

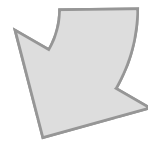
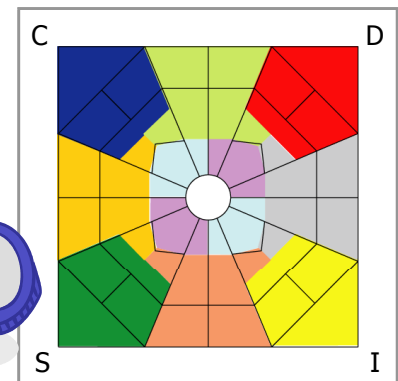
# THE INFORMATION YOU NEED



The **Relationship Roles** are an important tool when the team is expected to take more responsibility for its own tasks and when there is a lot of communication between the team members.

This part of Extended DISC report can be beneficial:

- To identify the role the person would most likely adopt in the team
- To increase understanding among team members about each others' behavior
- To help the team divide responsibilities in alignment with the role preferences
- To solve people problems within a team
- To improve close cooperation between team members
- To support managing the team from a distance
- To solve communication problems
- To support effectiveness of team's work
- To compare how the overall role preferences match with the requirements set for the team
- To provide information that helps to make a better decision regarding adding a new person to the team



The **Relationship Roles** divide functions into roles:

- each of the 10 roles has its special strengths and weaknesses
- in order to build an ideal team one shouldn't select one person for each role but design the ideal team construct based on the requirements set for the team

## Extended DISC Personal Analysis

**Extended DISC Relationship Role on individual level:**

- Presents person's primary relationship role – one that person feels most comfortable with
- Information is most valuable when the next step in the process is working with the team this person is / will be a member of.

part of 30 points set

## Extended DISC Team Analysis

**Extended DISC Relationship Role on team level:**

- Presents team's 10 roles in the order of how strongly they are represented in the team
- Each team member gets a personal score for each role
- Leader of the team can compare how much the team can naturally put of its efforts in a certain role.

10 points

More information available on Franchise Pages under:  
 HOME - TOOLS - Team Analysis [DTA] - Slides  
 HOME - TOOLS - Team Analysis [DTA] - Counter + Sample

**Your primary relationship role is: Assurer**

An Assurer is thorough and calm and concentrates on her work. She does not like when people disturb her, and she does not disturb others. The Assurer dreads mistakes and wants to work at her pace. Others find her accurate and someone who observes everything. The Assurer is also seen as quiet and private. In reality she is a considerate person and often does not speak out until the conversation has already taken place. The Assurer finds it extremely important to know what others expect from her and how they want her to proceed. She finds it uncomfortable to jump into the unknown without the support of others. She wants matters to proceed systematically and does not tolerate surprises unless their effects to the overall context are deliberated upon carefully. She does not find it important to be actively involved with others. However, the Assurer finds it important she can rely on others if help is needed.

**An attitude toward teamwork**

An important means to delegate tasks correctly  
Getting everybody to take responsibility  
A way to make the right decisions

**A role in a team**

Often adapts to the role of a performer  
To make sure that you proceed according to the plan  
Keeps to the back

**A role as a decision maker**

Helps rather than makes decisions  
Makes sure of all possible outcomes first  
Delays as long as possible

**A role as a motivator**

Motivates by giving information  
Holds on to one's own responsibility  
Often forgets motivation

**A role as a performer**

An extremely trustworthy doer  
Enters into one's matter carefully  
Stays on the same thing a bit too much

**The benefit the group receives**

Things get done  
Recognizing possible errors  
Staying on schedule

**Convergent styles**

Specialist, Doer

**Complementary styles**

Influencer, Changer, Stimulator

**75% Assurer**

First Priority (strong)		Second Priority			
Frank S	Diana S	Cindy S	87%	Ann S	1%
Greg S	John S	Bob S	84%	Erick S	1%
Kelly S		Steve S	18%	Mark S	1%
				Tina S	1%

**74% Changer**

First Priority (strong)		Second Priority			
Ann S		Cindy S	87%	Frank S	21%
Erick S		Steve S	69%	Greg S	21%
Mark S		Diana S	34%	Kelly S	21%
Tina S		John S	28%	Bob S	7%

**67% Developer**

First Priority (strong)		Second Priority			
	Cindy S	Diana S	88%	Bob S	55%
		John S	87%	Ann S	43%
		Franks S	81%	Erick S	43%
		Greg S	81%	Mark S	43%
		Kelly S	81%	Tina S	43%
				Steve S	34%

**58% Planner**

First Priority (strong)		Second Priority			
	Steve S	John S	88%	Kelly S	52%
		Diana S	87%	Ann S	43%
		Cindy S	63%	Erick S	43%
		Frank S	52%	Mark S	43%
		Greg S	52%	Tina S	43%
				Bob S	1%

**53% Specialist**

First Priority (strong)		Second Priority			
		Frank S	100%	Cindy S	64%
		Greg S	100%	Steve S	3%
		Kelly S	100%	Ann S	1%
		Diana S	96%	Erick S	1%
		John S	90%	Mark S	1%
		Bob S	80%	Tina S	1%



**46% Influencer**

First Priority (strong)		Second Priority		
	Ann S	99%	Cindy S	36%
	Erick S	99%	Diana S	1%
	Mark S	99%	Frank S	1%
	Tina S	99%	Greg S	1%
	Steve S	66%	John S	1%
	Bob S	47%	Kelly S	1%

**39% Doer**

First Priority (strong)		Second Priority		
	John S	85%	Bob S	45%
	Frank S	67%	Cindy S	25%
	Greg S	67%	Ann S	1%
	Kelly S	67%	Erick S	1%
	Steve S	58%	Mark S	1%
	Diana S	52%	Tina S	1%

**33% Communicator**

First Priority (strong)		Second Priority		
	Bob S		Frank S	40%
			Greg S	40%
			Kelly S	40%
			Diana S	37%
			John S	24%
			Cindy S	19%
			Ann S	15%
			Erick S	15%
			Mark S	15%
			Tina S	15%
			Steve S	9%

**25% Participator**

First Priority (strong)		Second Priority		
	Bob S	75%	Diana S	19%
	Steve S	64%	Ann S	7%
	John S	36%	Erick S	7%
	Frank S	25%	Mark S	7%
	Greg S	25%	Tina S	7%
	Novak S	25%	Cindy S	1%



24%

## Stimulator

### First Priority (strong)

### Second Priority

Bob S	57%	John S	19%
Steve S	48%	Diana S	1%
Ann S	40%	Frank S	1%
Erick S	40%	Greg S	1%
Mark S	40%	Novak S	1%
Tina S	40%	Cindy S	1%