

DISC Flow[®] Group Report

Group Kristine

Assessment date: March 21, 2019

CONFIDENTIAL

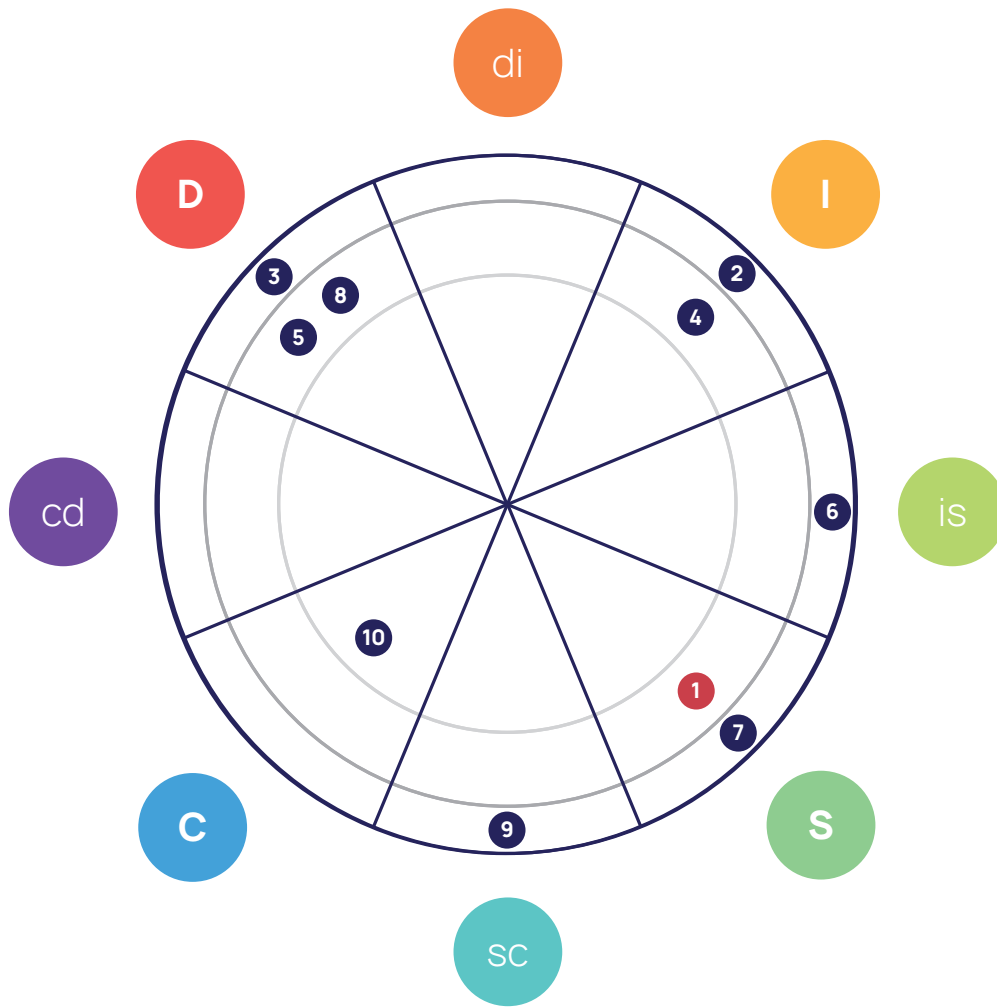


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Group Overview



QA 2nd Batch

Total No. of Members: 10



Leader



Direct Reports

- | | |
|------------|-------------|
| 1 Jennifer | 6 Lisa1 |
| 2 Andrea | 7 Lucy |
| 3 Ellen | 8 Philippe |
| 4 John | 9 Stephanie |
| 5 Lisa | 10 Steve |

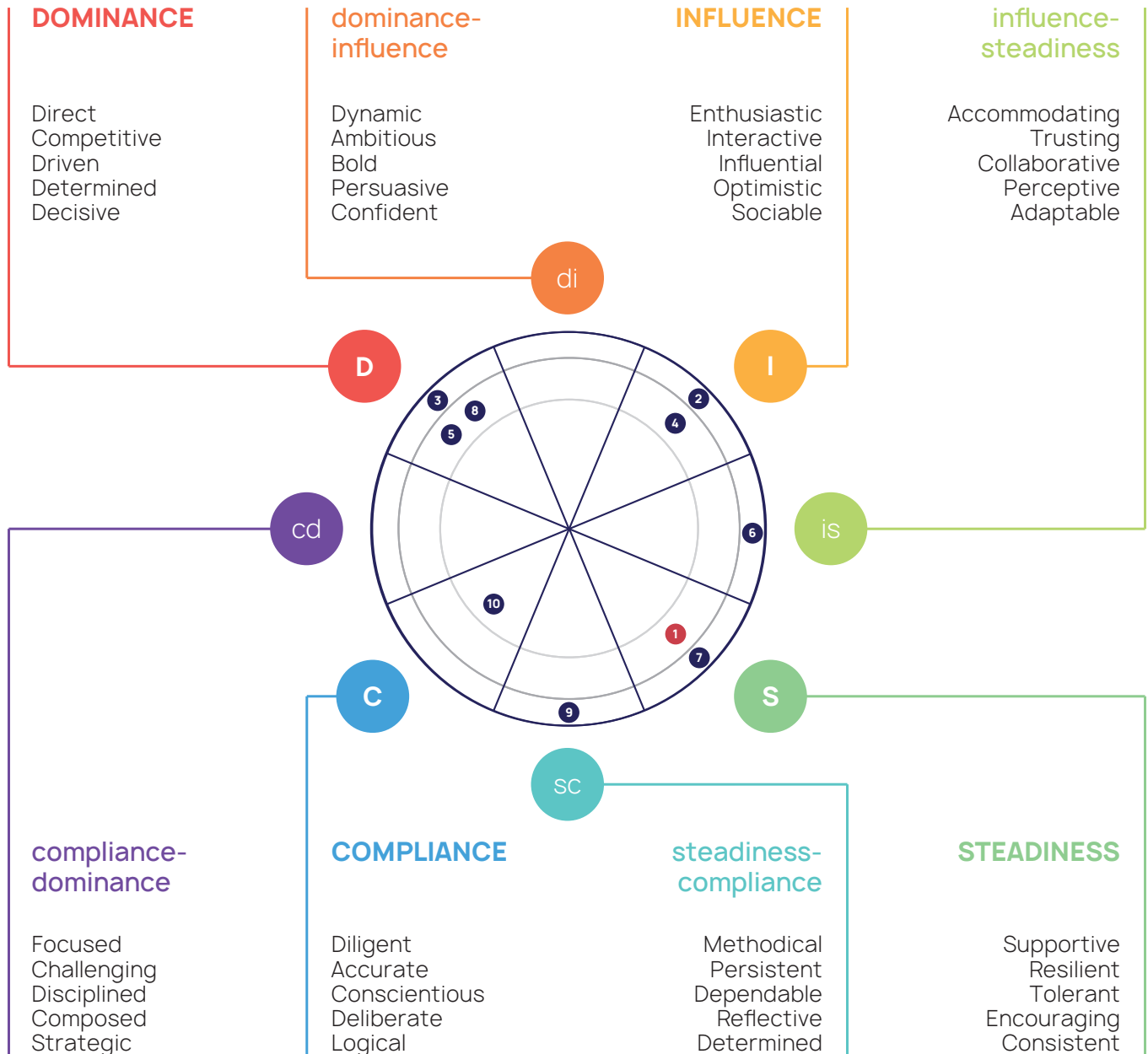
Note:

- 5 Lisa [surname]
- 6 Lisa [surname]



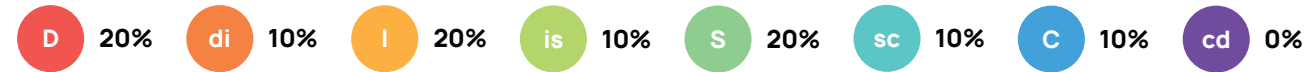
Distribution According to DISC Styles

This section shows the distribution of the members according to their DISC styles. This helps identify the number of group members who have similar or opposing general characteristics.



General Trend of DISC Styles

DISTRIBUTION BY DISC STYLE



D	5 Lisa 8 Philippe	Dominance group. This comprises 20 percent of the group members. They are generally described as direct, competitive, driven, determined, and decisive.
di	3 Ellen	Dominance-Influence group. This comprises 10 percent of the group members. They are generally described as dynamic, ambitious, bold, persuasive, and confident.
I	2 Andrea 4 John	Influence group. This comprises 20 percent of the group members. They are generally described as enthusiastic, interactive, influential, optimistic, and sociable.
is	6 Lisa1	Influence-Steadiness group. This compromises 10 percent of the group members. They are generally described as accommodating, trusting, collaborative, perceptive, and adaptable.
S	1 Jennifer 7 Lucy	Steadiness group. This comprises 20 percent of the group members. They are generally described as supportive, resilient, tolerant, encouraging, and consistent.
sc	9 Stephanie	Steadiness-Compliance group. This comprises 10 percent of the group members. They are generally described as methodical, persistent, dependable, reflective, and determined.
C	10 Steve	Compliance group. This comprises 10 percent of the group members. They are generally described as diligent, accurate, conscientious, deliberate, and logical.
cd	None	Compliance-Dominance group. This comprises 0 percent of the group members. They are described as focused, challenging, disciplined, composed, and strategic.

Finding Balance in the Group

This section seeks to help you find balance, and improve the effectiveness of your group, by determining how to make the most out of the strengths and manage the limitations of the group's DISC styles. The sample questions below are provided to help spark discussion amongst the group.

1. Identify the predominant behavioural styles in the group?
2. How do the different behaviours serve the group well and help it succeed?
3. How do the different behaviours hold the group back and hinder progress?
4. How might similar DISC styles work more effectively together?
 - A. Identify potential strengths and limitations
 - B. Identify potential motivators and stressors
5. How might all the different DISC styles represented in the group work more effectively together?
 - A. Identify potential strengths and limitations
 - B. Identify potential motivators and stressors
6. What behaviours do we need to encourage and develop to become even more effective as a group?
7. What behaviours do we need to stop to become even more effective as a group?

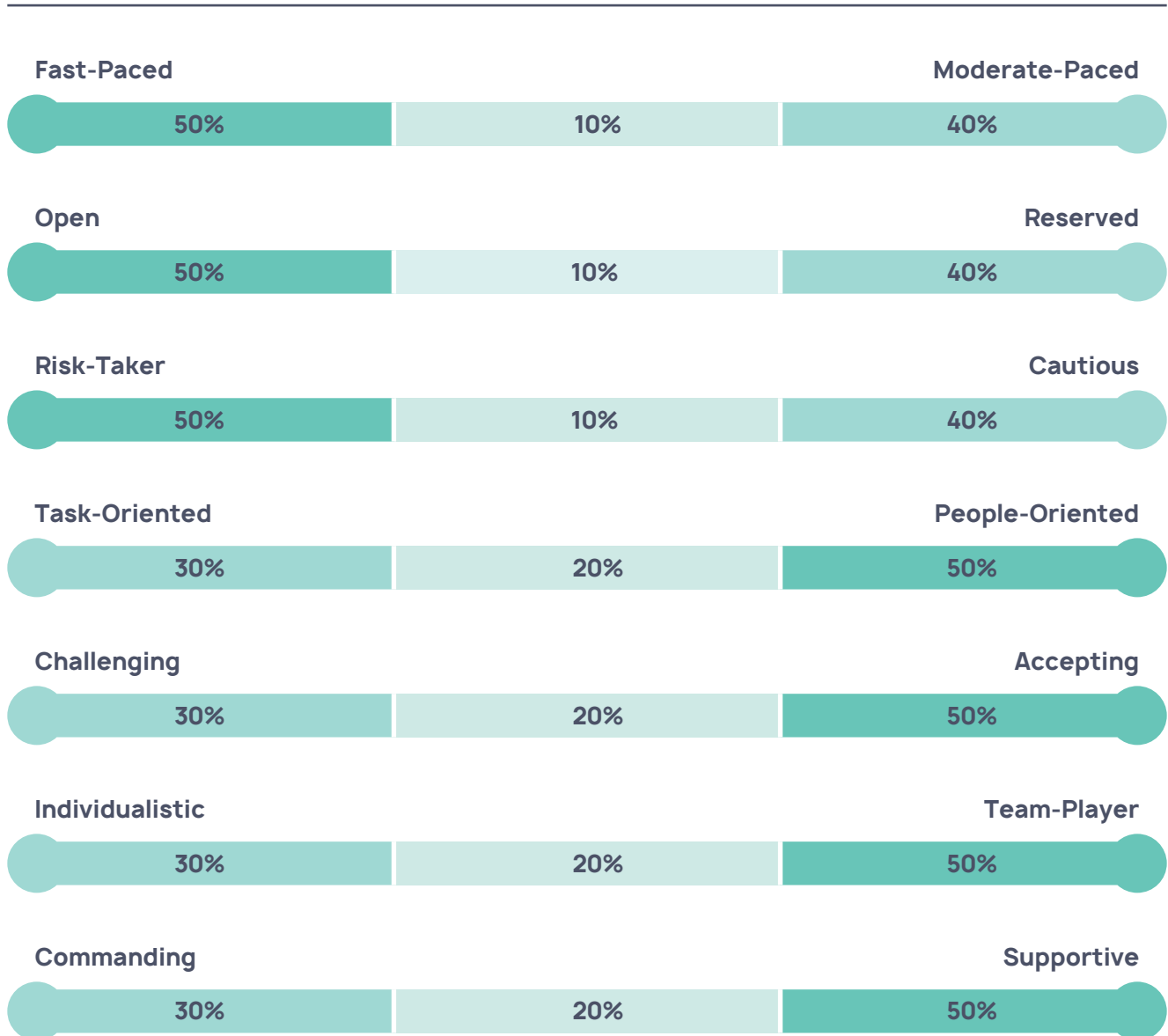
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Distribution According to Preferences

This section displays the general trend of the group's preferences across seven categories to help you shape your groups' culture to one that builds on strengths and maximises the potential of each individual.

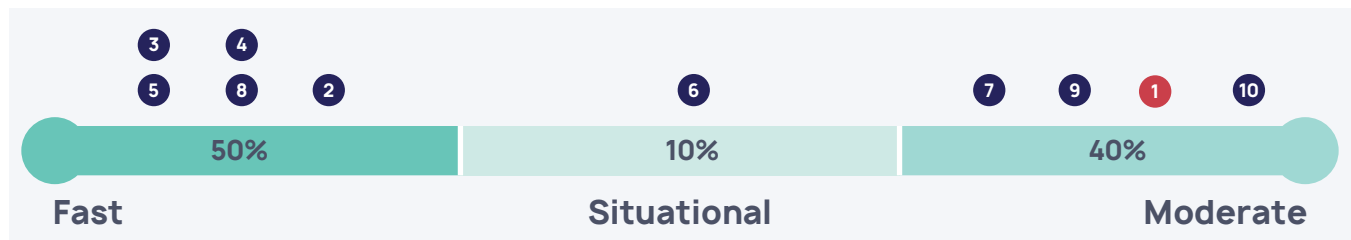
DISTRIBUTION BY PREFERENCE



FAST-PACED vs MODERATE-PACED

Fast-paced individuals are generally quick to assess and respond to a situation. They are proactive and usually comfortable adapting to sudden changes. There is a sense of urgency in their thoughts, actions and communication style.

Individuals who are **moderate-paced** generally take time to reflect before responding to a situation. They are contemplative and may find sudden change uncomfortable. There is also a sense of control in their thoughts, actions and communication style.



Potential Strengths

- They are quicker than most to respond to sudden change.
- They are usually faster than most to grasp a situation or problem.
- They can be more decisive than most in selecting a solution or developing an idea.
- They can be quicker than most to say what's on their mind.
- They are time-conscious and dislike delay or procrastination.
- They like to explore all options before making a decision.
- They contemplate over what they are going to say.
- They act with caution and care.
- They tend to provide well-substantiated perspectives in most situations.
- They make the most out of the timeline that they are given.



Potential Limitations

- They are less likely to take much time to deliberate over their response.
- They may miss the overall picture of the situation.
- They can get easily annoyed with delays.
- They can be very blunt with their words and actions.
- They don't like going through bureaucratic procedures.
- They may find it stressful if rushed to reach a decision.
- They may feel anxious when not given enough time to accomplish a task.
- They may take time to adapt to sudden changes in their environment.
- They likely question any instructions that deviate from the norm.
- They may likely feel directionless when not following established processes or procedures.

OPEN vs RESERVED

Open individuals readily embrace change in their environment. They can effortlessly manage new situations, ideas and interaction with new acquaintances. They are also spontaneous when revealing their thoughts and emotions to others.

Reserved individuals slowly and selectively embrace change in their environment. They prefer to have predictability and tend to engage in long and careful consideration before they can accept any change to the status quo. Also, they may be guarded when expressing their thoughts and emotions to others.



Potential Strengths

- They can readily embrace change in their work environment.
 - They like to innovate on their existing practices.
 - They can easily step out of their comfort zone and explore new things.
 - They like to be always updated with the latest ideas and/or methods.
 - They can effortlessly keep up with new ideas, and/or practices.
- They are likely to be very calm and easy-going.
 - They highly respect tradition and authorities.
 - They work well in a highly structured and organised environment.
 - They display a high level of humility and diplomacy.
 - They remain level-headed when evaluating a situation.



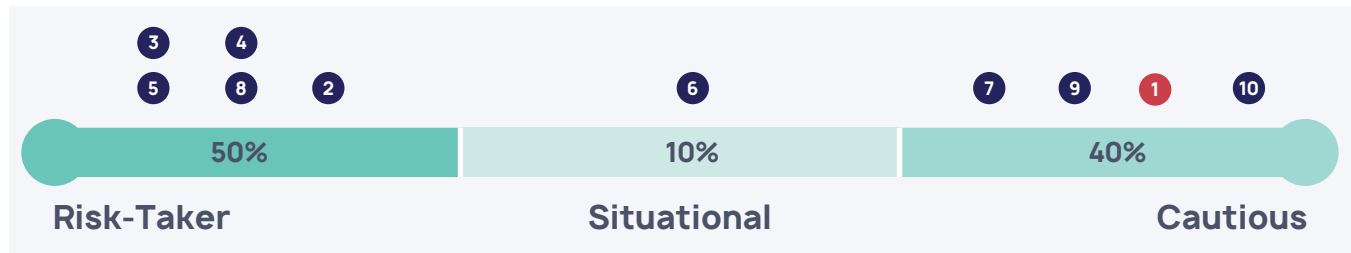
Potential Limitations

- They may have less conviction in sticking to their beliefs.
 - Others can easily influence them.
 - They can feel overwhelmed when having to consider multiple viewpoints.
 - They may feel ambivalent when asked to choose between differing perspectives.
 - They can too easily open up to others about their thoughts and feelings.
- They are likely to find it challenging to move beyond their comfort zone.
 - They may stubbornly hold onto processes, even if these are no longer effective.
 - They may be more likely to deliberate on their options than to act on them.
 - They may sound or appear cold to others.
 - They may prefer to let others take the lead.

RISK-TAKER vs CAUTIOUS

Individuals who are considered as **risk-takers** are less hesitant in taking on any uncertainties in their environment. They accept change with ease and are confident that they can emerge from any unpredictable situation successfully.

Cautious individuals are more deliberate in their general approach to a situation. They are less likely to move out of their comfort zone and may resist change, especially if they find it unnecessary in the current circumstances.



Potential Strengths

- They are quick to decide, no matter the risk.
- They are very optimistic about outcomes.
- They see risks as opportunities for advancement.
- They are unconcerned by uncertainties.
- They are quick to act on and explore something new in their environment.
- They are less likely to make rash decisions or actions.
- They are not easily bored of routine.
- They always want to make sure that things will go according to plan.
- They are very detail-oriented.
- They like to plan and account for potential risks ahead of time.



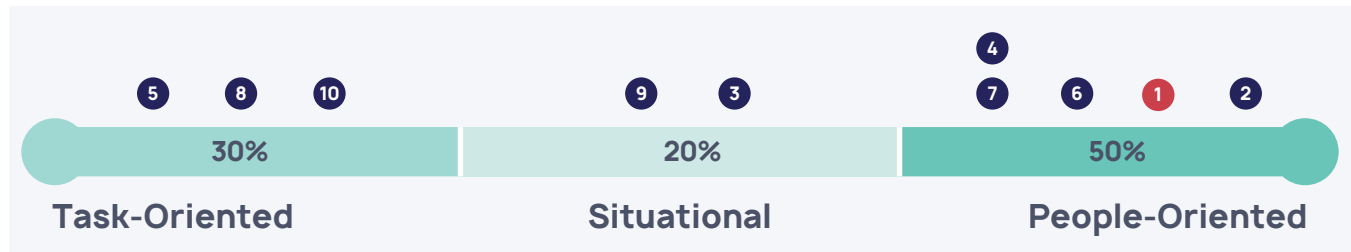
Potential Limitations

- They may be unrealistically optimistic.
- They can frequently change their mind.
- They may not wait for other people's feedback when making decisions.
- They may underestimate the consequences of the risks they take.
- They may get bored following routine and bend the rules.
- They may miss opportunities by overthinking the situation.
- They can easily get overwhelmed because they tend to overanalyse things.
- They may find it challenging to act based on insufficient information.
- They may find it difficult to not abide by standard operating procedures.
- They may miss opportunities because they don't want to go beyond their comfort zone and try new things.

TASK-ORIENTED vs PEOPLE-ORIENTED

Individuals who are oriented towards **tasks** are generally focused on the achievement of results. They prioritise the accomplishment of tasks and are objective and practical in their approach. They proactively find ways to get the job done and may not pay too much attention to what other people think or say.

Individuals who are oriented towards **people** are generally focused on the thoughts, feelings and emotions of others. They prioritise relationships in most situations. They are often encouraging and supportive of their colleagues. They prefer to work in collaboration with others to get the job done.



Potential Strengths

- They prioritise the things that significantly affect their ability to deliver results on time.
 - They are more likely to focus on the practical aspects of any given task.
 - They seek structure and a clear set of expectations about their role in the completion of the task.
 - They are highly driven towards completion of a task according to an agreed deadline.
 - They look to ensure the quality of deliverables by defining a set of standards.
- They are sensitive to the needs of their fellow group members.
 - They strive to provide support and encouragement to the group.
 - They are attuned to the feelings of others and like to keep the group united.
 - They always prefer to cooperate with others when decision-making.
 - They communicate diplomatically and seek to avoid misunderstanding.



Potential Limitations

- They may find it challenging to work on tasks with ambiguous objectives or measures of performance.
 - They may be less open to suggestions that may affect their ability to produce results on time.
 - They can be less mindful of how their methods can affect other group members.
 - They can be blunt with their feedback or response to new ideas.
 - They might feel more comfortable working independently on a task rather than collaborating with others.
- They can be less vocal about what they honestly think or feel, especially if this means emphasising the limitations of another person.
 - They can be too focused on gaining the approval of others.
 - They can become distressed when confronting someone in the group.
 - They are less likely to express opposition.
 - They prefer not to take a stand if their viewpoint appears unpopular with the group.

CHALLENGING vs ACCEPTING

Individuals who are **challenging** by nature are likely to stick to their position, regardless of what others may think or say. They don't readily accept suggestions. They are highly evaluative and quick to detect any mistakes or errors. They tend to rely on their own understanding when dealing with a situation and can be confrontational.

Individuals who are more **accepting** by nature are less likely to challenge a situation, idea, or person. They are more tolerant and receptive to ideas outside of their viewpoint. They are amenable to other people's feedback or suggestions and appear at ease when sharing their perspectives.



Potential Strengths

- They are decisive and firm with their decisions, ideas and beliefs.
- They are not easily swayed from doing what they feel is right, regardless of what other people may think.
- They contend and challenge the strengths of a popular belief or idea.
- They are not afraid to question others' ideas.
- They don't blindly follow and support their leader.

- They are entirely open to other people's viewpoints.
- They accept what the consensus thinks is best for the situation.
- They prioritise harmony within the group by not contesting popular opinions.
- They are less likely to doubt other people's intentions.
- They are more likely to acknowledge and obey authority.



Potential Limitations

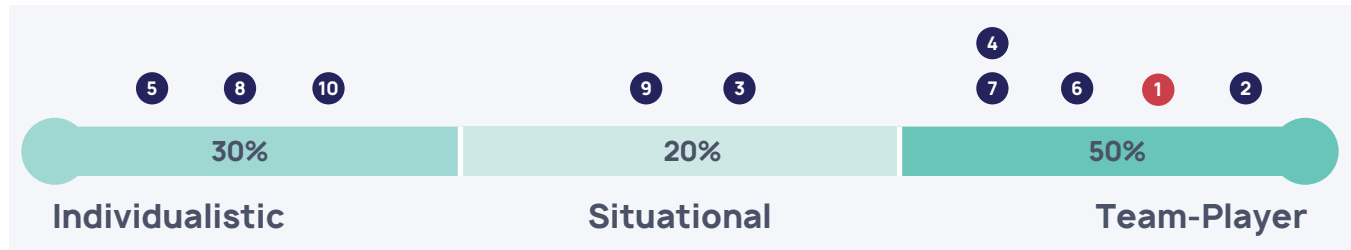
- They are more likely to demand that others accept that their perception of a situation is correct.
- They may see others' perspective or opposing arguments as unacceptable.
- They may easily dismiss any ideas or perspectives that are not aligned to their own.
- They can be very sceptical towards off-the-cuff suggestions.
- Others may see them as stubborn and self-righteous.

- They may rely too much on other people's feedback when making important decisions.
- They are more likely to be susceptible to manipulation.
- They may avoid contesting other people's arguments, even if they may be right.
- They are often hesitant to speak their mind to avoid any possible arguments with others.
- They may have less confidence in their ability to contribute to the group.

INDIVIDUALISTIC vs TEAM-PLAYER

Individualistic group members have a preference for doing things independently rather than working with other people. They are more comfortable being in control of what they do and prefer to have the autonomy to decide how they will approach a task.

Individuals who are **team-players** prefer to collaborate and work with other people. They feel more comfortable in a group setting and believe better results can be achieved by cooperating with colleagues rather than working alone.



Potential Strengths

- They don't require close supervision when completing their tasks.
- They know how to take control and manage a situation.
- They are comfortable making decisions independently.
- They are clear on what they want to accomplish and what they will do to achieve this.
- They are highly independent and less likely to seek help from others.

- They know how to work well with others.
- They are sensitive to the needs of the group and what they can do to support it.
- They understand their role in the group and commit to their obligations.
- They can easily connect and quickly develop relationships with others.
- They encourage and help as much as they can.



Potential Limitations

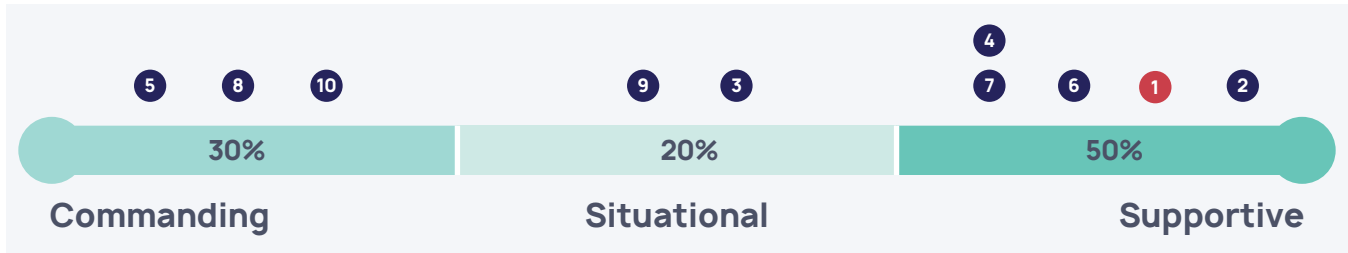
- They may have difficulty collaborating with other people when working on a task.
- They may find it a hassle always having to communicate and tell others what needs to be done.
- They are likely to gravitate toward working on multiple tasks at the same time.
- They are likely to think that delegating tasks to others will only delay the completion of a project.
- They may have difficulty in communicating their expectations to others.

- They may feel at a loss working alone or with limited supervision.
- They may avoid opportunities that will result in them having to work independently.
- They can tend to prioritise what others think or feel, even if it means disregarding their own viewpoints.
- They may tend to rely too much on others for guidance.
- They may value other's contributions more than their own.

COMMANDING vs SUPPORTIVE

Individuals who are **commanding** prefer to take control of a situation and direct the group towards the goal. They are more likely to take the initiative and issue instructions to their colleagues.

Supportive individuals are more comfortable when assisting others rather than taking the lead. They try to avoid being under the spotlight and prefer to receive instructions rather than delegating tasks to others.



Potential Strengths

- They help focus others on the goal.
- They are not easily daunted by the responsibilities associated with taking the lead in the group.
- They use their drive to keep people on track
- They are confident in leading others.
- They do not hesitate to push an unpopular position.
- They are highly aware of the tasks where a colleague may need assistance.
- They don't mind having a support role in the group.
- They listen more and pay attention to the emotional needs of others.
- They see other group members as their equal.
- They are satisfied working on the sidelines.



Potential Limitations

- They may attempt to take control of all aspects of a project.
- They can come across to others as very pushy or bossy.
- They can be oblivious to the sentiments of others.
- They may disregard other people's perspectives toward a situation.
- They may appear full of themselves.
- They can be easily taken advantage of by those who like to delegate tasks to others.
- They may tend to accept more tasks than they can realistically work on.
- They may overlook their emotional needs.
- They may feel uncomfortable prioritising their thoughts, feelings and needs.
- They may avoid questioning other people's viewpoints.

Finding Balance in the Group

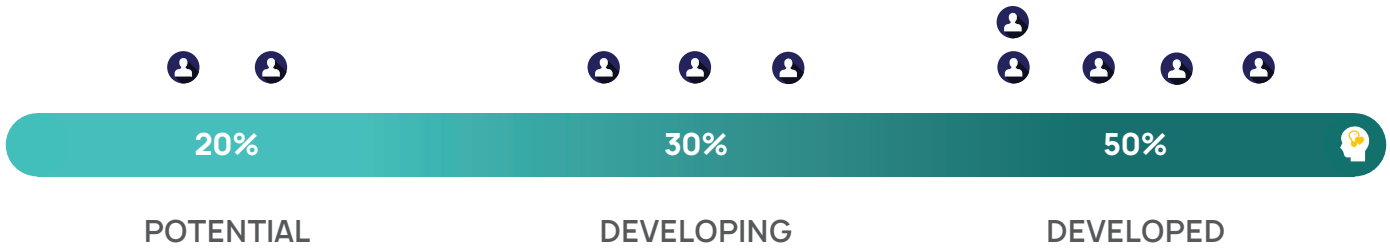
The purpose of this section is to help the group determine which overall preferences have the most positive impact and help them work more effectively together. Below are some sample questions designed to help spark discussion within the group.

1. How might each approach serve the group well and help it succeed?
2. How might each approach hold the group back and hinder progress?
3. Based on the types of tasks that the group works on, identify and discuss ways that they can take advantage of their natural inclinations towards being:
 - A. Moderate-paced or Fast-paced
 - B. Open or Reserved
 - C. Risk-taker or Cautious
 - D. Task-Oriented or People-Oriented
 - E. Challenging or Accepting
 - F. Individualistic or Team-player
 - G. Commanding or Supportive

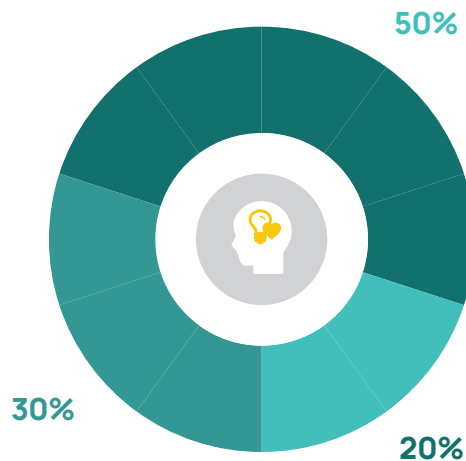
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Distribution According to Emotional Intelligence



When reviewing this section of the report, understand that each person's capacity to recognise their emotions, and how these impact on the way they interact with others, will improve communication and help build a healthier and more productive group. It's also important to note that while some members of the group might naturally have high levels of emotional intelligence, for those that don't, these skills can be learned and continually improved at any stage of life.



POTENTIAL EI:

- They can encounter difficulty relating to and managing relationships with their colleagues.
- They may have difficulty expressing their thoughts and feelings with consideration to their colleagues.
- They may find it challenging to be in control of their emotions and often overreact even towards seemingly trivial matters.
- They can be less aware of the emotional needs of their colleagues, often making them appear to others as insensitive or callous.
- They may have difficulty reading the situation.

DEVELOPED EI:

- They are adept at managing their relationship with colleagues.
- They are often sensitive to the emotions, thoughts, and needs of others.
- They usually provide the appropriate level of emotional support when required.
- They are less likely to encounter challenges in communicating their thoughts and feelings to their colleagues.
- They always try to be understanding of their colleague's reaction towards situations.

Finding Balance in the Group

The final section of the report is designed to help the group explore and agree on a culture that can bring out the best in everyone. Below are some sample questions designed to help spark discussion within the group.

1. What are you really proud of as a group?
2. Discuss an event that had a positive effect on the performance of the group?
3. Discuss an event that had a detrimental effect on the performance of the group?
4. How does the group typically deal with a bad day?
5. How does the group celebrate success?
6. How willing are members of the group to ask for help?
7. How would you describe the level of trust within the group?
8. If you could reshape the group today, what would you change, and why?

Notes:



Group Discussion

This section aims to help you take note and consolidate the information generated from the discussion with the group in the previous sections. Using the consolidated information, identify characteristics that can be considered as the overall strengths and limitations of the group. Furthermore, identify external factors or circumstances that can be considered as an opportunity or challenge for the group.

Overall Strengths of the Group

Consolidating the data presented in the previous sections, summarise the characteristics or areas which you think can be considered as your groups' strength/s.

Overall Limitations of the Group

Consolidating the data presented in the previous sections, summarise the characteristics or areas which you think can be considered as your groups' limitations.

Possible Opportunities for the Group

Consolidating the data presented in the previous sections, identify possible situations in which your group may likely flourish.

Possible Challenges for the Group

Consolidating the data presented in the previous sections, identify situations in which your group may likely struggle.