

THE Marketing Company

Administration and Finance Profile Report

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 their manager.



Sam Sample

Organisation:

FinxS

Date:

28.02.2018

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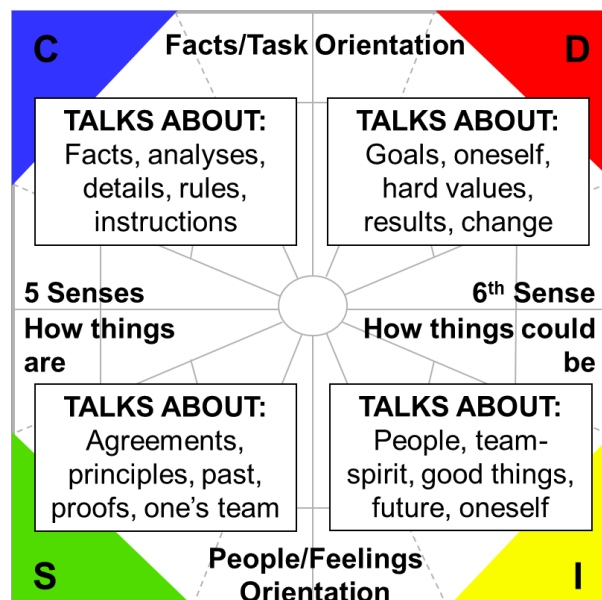
This Behavioural Assessment does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

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

- **D**ominance - D styles are competitive, aggressive decisive and results-oriented, but can also 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 - C styles are 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 Style



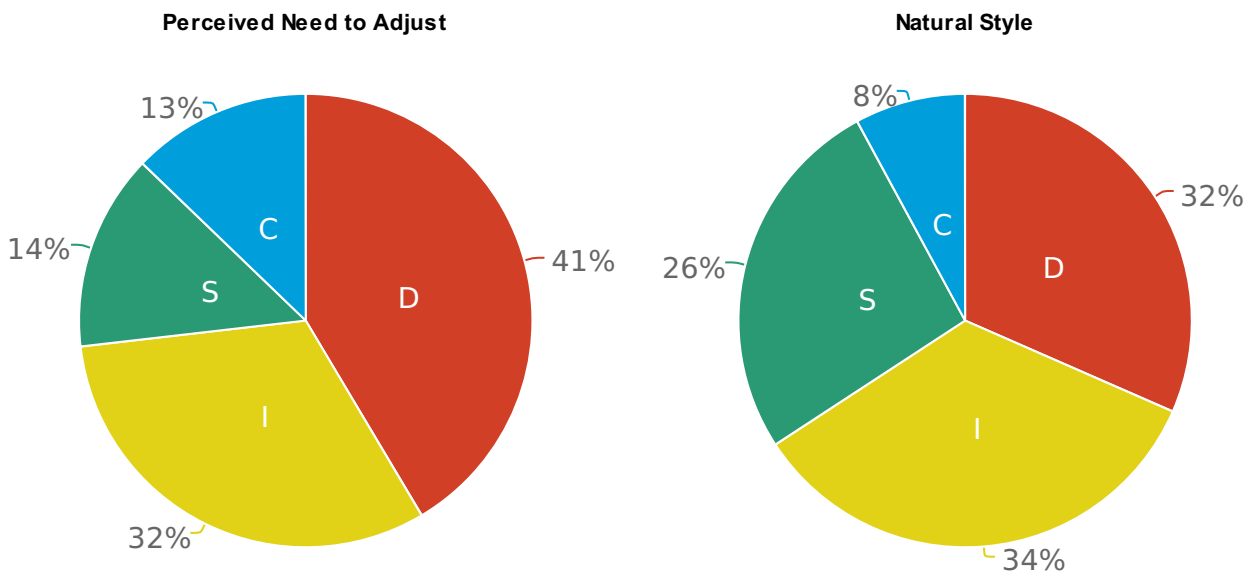
Your Behavioural Style

The following pie charts 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.

Perceived Need to Adjust - your adjusted behavioural style (conscious) shows how you believe you need to adjust in the work environment.

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

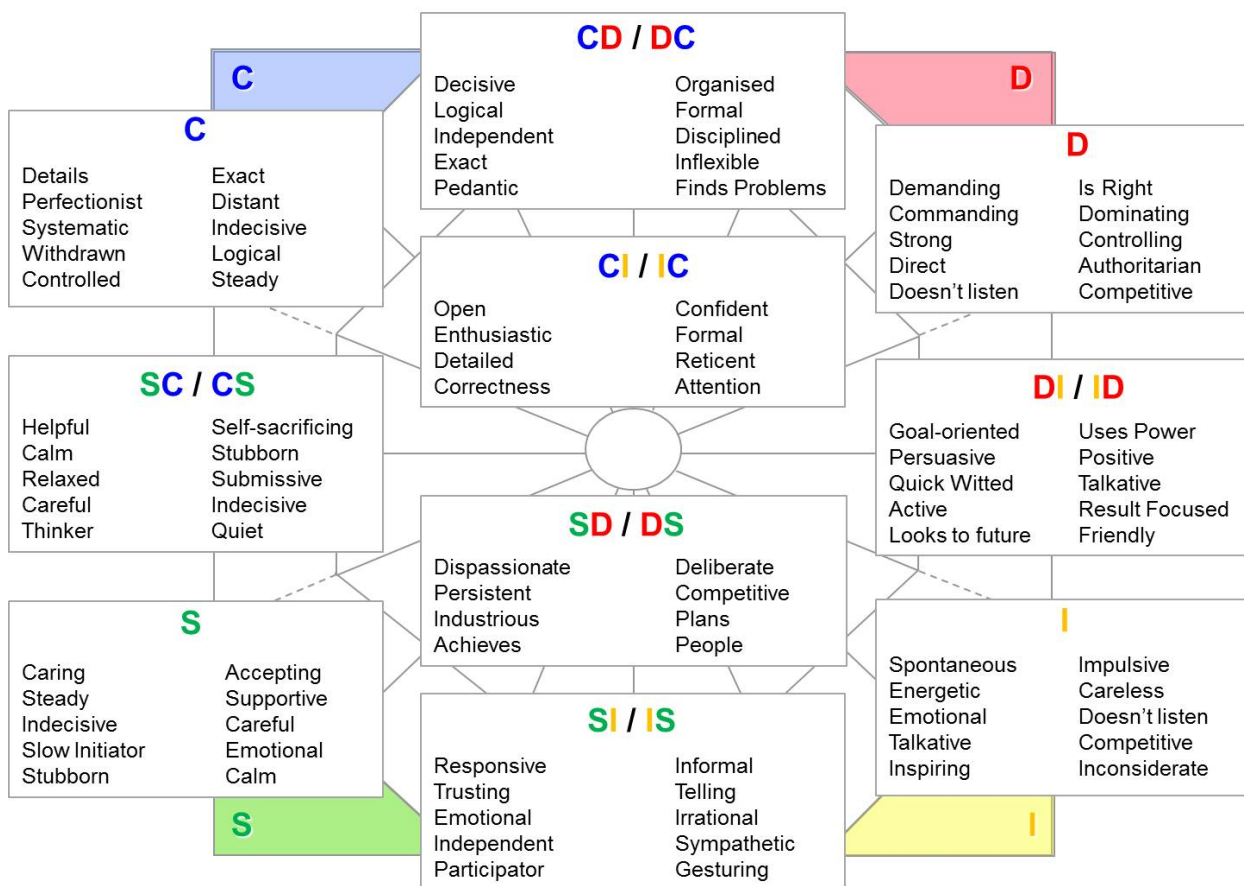
Your natural behavioural style is the main focus of this report. **There are no good or bad behavioural styles, just different.**



Your DISC style is: IDS

Styles and the Extended DISC Diamond

Extended DISC identifies and reports on 160 behavioural styles. The below graphic shows the diamond and adjectives associated with 10 of these behavioural styles.



Flexibility Zones

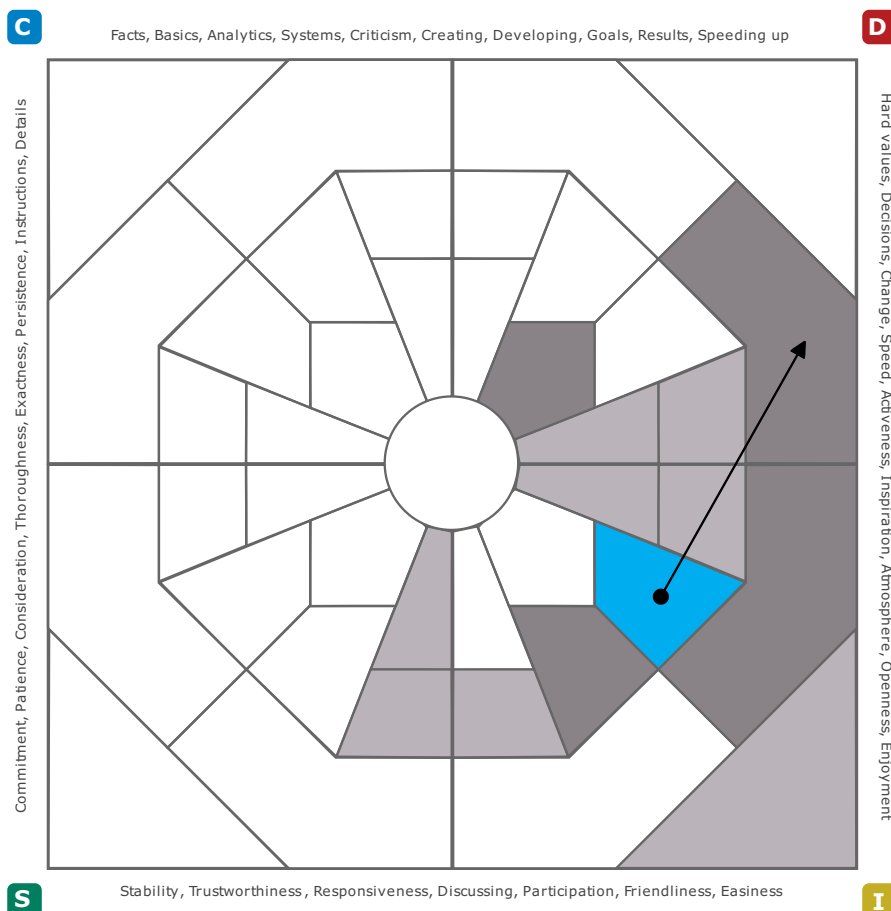
The Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

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 required. The longer your arrow the more energy you require to do your perceived job role.



Strengths

These strengths come easily and naturally to you and take little energy:

- 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

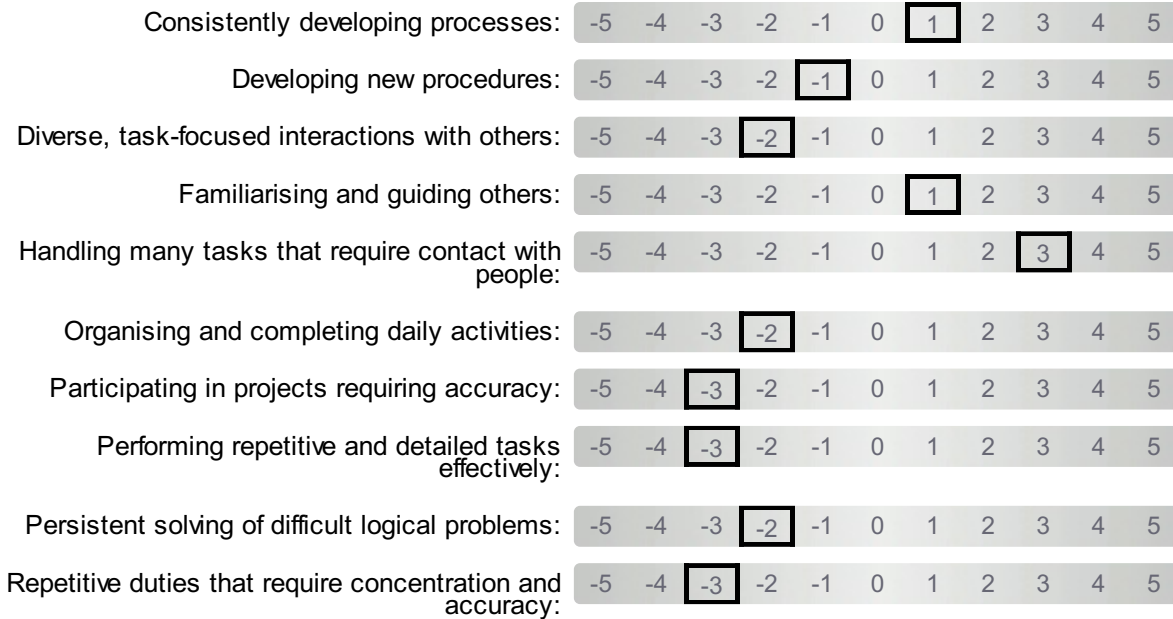
Development areas

- 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

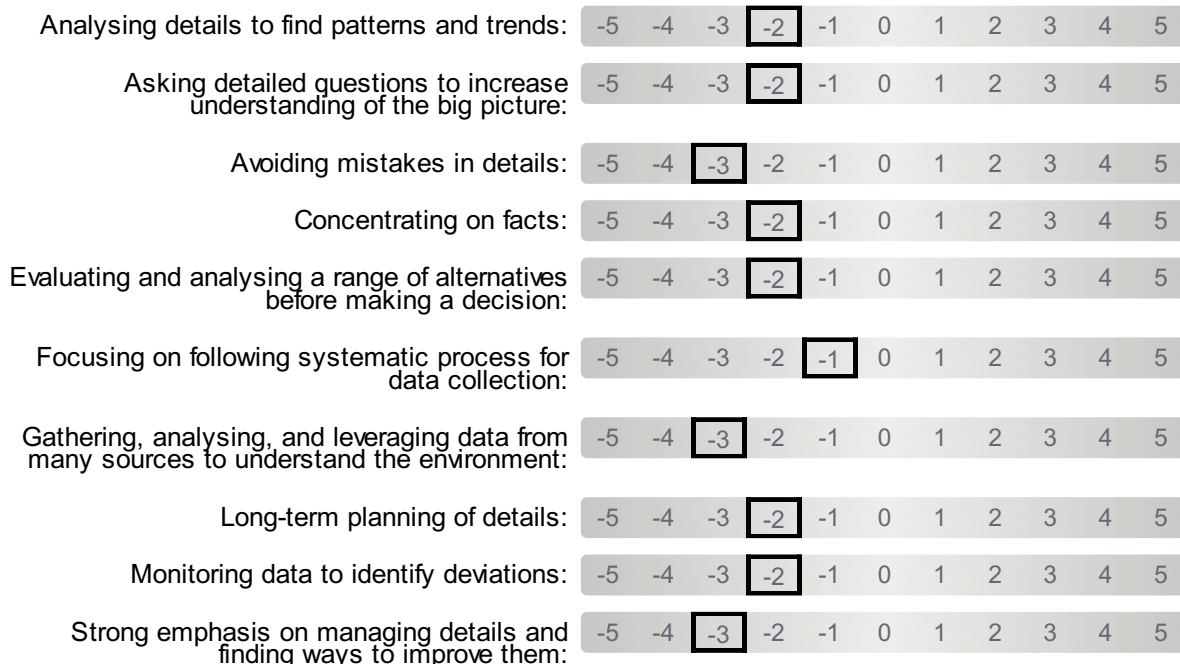
How your profile fits with the Finance and Procurement competencies:

Each slider shows your flexibility: a grade -2 or below means it requires more energy, -1 to +1 means this area can be developed easily and +2 or higher means it requires little energy.

Approach to Tasks



Data and Detail Management



Communication

Active sharing of factual information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Clear and fact-based communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating details in a goal-oriented way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed and logical communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Discussing about details positively in supporting role:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Empathetic, positive and understanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-focused negotiating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening, paying attention to and understanding everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive talking about the same topic:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focused communication style :	-5	-4	-3	-2	-1	0	1	2	3	4	5

Solutions Focus

Completing tasks independently towards a set goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed analysis of problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed checking in order to secure quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing existing operative processes for oneself:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing new operative processes for oneself:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Finding new, creative but logical solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participating in several projects at the same time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing one's own tasks reliably:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking the initiative to ask for information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Understanding how one's own work affects the overall business result:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Approach to Work

Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being detail-oriented and thorough:	-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
Organising and delegating task to optimise task completion:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive and detailed tasks effectively:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Prioritising the most effective thing first:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties requiring accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Staying in one place/task for a long period of time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Stepping back from the facts and details to comprehend the big picture:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of details with planned and focused steps:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Working Within a Team

Creating a positive bond between team members:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing on team goal compared to personal preferences:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having the patience to support others with routines and details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping others by providing the support they need:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining a positive atmosphere when supporting 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
Providing the same detailed support repeatedly:	-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
Respecting other people's opinions and providing them with the support they need:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the team atmosphere (as a team member):	-5	-4	-3	-2	-1	0	1	2	3	4	5



Thank you {{first_name}} for participating in THE Marketing Company's Administration and Finance Profile Report™.