

Extended DISC 360 Tools

Sample, Samantha

Organisation

Date

Sample Open 360 Questionnaire 2009

Sample Organisation

23.3.2009



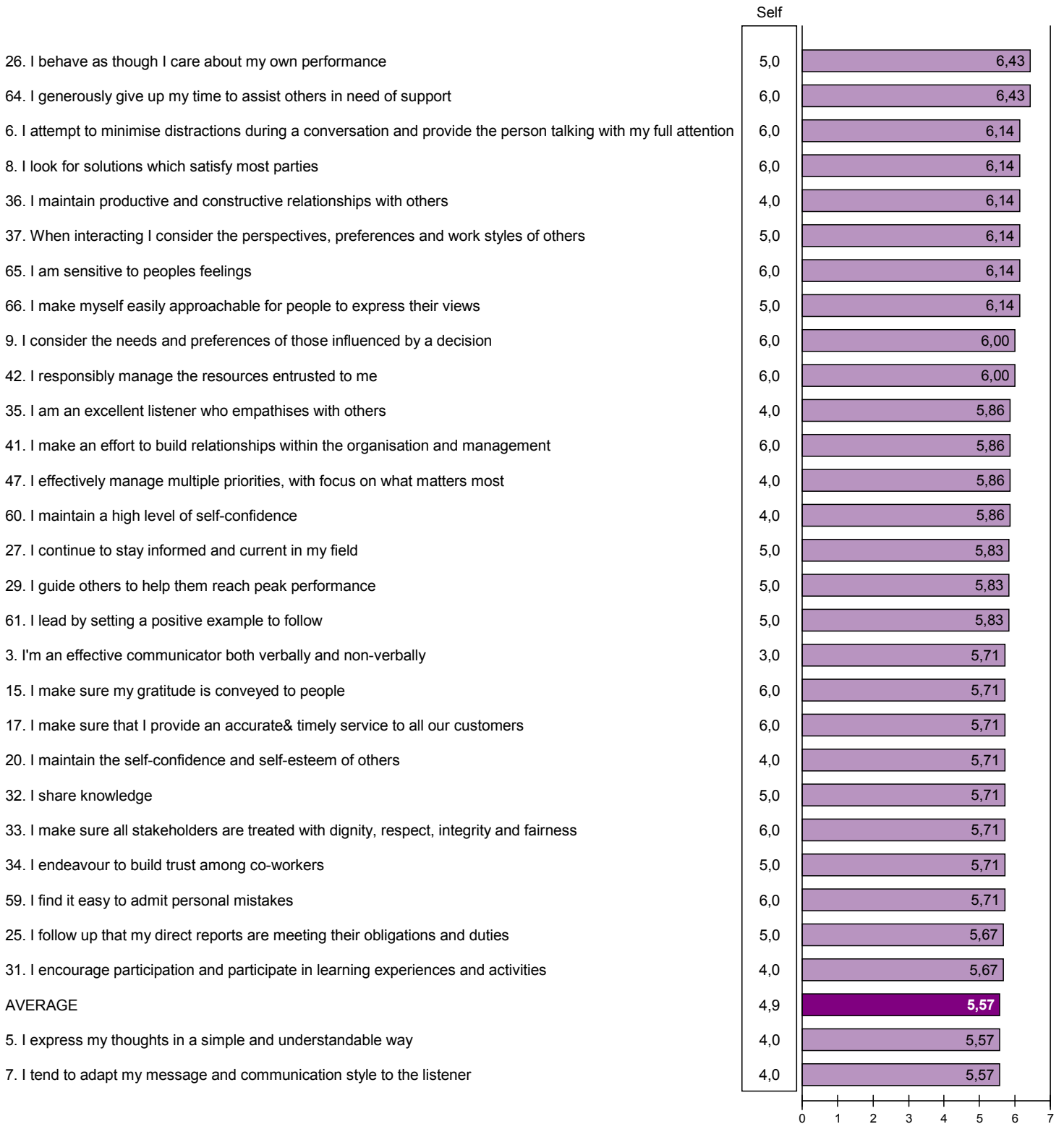
This report is based on the answers given to Extended DISC 360 Tools - Open 360 questionnaire. The results indicate the perception of the respondents and should not be assessed without knowledge of the environment.

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Results in Score Order

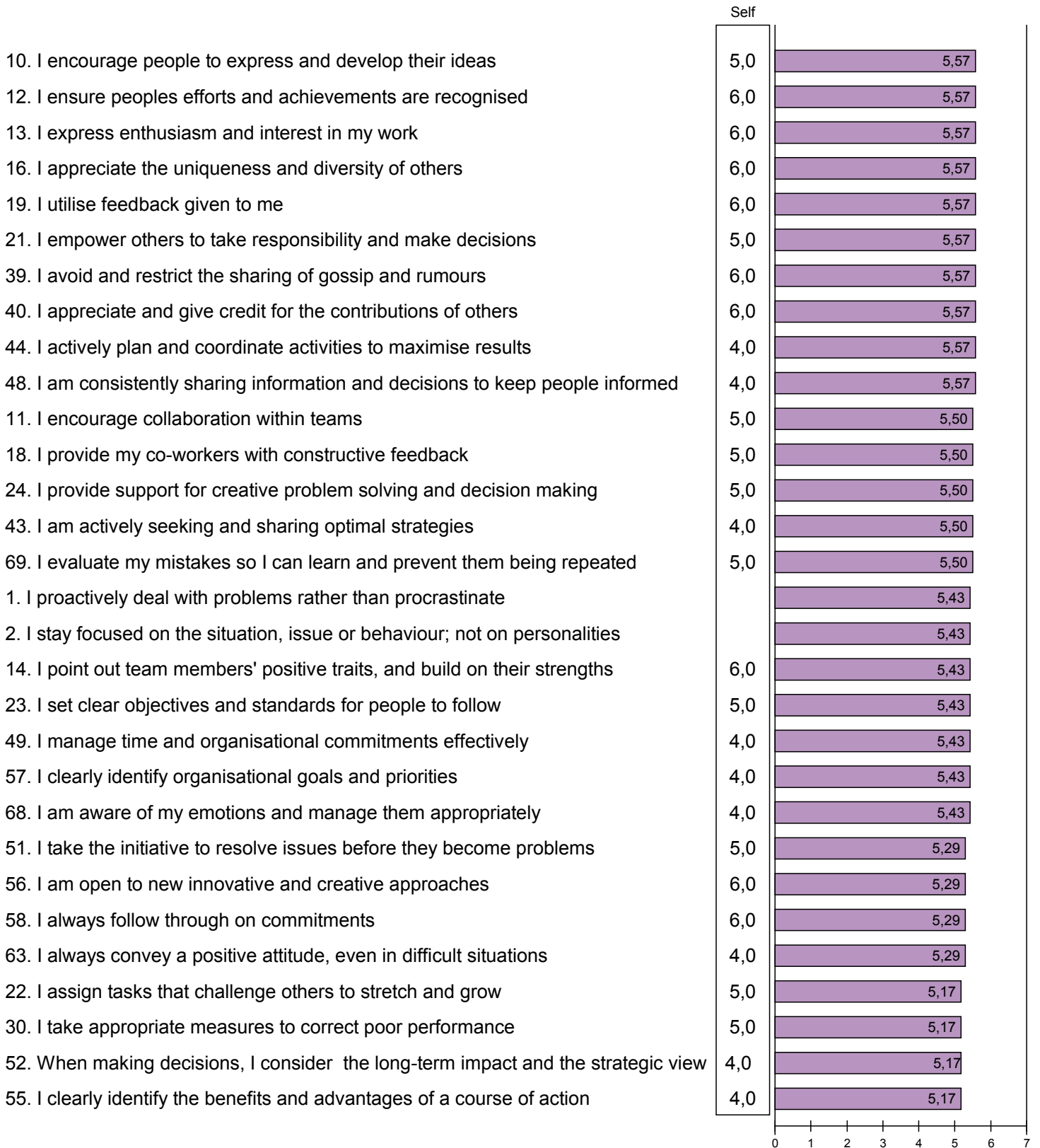
This section ranks the responses from the highest to the lowest score.



Number of assessments **7**



Results in Score Order

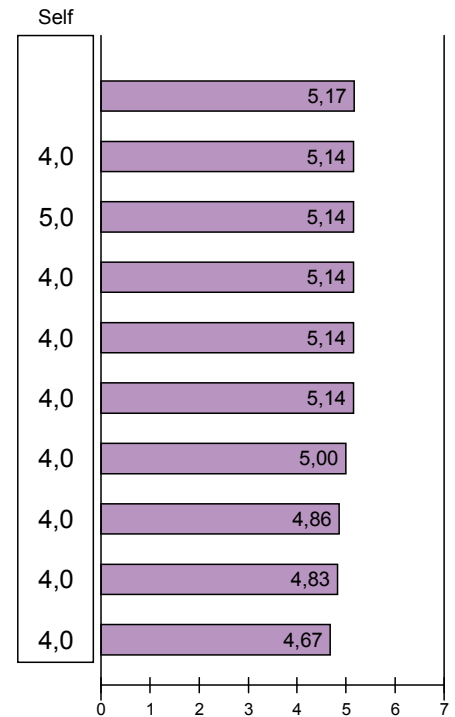


Number of assessments **7**



Results in Score Order

- 62. I often take the lead and set the pace in new initiatives
- 4. In conflict I respond objectively and non-defensively
- 38. I try to create a non-judgmental work environment that values tolerance and inclusion
- 45. I make a great effort to establish shared goals within teams
- 53. I often challenge the current situation
- 67. I think how my emotional reactions might impact on others
- 54. I always communicate the meaning and purpose of an action/decision
- 50. I set goals that extend beyond current limitations
- 28. I actively seek training and learning opportunities
- 46. I assess performance gaps and analyse causes

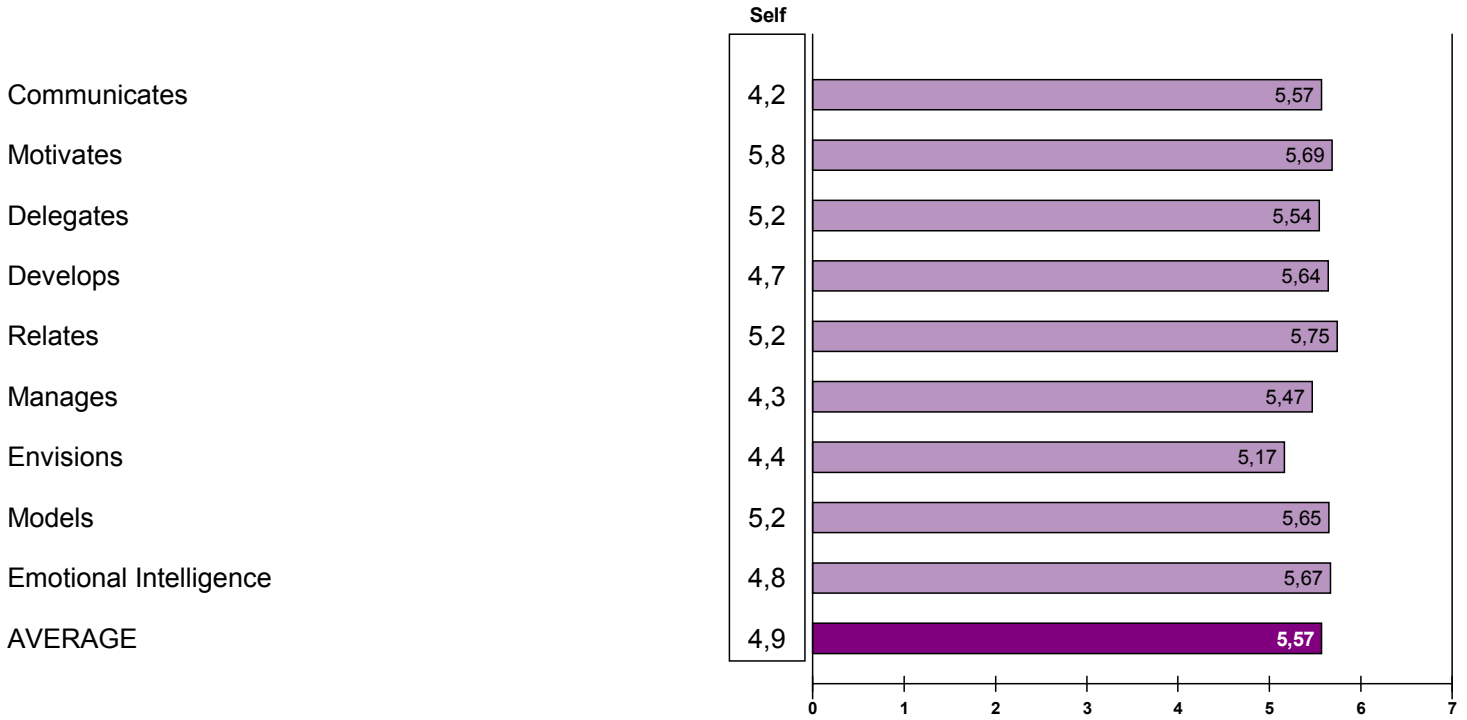


Number of assessments **7**



Results by Question Group 1

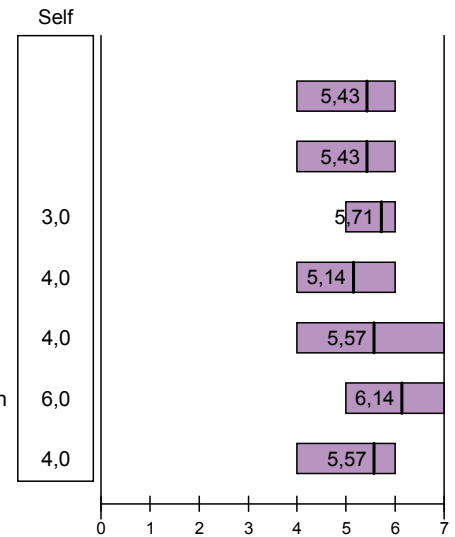
This section first provides the average score for each question group. It is followed by the detailed results. In that section, the bar graph shows the range of the scores; the line in the graph shows the average score for the question.



Results by Question Group 2

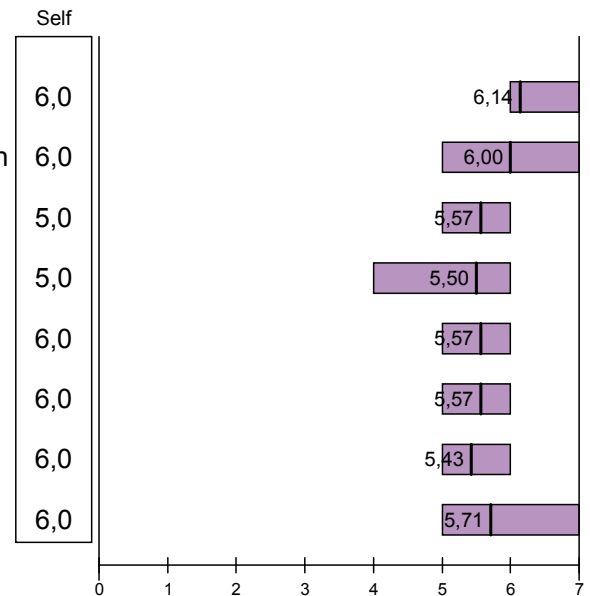
Communicates - Average 5,57

- 1. I proactively deal with problems rather than procrastinate
- 2. I stay focused on the situation, issue or behaviour; not on personalities
- 3. I'm an effective communicator both verbally and non-verbally
- 4. In conflict I respond objectively and non-defensively
- 5. I express my thoughts in a simple and understandable way
- 6. I attempt to minimise distractions during a conversation and provide the person talking with my full attention
- 7. I tend to adapt my message and communication style to the listener



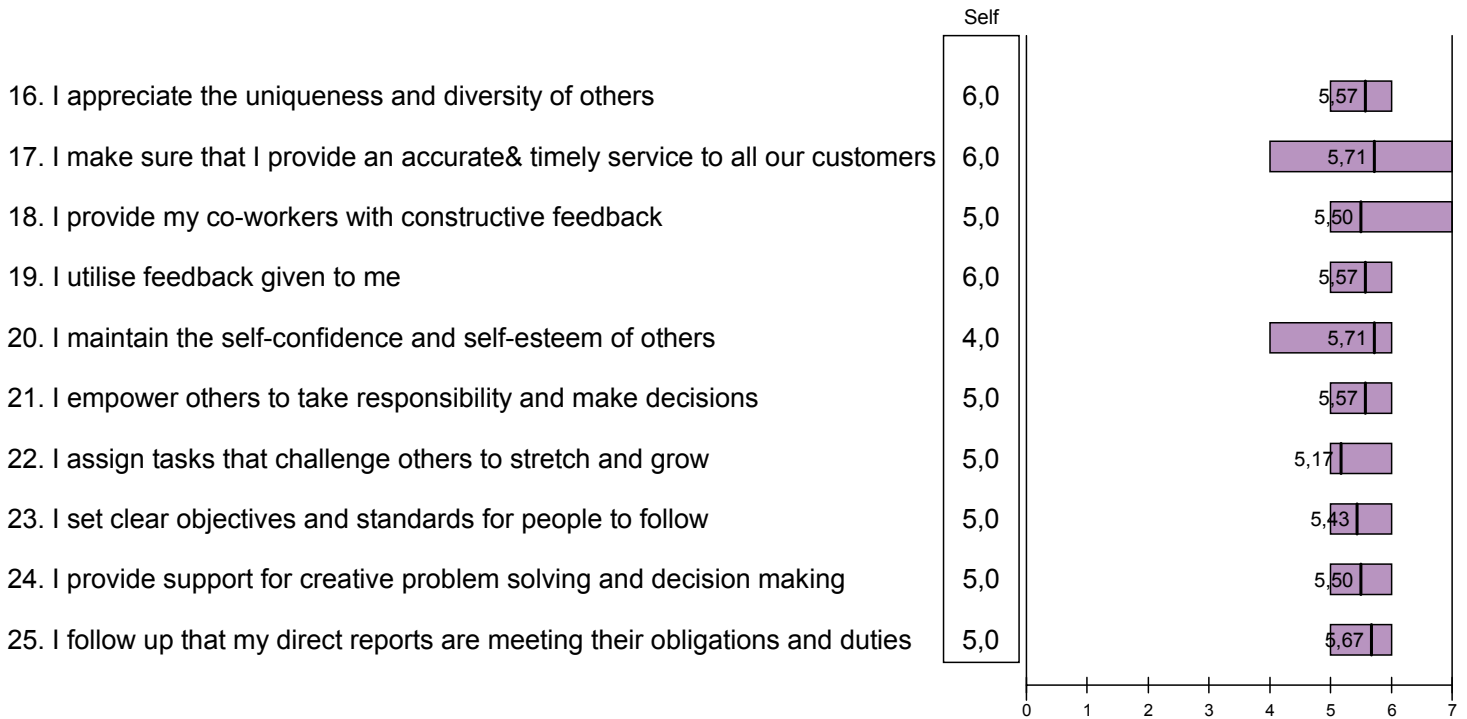
Motivates - Average 5,69

- 8. I look for solutions which satisfy most parties
- 9. I consider the needs and preferences of those influenced by a decision
- 10. I encourage people to express and develop their ideas
- 11. I encourage collaboration within teams
- 12. I ensure peoples efforts and achievements are recognised
- 13. I express enthusiasm and interest in my work
- 14. I point out team members' positive traits, and build on their strengths
- 15. I make sure my gratitude is conveyed to people

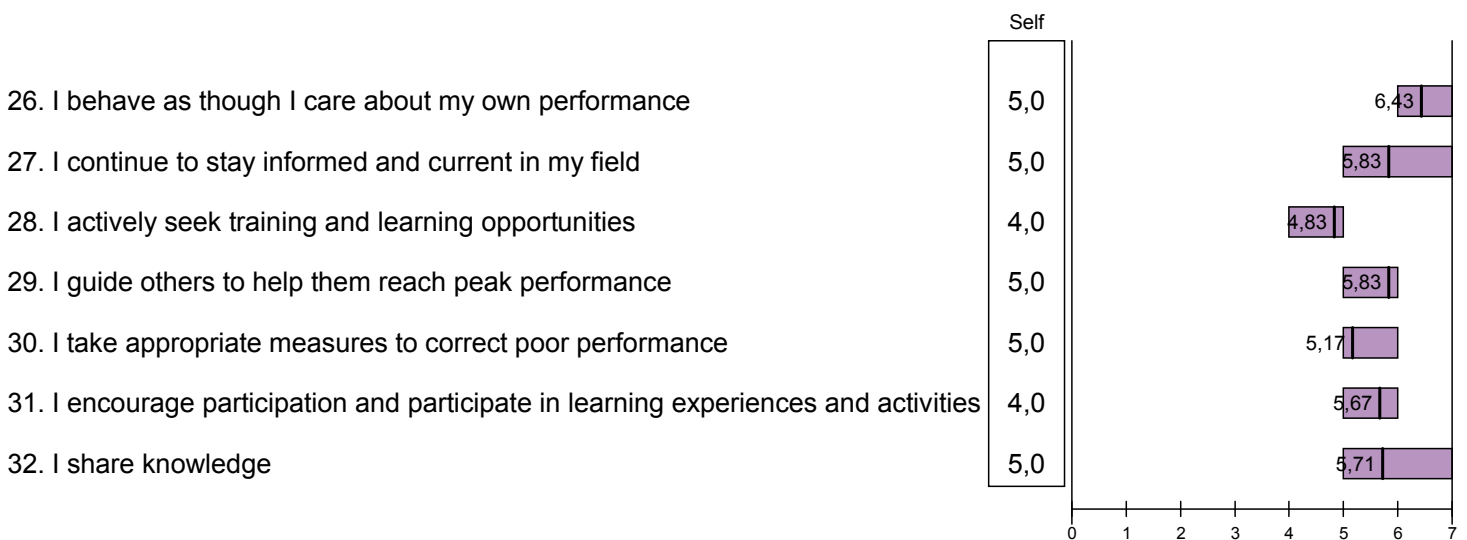


Results by Question Group 2

Delegates - Average 5,54



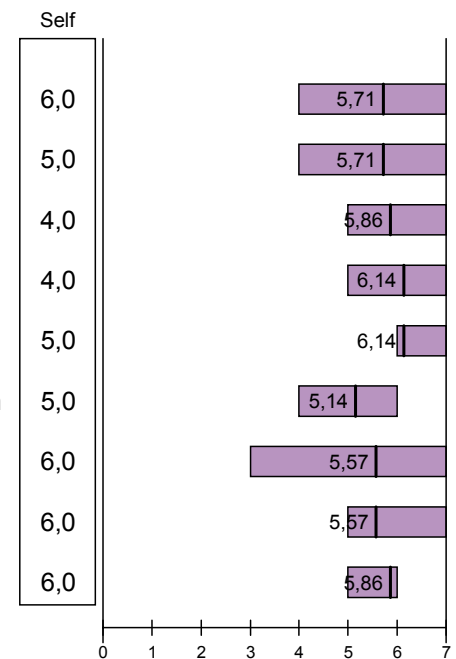
Develops - Average 5,64



Results by Question Group 2

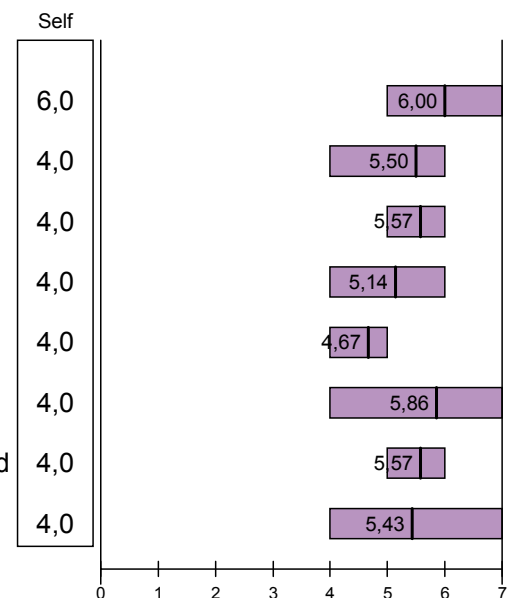
Relates - Average **5,75**

- 33. I make sure all stakeholders are treated with dignity, respect, integrity and fairness
- 34. I endeavour to build trust among co-workers
- 35. I am an excellent listener who empathises with others
- 36. I maintain productive and constructive relationships with others
- 37. When interacting I consider the perspectives, preferences and work styles of others
- 38. I try to create a non-judgmental work environment that values tolerance and inclusion
- 39. I avoid and restrict the sharing of gossip and rumours
- 40. I appreciate and give credit for the contributions of others
- 41. I make an effort to build relationships within the organisation and management



Manages - Average **5,47**

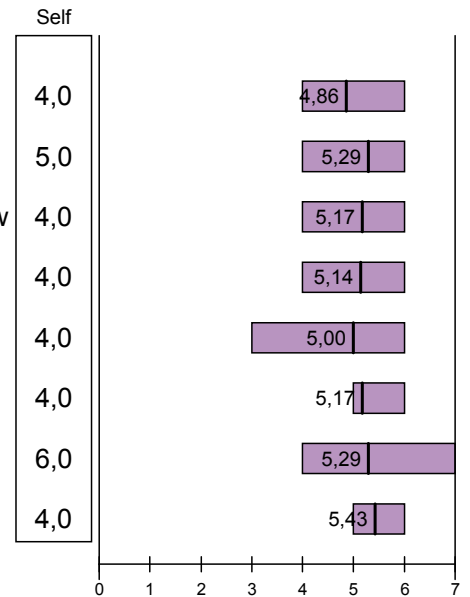
- 42. I responsibly manage the resources entrusted to me
- 43. I am actively seeking and sharing optimal strategies
- 44. I actively plan and coordinate activities to maximise results
- 45. I make a great effort to establish shared goals within teams
- 46. I assess performance gaps and analyse causes
- 47. I effectively manage multiple priorities, with focus on what matters most
- 48. I am consistently sharing information and decisions to keep people informed
- 49. I manage time and organisational commitments effectively



Results by Question Group 2

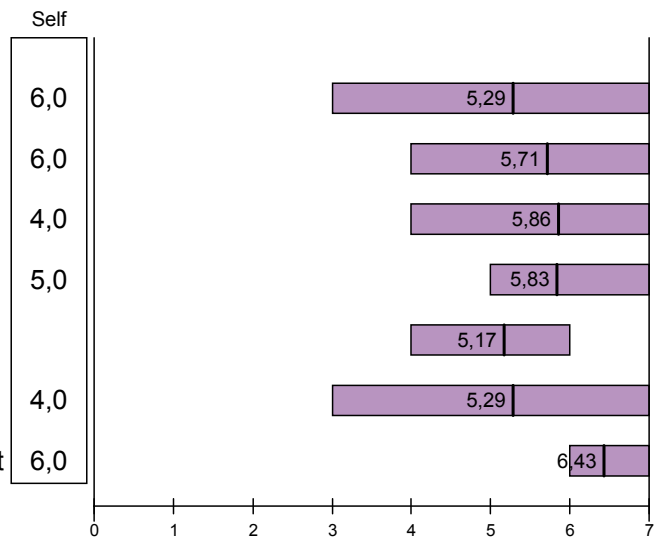
Envisions - Average 5,17

- 50. I set goals that extend beyond current limitations
- 51. I take the initiative to resolve issues before they become problems
- 52. When making decisions, I consider the long-term impact and the strategic view
- 53. I often challenge the current situation
- 54. I always communicate the meaning and purpose of an action/decision
- 55. I clearly identify the benefits and advantages of a course of action
- 56. I am open to new innovative and creative approaches
- 57. I clearly identify organisational goals and priorities



Models - Average 5,65

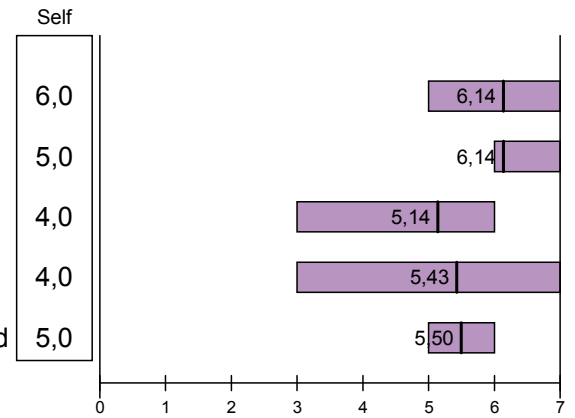
- 58. I always follow through on commitments
- 59. I find it easy to admit personal mistakes
- 60. I maintain a high level of self-confidence
- 61. I lead by setting a positive example to follow
- 62. I often take the lead and set the pace in new initiatives
- 63. I always convey a positive attitude, even in difficult situations
- 64. I generously give up my time to assist others in need of support



Results by Question Group 2

Emotional Intelligence - Average **5,67**

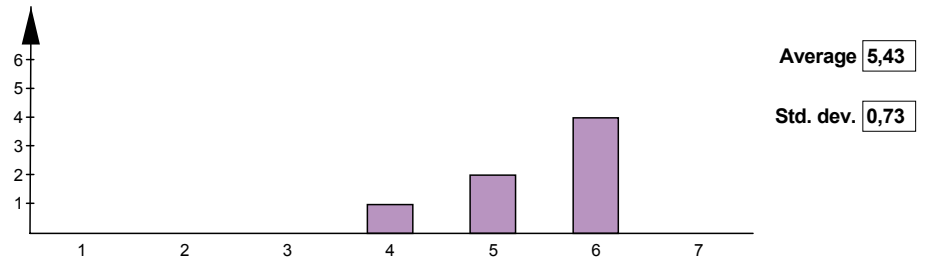
- 65. I am sensitive to peoples feelings
- 66. I make myself easily approachable for people to express their views
- 67. I think how my emotional reactions might impact on others
- 68. I am aware of my emotions and manage them appropriately
- 69. I evaluate my mistakes so I can learn and prevent them being repeated



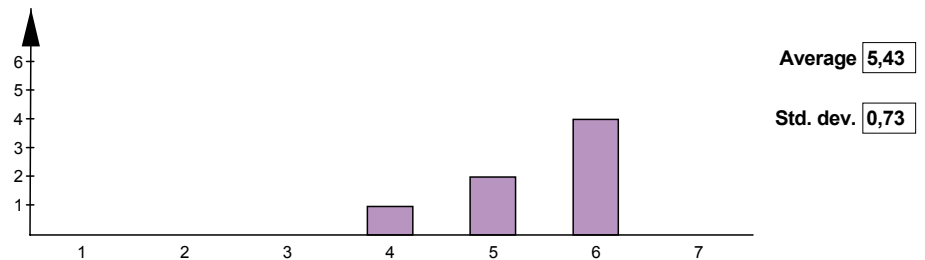
Results by Question

This section provides a detailed breakdown of the responses.

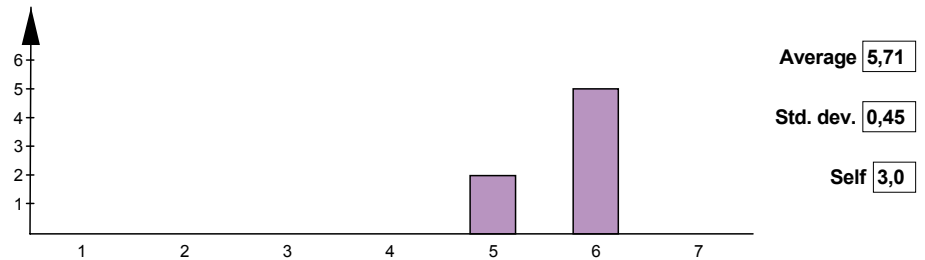
1. I proactively deal with problems rather than procrastinate



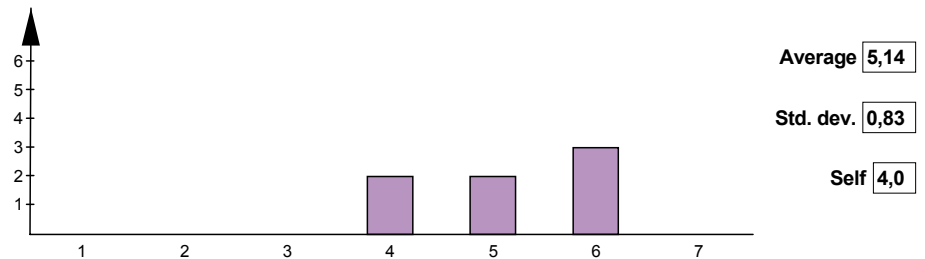
2. I stay focused on the situation, issue or behaviour; not on personalities



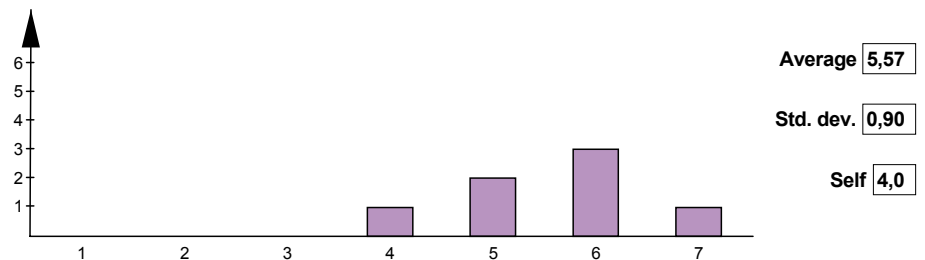
3. I'm an effective communicator both verbally and non-verbally



4. In conflict I respond objectively and non-defensively

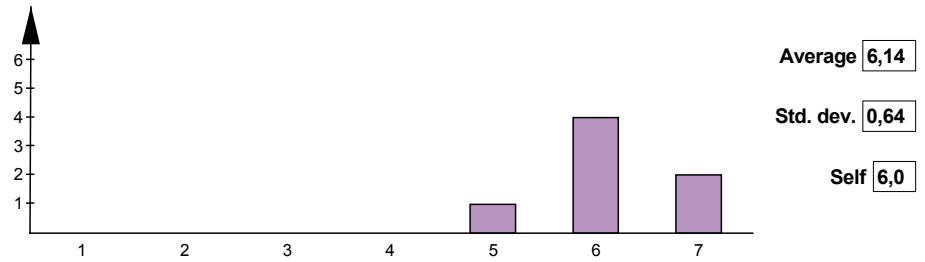


5. I express my thoughts in a simple and understandable way

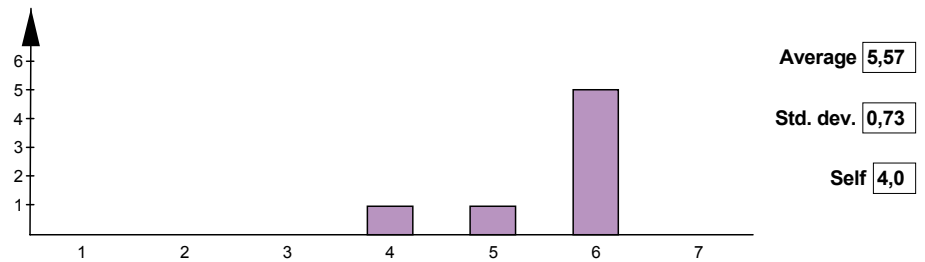


Results by Question

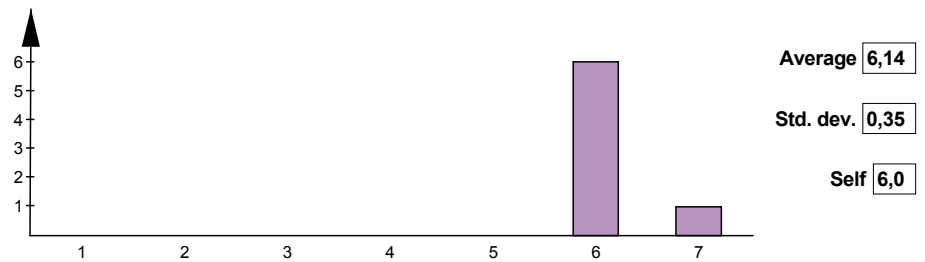
6. I attempt to minimise distractions during a conversation and provide the person talking with my full attention



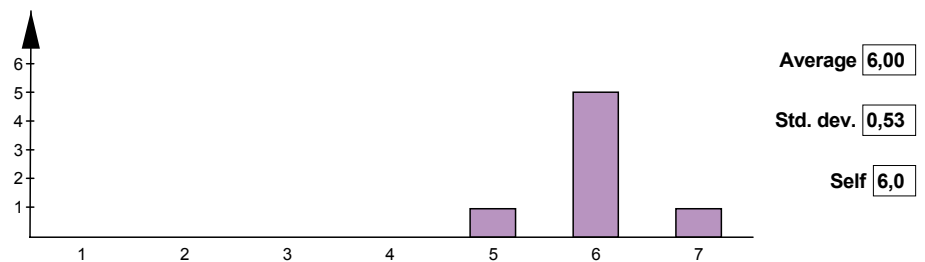
7. I tend to adapt my message and communication style to the listener



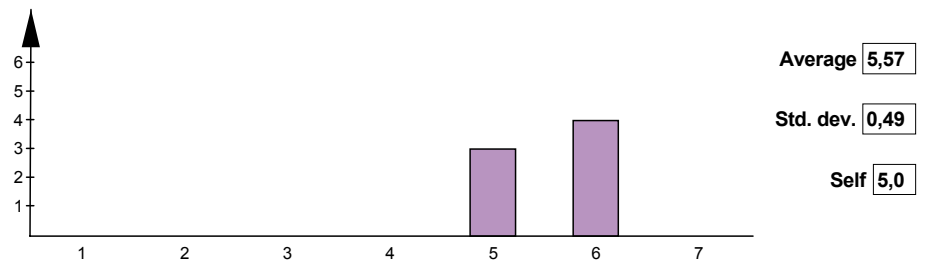
8. I look for solutions which satisfy most parties



9. I consider the needs and preferences of those influenced by a decision

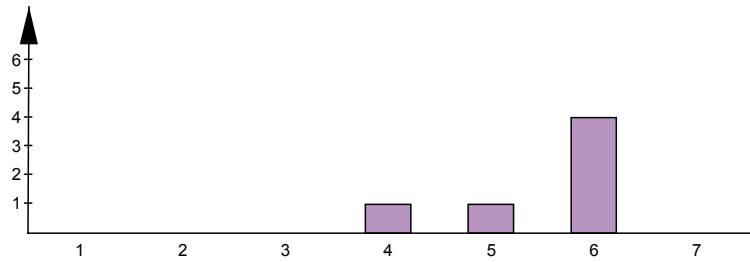


10. I encourage people to express and develop their ideas



Results by Question

11. I encourage collaboration within teams

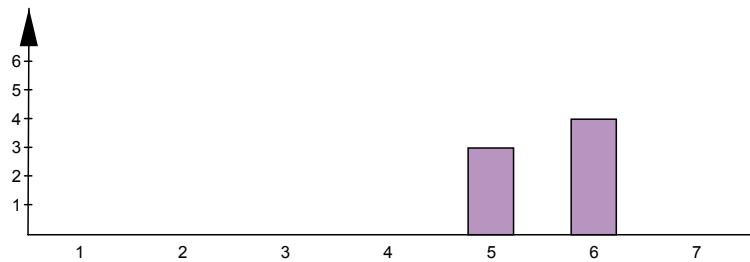


Average 5,50

Std. dev. 0,76

Self 5,0

12. I ensure peoples efforts and achievements are recognised

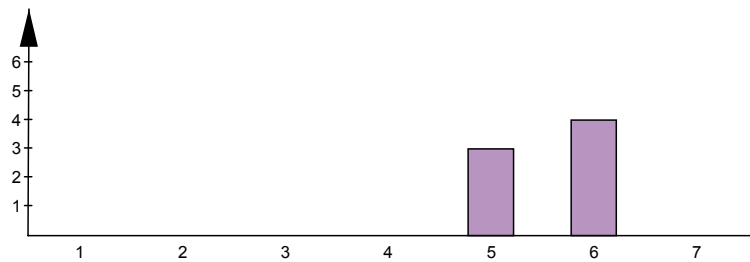


Average 5,57

Std. dev. 0,49

Self 6,0

13. I express enthusiasm and interest in my work

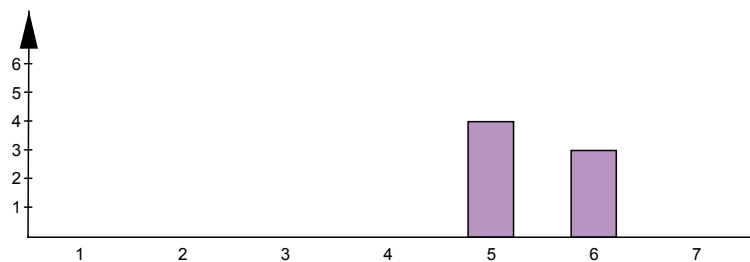


Average 5,57

Std. dev. 0,49

Self 6,0

14. I point out team members' positive traits, and build on their strengths

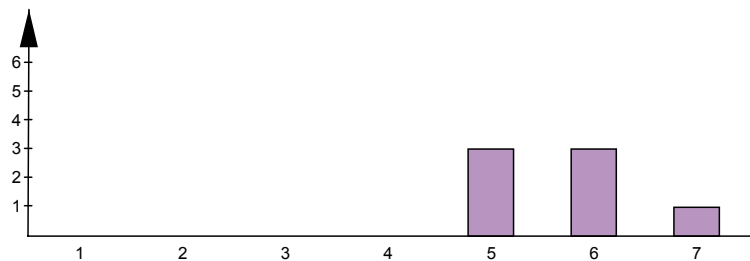


Average 5,43

Std. dev. 0,49

Self 6,0

15. I make sure my gratitude is conveyed to people



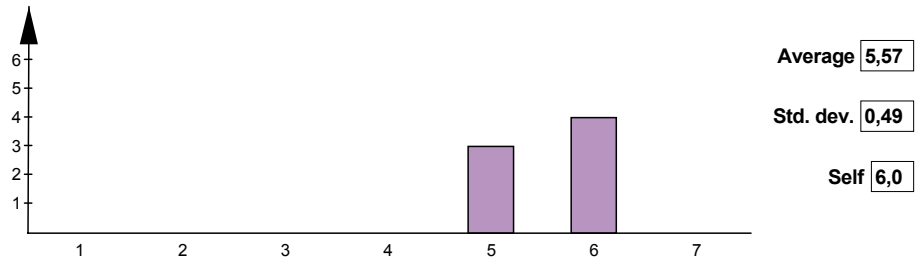
Average 5,71

Std. dev. 0,70

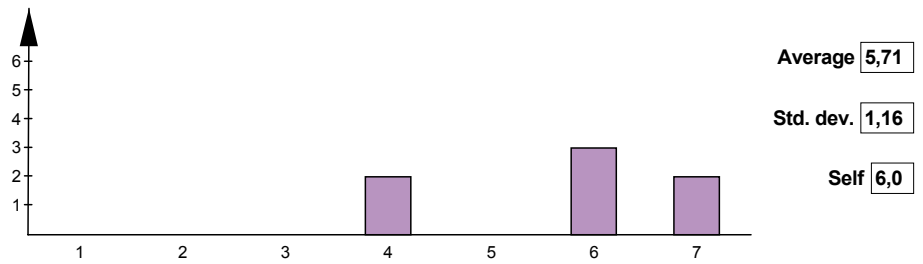
Self 6,0

Results by Question

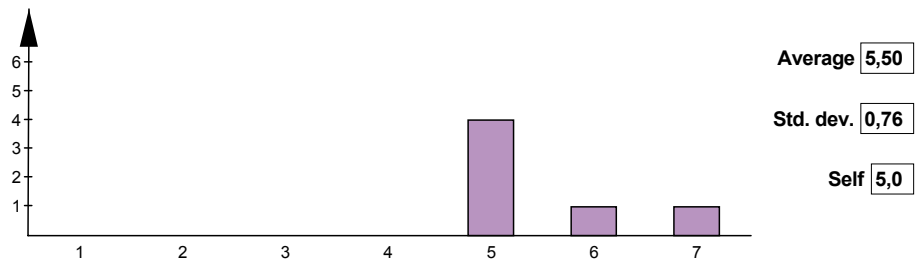
16. I appreciate the uniqueness and diversity of others



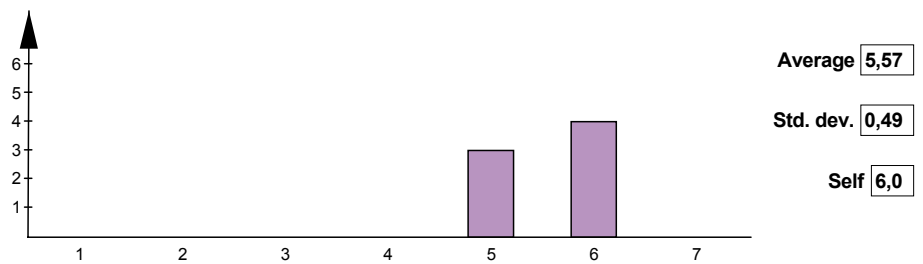
17. I make sure that I provide an accurate & timely service to all our customers



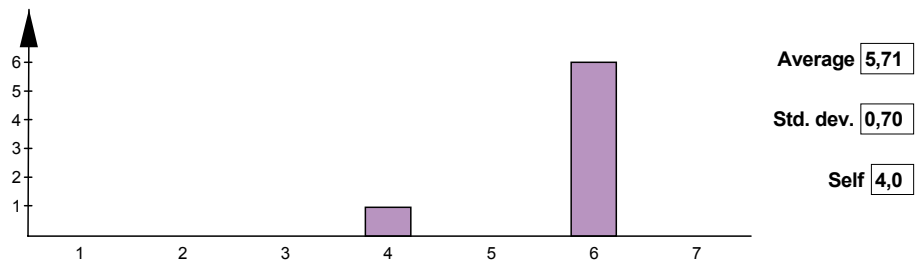
18. I provide my co-workers with constructive feedback



19. I utilise feedback given to me

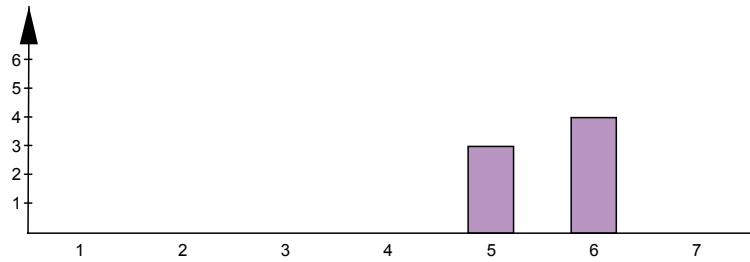


20. I maintain the self-confidence and self-esteem of others



Results by Question

21. I empower others to take responsibility and make decisions

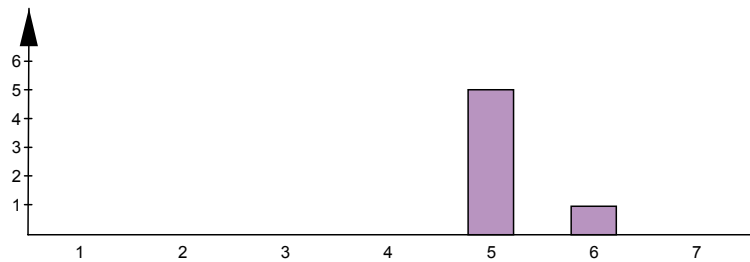


Average 5,57

Std. dev. 0,49

Self 5,0

22. I assign tasks that challenge others to stretch and grow

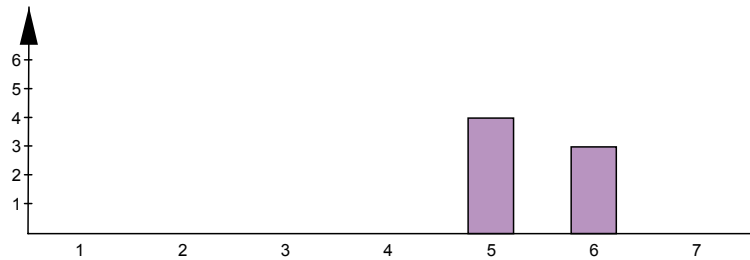


Average 5,17

Std. dev. 0,37

Self 5,0

23. I set clear objectives and standards for people to follow

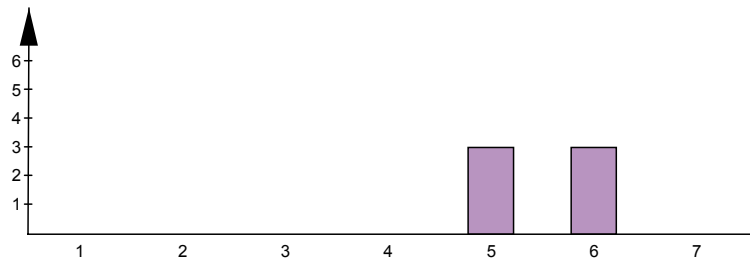


Average 5,43

Std. dev. 0,49

Self 5,0

24. I provide support for creative problem solving and decision making

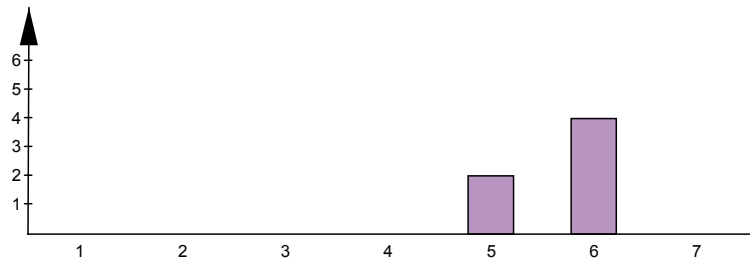


Average 5,50

Std. dev. 0,50

Self 5,0

25. I follow up that my direct reports are meeting their obligations and duties



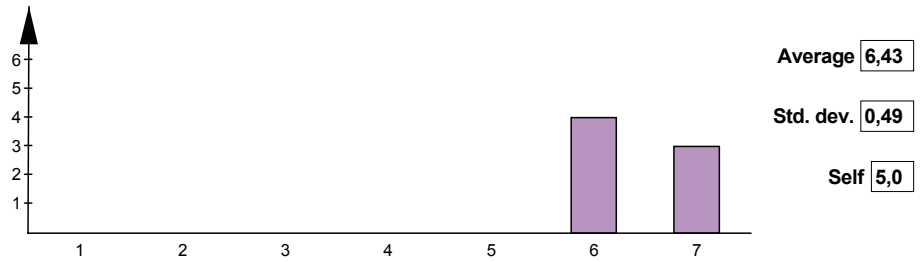
Average 5,67

Std. dev. 0,47

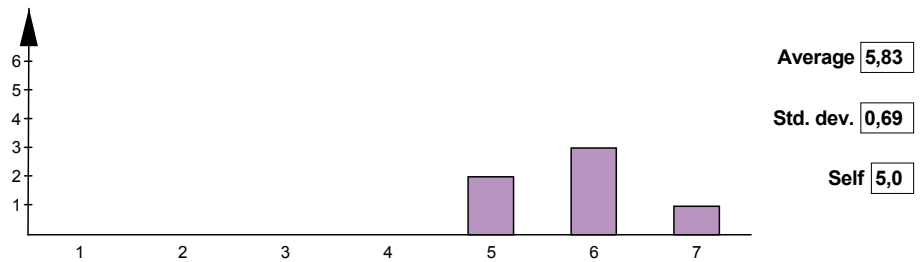
Self 5,0

Results by Question

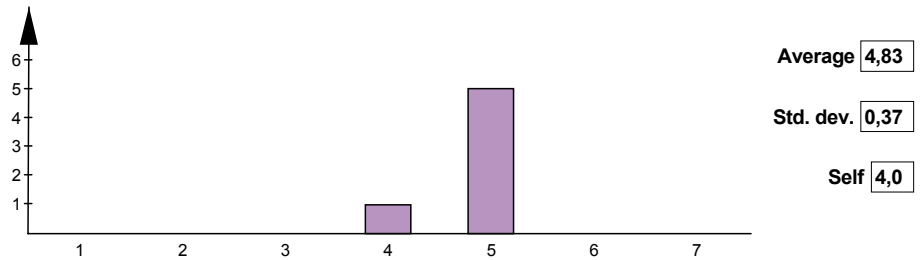
26. I behave as though I care about my own performance



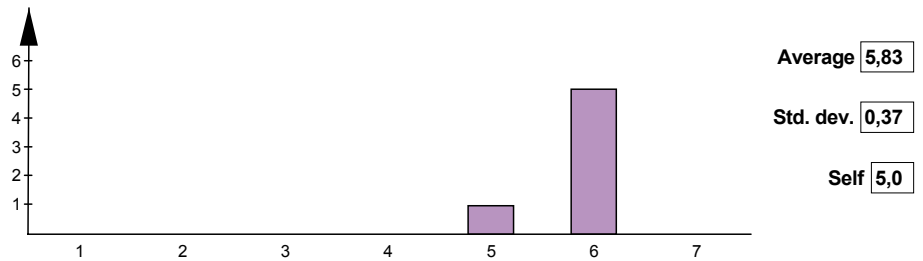
27. I continue to stay informed and current in my field



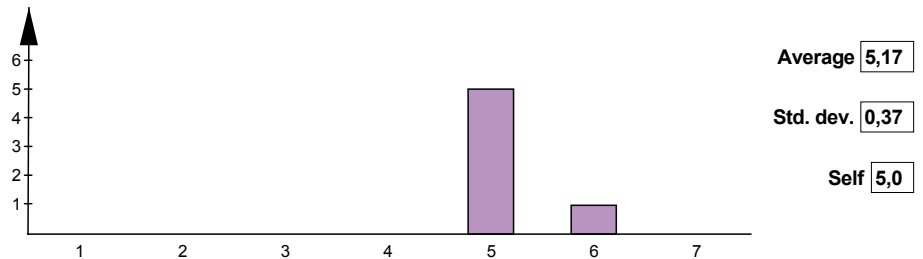
28. I actively seek training and learning opportunities



29. I guide others to help them reach peak performance

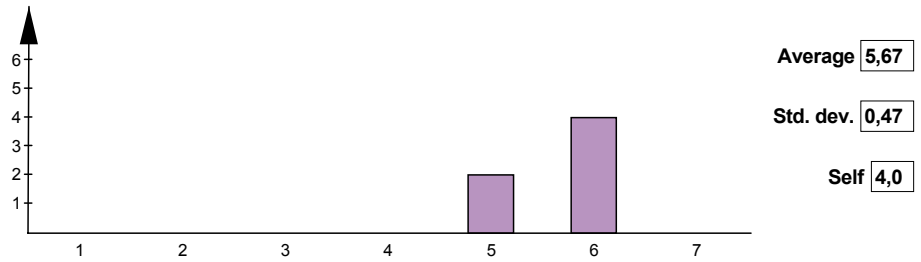


30. I take appropriate measures to correct poor performance

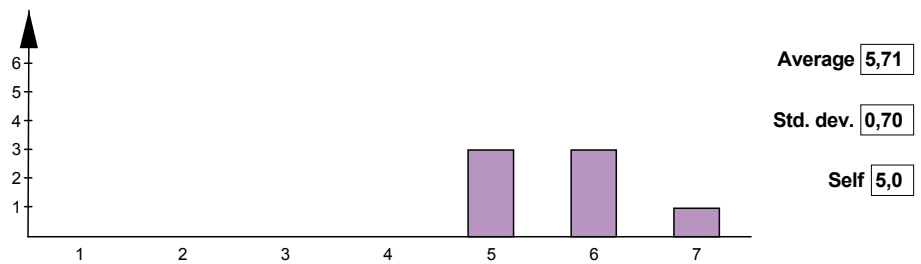


Results by Question

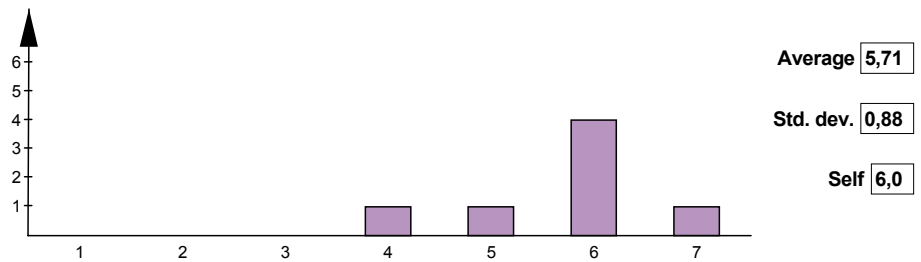
31. I encourage participation and participate in learning experiences and activities



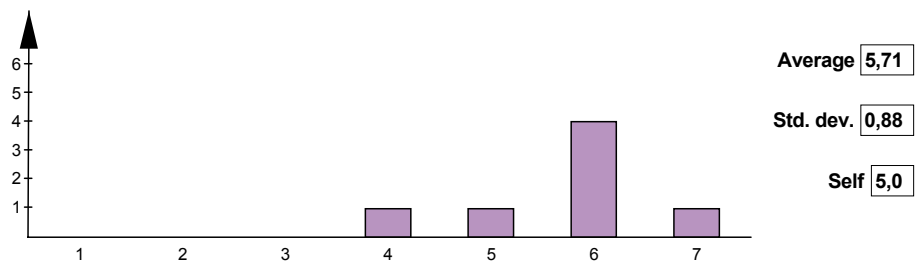
32. I share knowledge



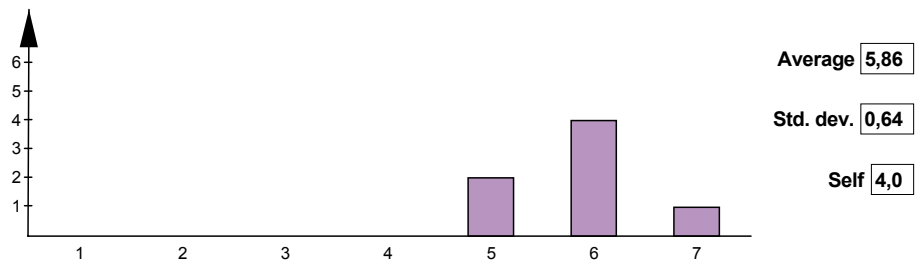
33. I make sure all stakeholders are treated with dignity, respect, integrity and fairness



34. I endeavour to build trust among co-workers

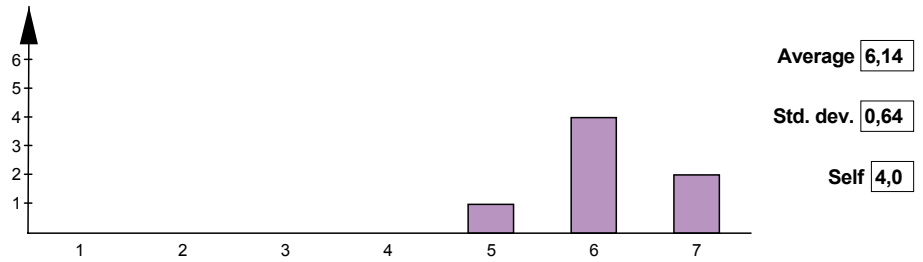


35. I am an excellent listener who empathises with others

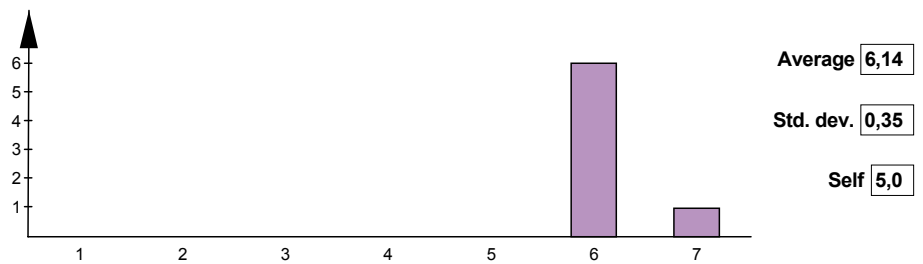


Results by Question

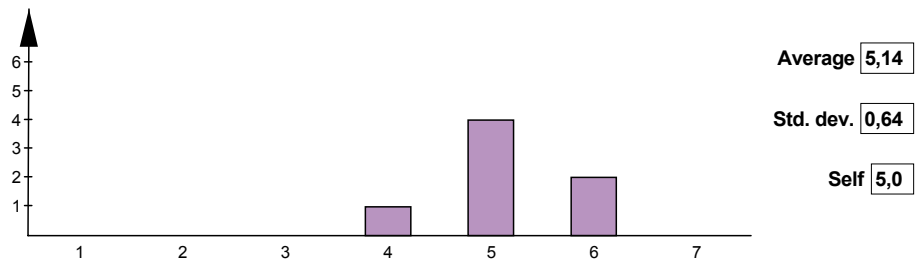
36. I maintain productive and constructive relationships with others



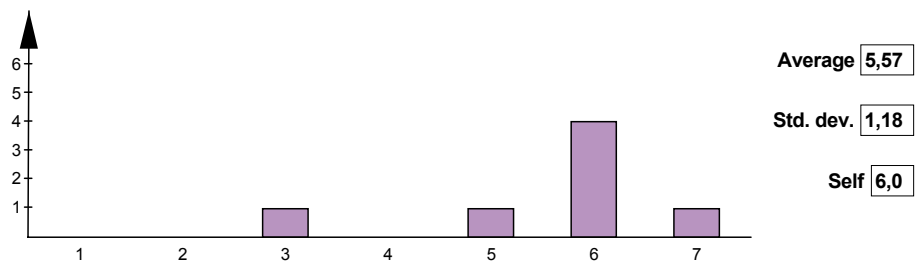
37. When interacting I consider the perspectives, preferences and work styles of others



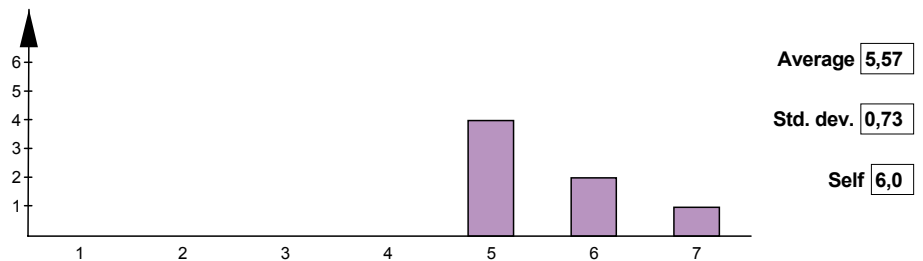
38. I try to create a non-judgmental work environment that values tolerance and inclusion



39. I avoid and restrict the sharing of gossip and rumours

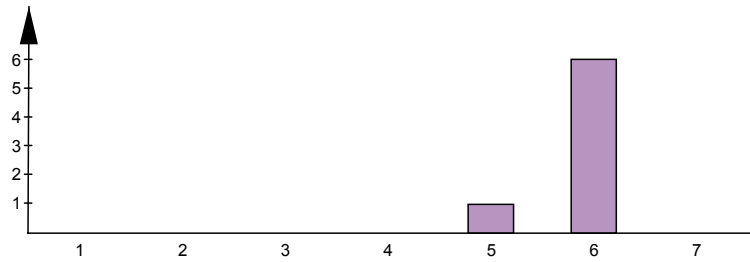


40. I appreciate and give credit for the contributions of others



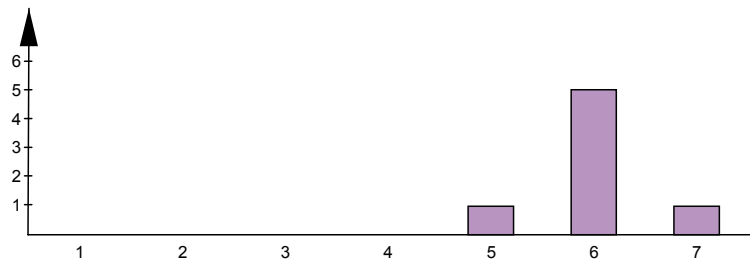
Results by Question

41. I make an effort to build relationships within the organisation and management



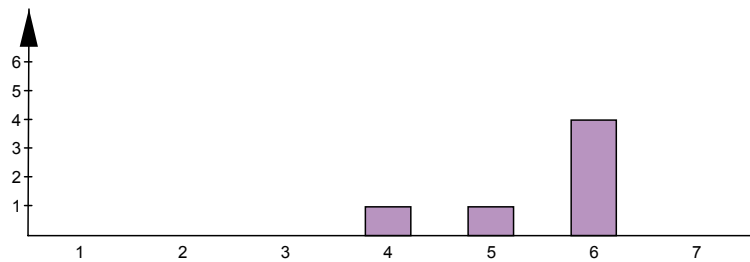
Average **5,86**
Std. dev. **0,35**
Self **6,0**

42. I responsibly manage the resources entrusted to me



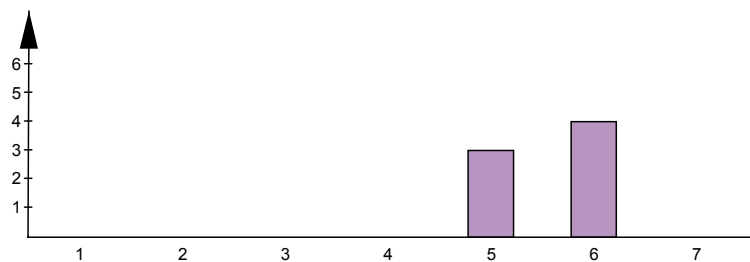
Average **6,00**
Std. dev. **0,53**
Self **6,0**

43. I am actively seeking and sharing optimal strategies



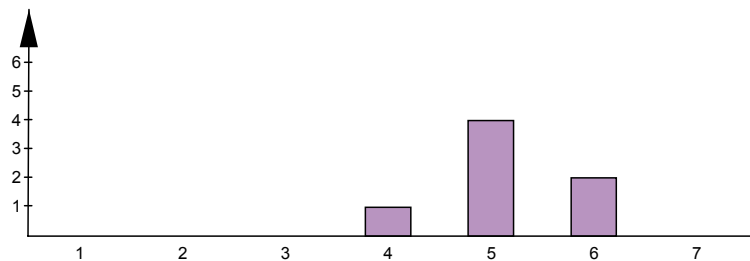
Average **5,50**
Std. dev. **0,76**
Self **4,0**

44. I actively plan and coordinate activities to maximise results



Average **5,57**
Std. dev. **0,49**
Self **4,0**

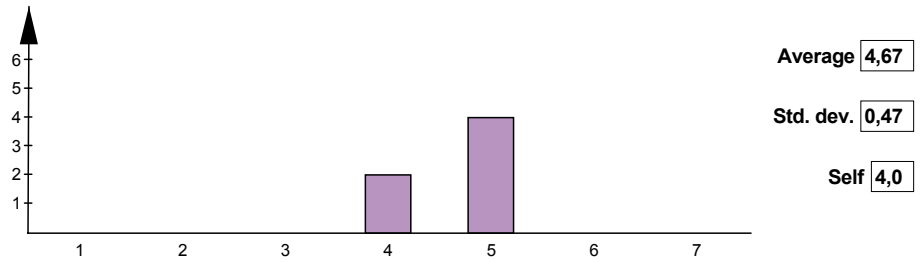
45. I make a great effort to establish shared goals within teams



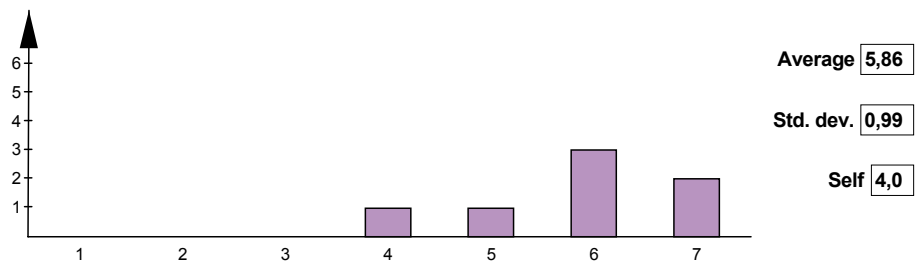
Average **5,14**
Std. dev. **0,64**
Self **4,0**

Results by Question

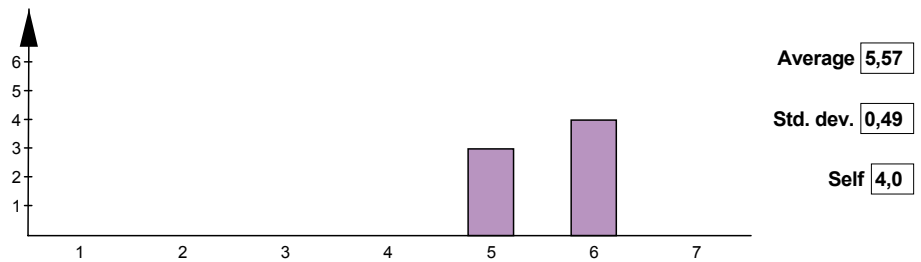
46. I assess performance gaps and analyse causes



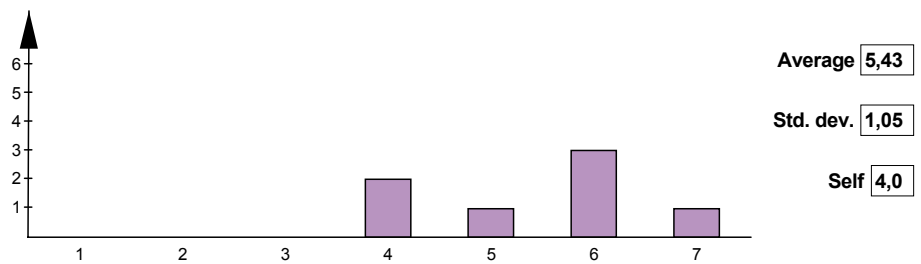
47. I effectively manage multiple priorities, with focus on what matters most



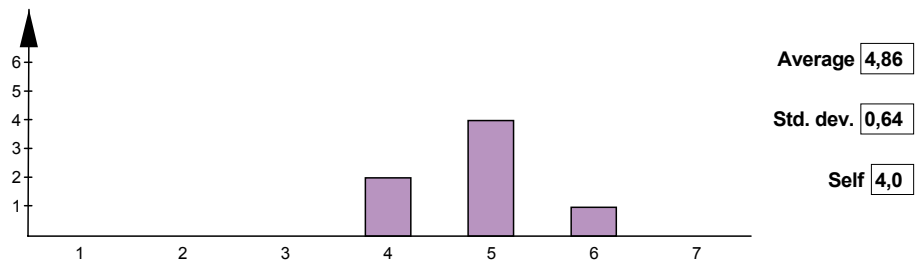
48. I am consistently sharing information and decisions to keep people informed



49. I manage time and organisational commitments effectively

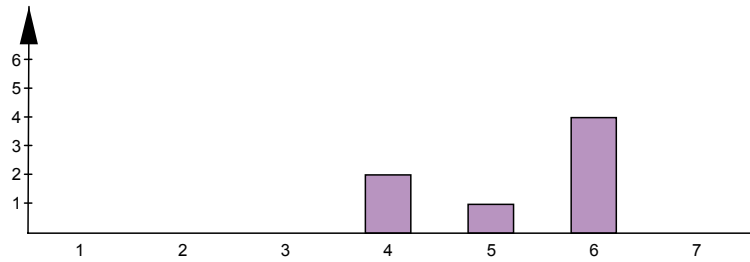


50. I set goals that extend beyond current limitations



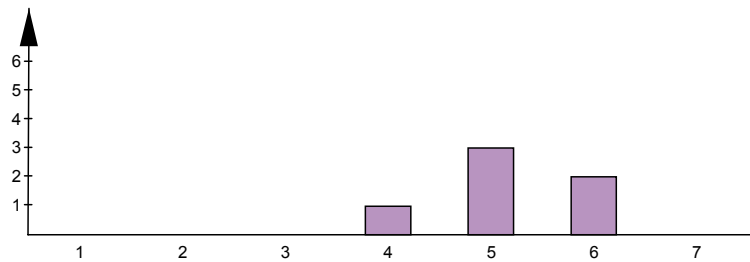
Results by Question

51. I take the initiative to resolve issues before they become problems



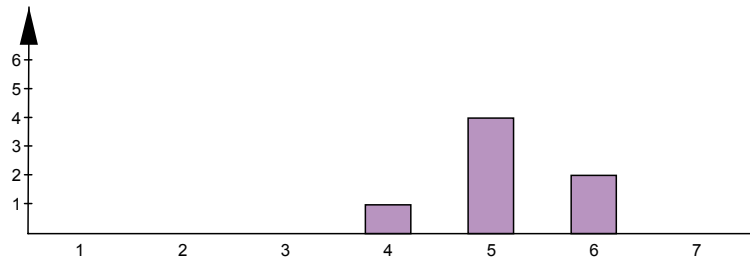
Average **5,29**
 Std. dev. **0,88**
 Self **5,0**

52. When making decisions, I considers the long-term impact and the strategic view



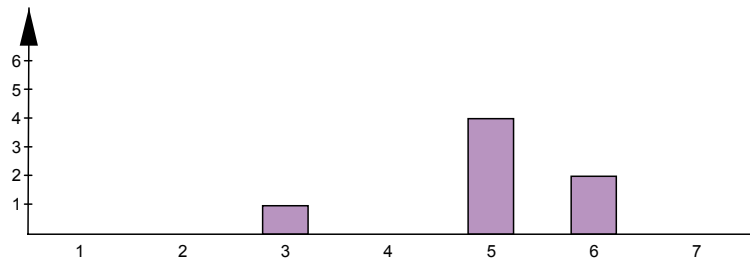
Average **5,17**
 Std. dev. **0,69**
 Self **4,0**

53. I often challenge the current situation



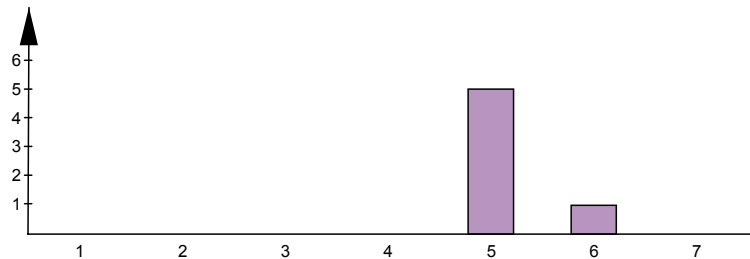
Average **5,14**
 Std. dev. **0,64**
 Self **4,0**

54. I always communicate the meaning and purpose of an action/decision



Average **5,00**
 Std. dev. **0,93**
 Self **4,0**

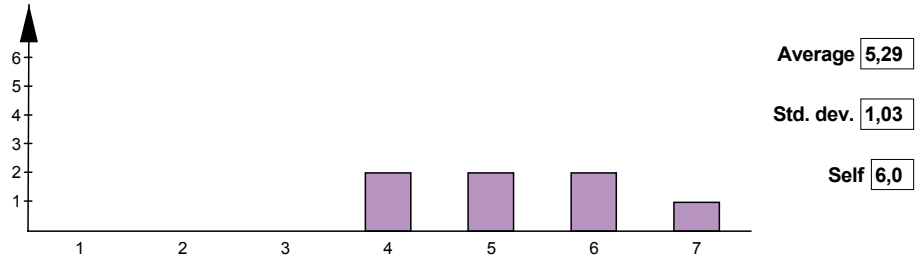
55. I clearly identify the benefits and advantages of a course of action



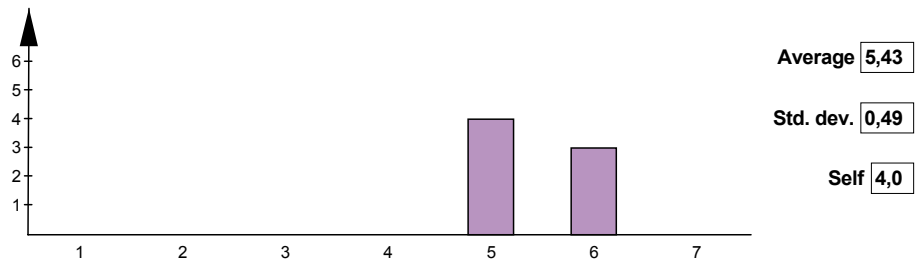
Average **5,17**
 Std. dev. **0,37**
 Self **4,0**

Results by Question

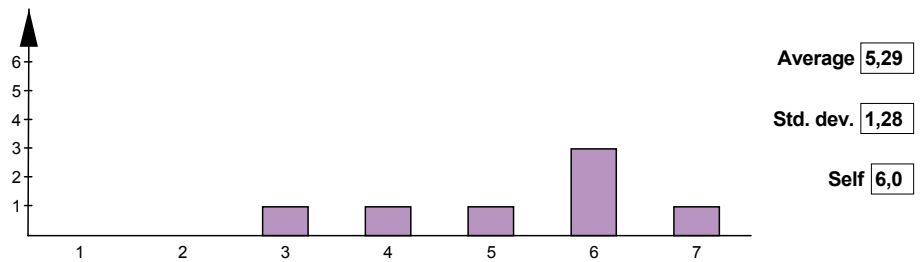
56. I am open to new innovative and creative approaches



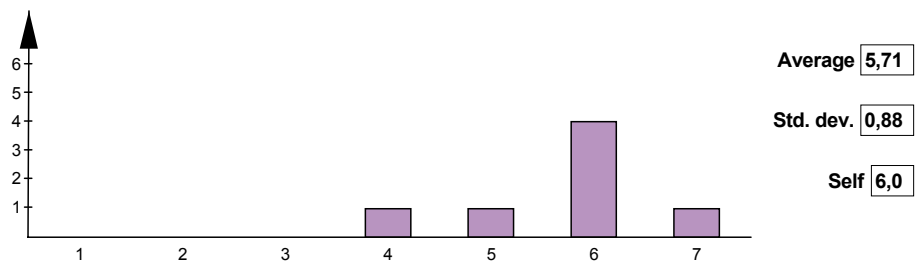
57. I clearly identify organisational goals and priorities



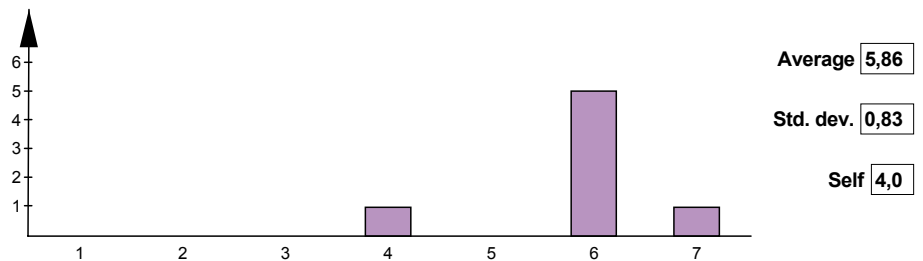
58. I always follow through on commitments



59. I find it easy to admit personal mistakes

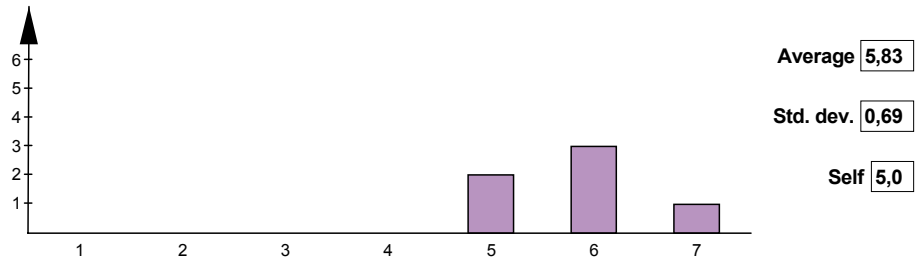


60. I maintain a high level of self-confidence

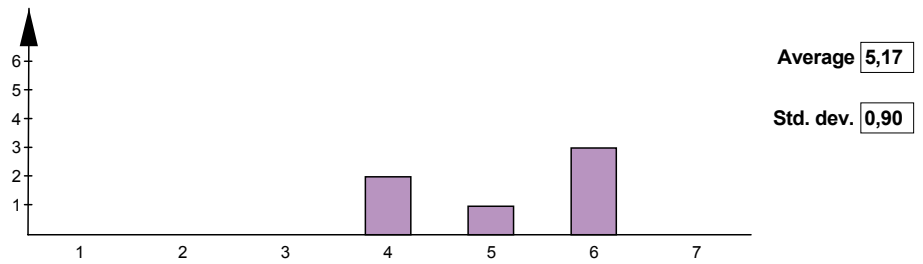


Results by Question

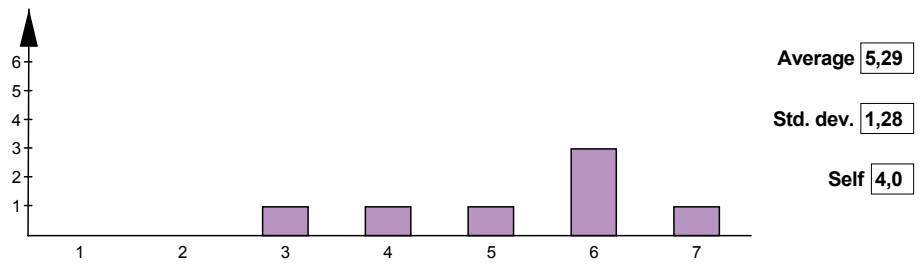
61. I lead by setting a positive example to follow



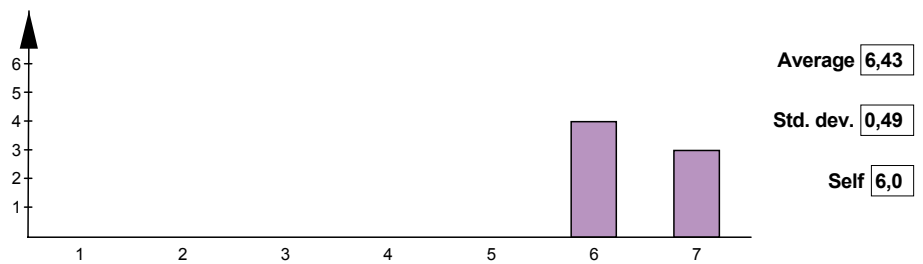
62. I often take the lead and set the pace in new initiatives



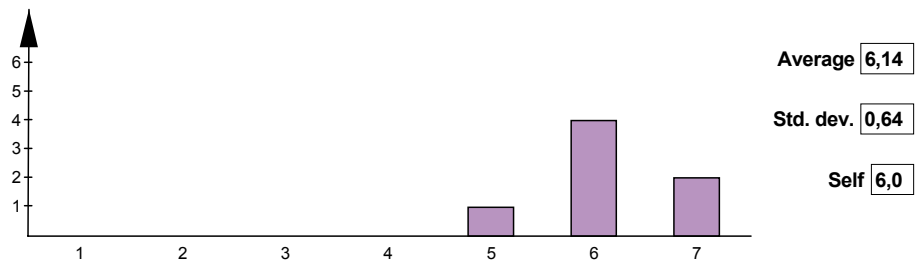
63. I always convey a positive attitude, even in difficult situations



64. I generously give up my time to assist others in need of support

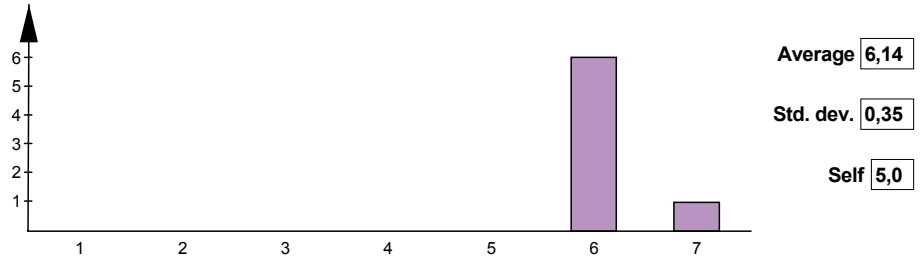


65. I am sensitive to peoples feelings

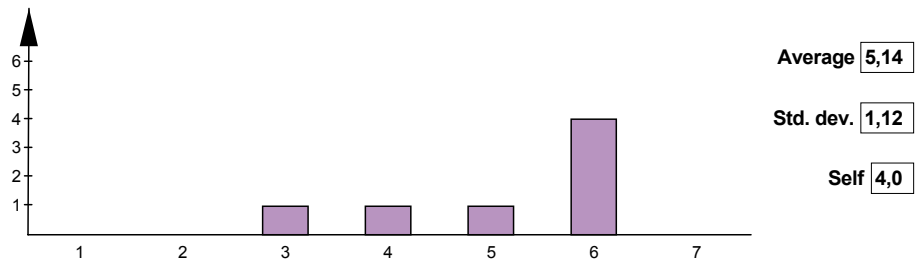


Results by Question

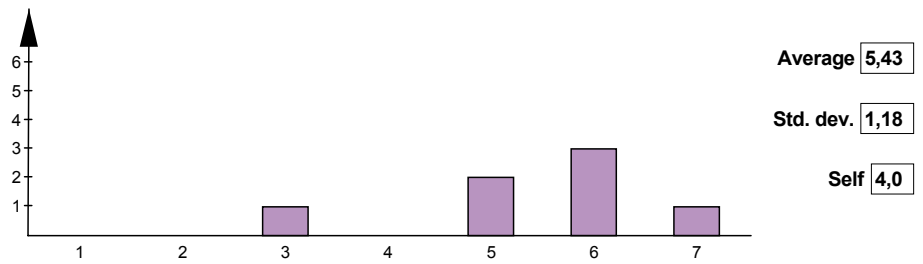
66. I make myself easily approachable for people to express their views



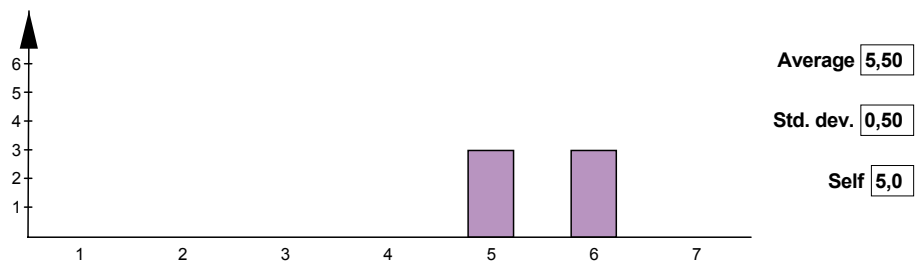
67. I think how my emotional reactions might impact on others



68. I am aware of my emotions and manage them appropriately



69. I evaluate my mistakes so I can learn and prevent them being repeated



This section provides unedited responses to the open-ended questions.

Please comment on areas where the individual meets or exceeds expectations

- + Very committed and loyal. Always willing to go the extra mile when the pressure is on. Highly competent at role and capable of prioritising what matters most when too much is happening at once.
- + Sam has a very good eye for detail and presentation, an essential quality for our business. Her work is on time and accurate.
- + Sam is a very critical member of the organisation who is often taken for granted. Her value to the organisation in taking an interest in staff's non-work interests and situations is too often unnoticed.

Please comment on areas where the individual could improve their performance.

- + By prioritising and delegating some tasks. By not putting off until tomorrow what could be done today.
- + Could take greater leadership in setting standards and monitoring performance of reception function.
- + Because Sam is conscientious she can get emotionally involved in decisions and this can be expressed in a degree of annoyance at those people who she perceives as being blockers or unhelpful. She sometimes needs to "unload" and whether it is because she sees me as someone who won't take things any further I sometimes think I am the one she unloads on. I think there is a healthy aspect to not bottling things up but as a result specific individuals are "tarnish".