

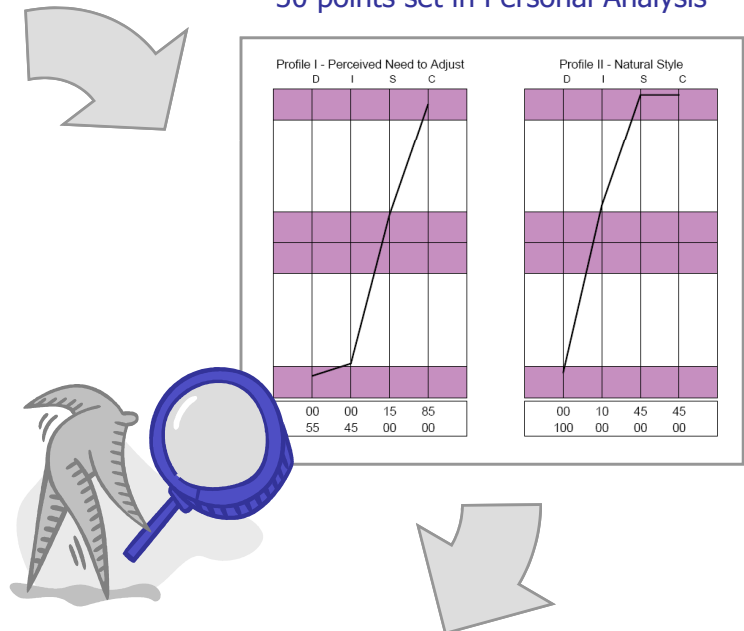
THE INFORMATION YOU NEED



What is a Question Page?

- It's an additional guidance in exploring the deeper meaning of the Profiles.
- Provides you with that specific and insightful help by providing you specific questions to ask the respondent.
- Use it as a means to really consider what kind of development plan to create.
- You can use the Questions Page as:
 - Interview tool
 - Coaching/mentoring tool
 - Self-development tool
 - Management tool
 - Problem solving tool

The Question Page is a part of the 30 points set in Personal Analysis



Questions relating to the person's expressed emotions

- She does not feel any particular need to be more decisive or bolder in the current situation than her style is.
 - How do you handle difficult situations in your current life?
- She feels that the current situation and surroundings require her to pay attention to factual and tough values instead of people and feelings.
 - How much would you like to deal with people?
- She aims at being a little more active in her current role, yet not forgetting her basic careful and considering style.
 - When was the last time you were pressured into being faster than you would like to be?
- She has always had the ability to pay attention to details. Now for some reason she wants to / has to emphasize that even more. It may be that errors would be even more critical now than usual.
 - What kind of mistakes are you willing to make?

Questions relating to the job

- You are ready to help other people. Can you demand something for yourself as well?
- You do not want to judge other people. Can you oppose your supervisor?
- You like teamwork. How much responsibility are you willing to share with others?
- You accept instructions given by others. How do you cope alone in your job when there are no instructions?
- You are honest. Are you ready to steal customers from a competitor?

Extended DISC Personal Analysis

Extended DISC - Profile

Person analyzed

Sample Sam

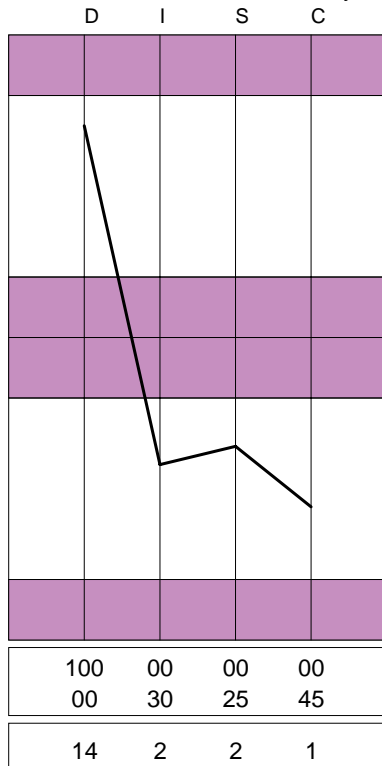
Organization

XYZ

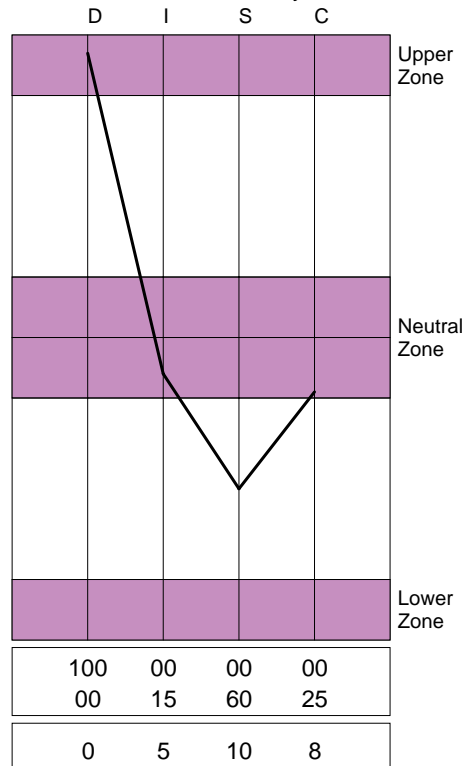
Date

2008-04-25

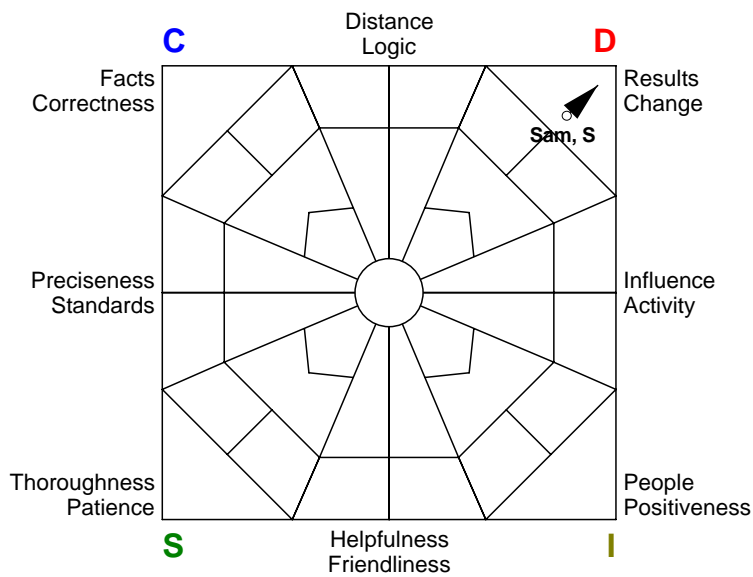
Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC - Diamond



Extended DISC Personal Analysis	Person analyzed Sample Sam	
	Organization XYZ	Date 2008-04-25

Questions

Questions relating to the person's expressed emotions:

He does not feel any significant need to slow down or give up his goals. He believes that he will find the challenges he wants in his current surroundings.

Describe an incident when you felt like you exceeded your level of authority?

A person like this likes facts and when things do not get done and decisions do not get made without thorough investigation. He wants to concentrate on his own affairs and keep unnecessary socializing to a minimum. Presently, he does not feel any contradictions with these matters.

What do people mean to you?

He likes freedom and feels he is getting it now, although not quite as much as he would usually want. However he does not suffer from this in a significant way yet.

What detail would you remove from your current surroundings?

He is a person who appreciates freedom from restricting rules and the people who set them. Now he feels that he really has to contribute and is not getting the support that he used to get.

What is the most difficult thing in your current job?

Questions relating to the job

You usually have a clear opinion about things. What kind of a team do you like belong to?

You may get angry easily. Tell about an incident when somebody irritated you.

You get bored easily. How long do you think you will be happy in this job?

You do not let just anybody tell you what to do. What kind of freedom do you want in a team?

You do not necessarily want to talk about your own things. How do you feel about reporting?

