that interest her partner. She could be more aggressive or bold in expressing her real opinion, otherwise her partner may get the wrong impression about her thinking.

Identify an aspect of your communication style that is the most comfortable for you. What impact does it have in your current position? How can you capitalize on it more effectively?

Identify an aspect of your communication style that is the least comfortable for you. What impact does it have in your current position? What can you do to improve?

Your Decision-Making Style

There is no best style for making decisions. However, we all have our own, most comfortable way of decision-making. Successful people are aware of their preferred style and make conscious adjustments based on the requirements of each unique situation.

Your Natural Decision-Making Style:

The higher the score, the more likely you are to make decisions in this manner. Because they are more comfortable to you, you may overuse this style of decision-making. The lower scores reflect decision-making requiring more energy and concentration from you.

	Not Natural to Your Style						Natural to Your Style				
Checking every detail when making decisions under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making considered decisions based on security:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making considered decisions based on detailed analysis:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making courageous and risky decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making overly cautious decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making spontaneous decisions based on intuition:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making sudden and emotional decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

How Others View your Decision-Making Style

No matter what you do, others will have their own perceptions of your behavior. This is how your decision-making style may come across to others.

She cannot be described as a brave nor active decision maker, but she is good at adjusting to others' decisions. She listens to other opinions, then develops a compromise that satisfies others. She does not enjoy roles where her decision determines the well-being of others.

Identify an aspect of your decision-making style that is most comfortable for you. What impact does it have in your current position?

Identify an aspect of your decision-making style that is least comfortable for you. What impact does it have in your current position? What can you do to improve?

Your Strengths

- Encourages people to participate
- Looks for ways to increase satisfaction
- Maintains a good atmosphere
- Takes care of all people-relations
- Wants to improve things step-by-step
- Is a solid team member
- Gains trust easily
- Is open yet considerate
- Has the patience to listen as well
- Doesn't want to "rule the world"
- Takes care of her friends
- Also considers the benefits to others

Most of us tend to overlook our strengths, even taking them for granted. Do not let that happen to you. Instead, consider the items listed above and think how well you are taking advantage of these valuable behavioral traits. Please use caution however; remember that an overused strength very often becomes a weakness and a serious liability to our performance.

Identify two *Strengths* that you can capitalize upon in your current position.

1

2

How can you maximize the impact of your *Strengths*? Be specific.

Reactions to Pressure Situations

These are NOT descriptions of your weaknesses or present behavior. They are items that you should be cautious about since these reactions in pressure situations may become more evident. Understanding how you react to pressure situations can make it easier to deal with them.

- Doesn't emphasize "technical" improvements
- Falls into a feeling of pleasantness
- Doesn't recognize the warning signs
- Believes in people too much
- Doesn't take the bull by the horns
- Is not inspired by a fight; avoids conflict
- Sticks to the familiar and secure
- Forgets little details
- Does nothing when searching for a compromise
- Can be taken an advantage of
- Forgets what is the most important
- Too soft and kind



Your Style and Stress

Pressures and demands of our professional lives create stress for all of us. While it is nearly impossible to eliminate stress, we can manage it by understanding our own unique causes and signs of stress, as well as how best to alleviate it.

Causes of Stress

The causes of stress are different from one person to another. Below are some key causes of stress. The higher the number, the more likely it is to cause stress for you.

	Not Natural to Your Style						Natural to Your Style				
Having to participate in conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to show emotions:	-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
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Limited room for flexibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Non-challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unclear responsibilities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unorganized way of working:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Signs of Stress

Under stress or pressure we tend to revert back to our natural behavioral style because it is the style that requires the least amount of energy. Below are some indicators that may, or may not, become apparent for you under stress. The higher the number, the more likely others are able to observe the behavior.

	Not Natural to Your Style						Natural to Your Style				
Bases every action on what is just and fair:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes very distant and difficult to approach:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Stubbornly defends the status quo:	-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
Is too interested in what other people think of him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Questions everything:	-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



Alleviating Stress

There are many ways to manage and alleviate stress. Some important solutions include making others aware what alleviates your stress level. The higher the number, the more likely it will alleviate your stress.

	Not Natural to Your Style	Natural to Your Style
Agree on important goals and how to achieve them:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Allow enough time to discuss the situation:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Create a predictable, familiar and safe environment:	-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	
Give opportunity to meet people and hear what they say:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Provide an opportunity to operate independently:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Provide information, feedback and clear instructions:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Put everything in writing:	-5 -4 -3 -2 -1 0 1 2 3 4 5	

Time Management

Time management is one of the key ways you can control your stress level. Increased awareness of your time management style will help you to make adjustments as necessary. The higher the number, the more comfortable the behavior is to you. The lower the number, the more energy and concentration is required for the behavior.

	Not Natural to Your Style	Natural to Your Style
Delegating easily:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Effective multi-tasking:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Getting started without instructions:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Performing repetitive tasks effectively:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Prioritizing the most effective thing first:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Quickly jumping from one task to another:	-5 -4 -3 -2 -1 0 1 2 3 4 5	
Staying focused for a long time:	-5 -4 -3 -2 -1 0 1 2 3 4 5	

Your Healthcare Style

Here are your behavioral competencies focusing on healthcare. The higher the score, the more comfortable you are with this healthcare behavior. The lower scores reflect healthcare behaviors requiring more energy and concentration from you.

	Not Natural to Your Style						Natural to Your Style				
Brief, goal-oriented patient contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Building and maintaining patient files:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Changing and diverse projects not requiring follow-up:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Consistent, stable patient relations:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating a positive image, inspiring:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Discussing and taking care of patient needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Fact-focused patient contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing on facts when communicating with the patient:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Follow-up and explaining things patiently:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-oriented patient motivation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Guiding the patient through a complicated matter:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining patient relations to achieve results:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing long-term patient relations:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing multiple new patients quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mastering the details and providing backup support:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Polite, repetitive patient contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive and diverse contacts with patients:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Presenting technical details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitious patient service contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the patient and building goodwill:	-5	-4	-3	-2	-1	0	1	2	3	4	5



You in a Team Environment

As a leader you have to work with others to achieve common goals. Teamwork can be enjoyable, yet challenging. By becoming more aware of how you tend to behave in team settings - and how others perceive you - will improve your performance.

Your attitude to teamwork:

- An extremely important and efficient way to work
- A way to ensure everybody does what they should do
- Making sure that the group stays together

Your role within the team:

- The one who finds compromises
- A listener and a helper
- The one who participates and is present

How you motivate the team:

- Understands people extremely well
- Manages to discuss and listen
- Brings up positive thought

How you perform in the team:

- Does what has promised to do
- Does not always manage to stay away from the others
- Is able to act according to other people's instructions

How you benefit the team:

- Taking notice of everybody's opinions
- Treating people equally
- Enough discussion and exchanging thoughts

How Your Team Members Perceive Your Style

All of us contribute different talents to the overall team performance. Listed below are how others in the team are likely to perceive you.

Not Natural to Your Style

Natural to Your Style

Taking care of the team atmosphere (as a team member):	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participative and talkative doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reliable and participating care-taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive guide and advisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducer of conflicts and a guide for others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-focused and conscientious doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Pleasant in doing routine work and helper of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Specialist who can show the bright side of things:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Moving teammates toward the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making the team work together toward the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5

How could you increase your performance in team settings to be even more effective? Be specific.

"Everything that irritates us about others can lead us to an understanding of ourselves."

Carl Jung

Your Next Steps

Experience has shown that by creating a concise, simple and specific action plan is the best way to improve performance. To do so, create your **"Top 3"** lists to help you become more successful.

My Top 3 Start and Stop List:

Based on what you have learned, discovered and realized through this report, list three important items you will **START** doing:

1 _____

2 _____

3 _____

Based on what you have learned, discovered and realized through this report, list three important items you will **STOP** doing:

1 _____

2 _____

3 _____

