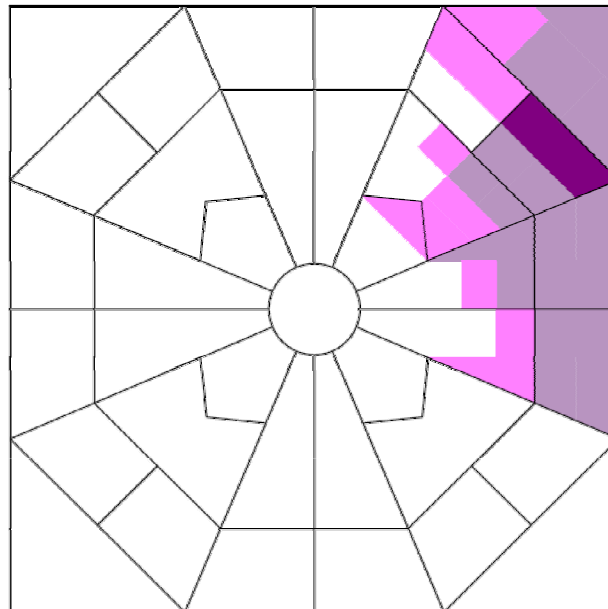
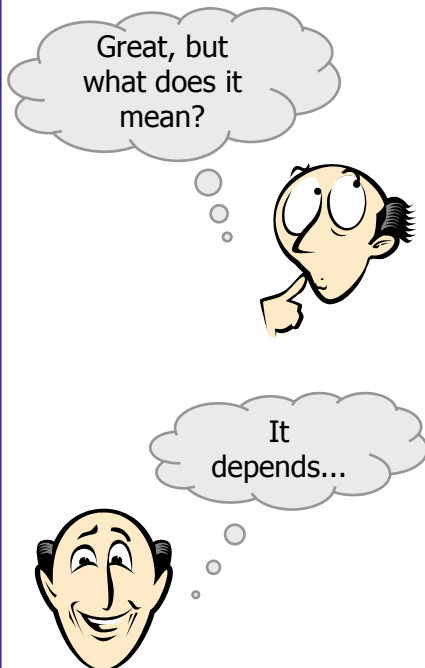


# THE INFORMATION YOU NEED



## Extended DISC® Flexibility Zones



Current Zone

Natural  
Flexibility  
Zone

Easiest  
Development  
Zone

Most Difficult  
Development  
Zone

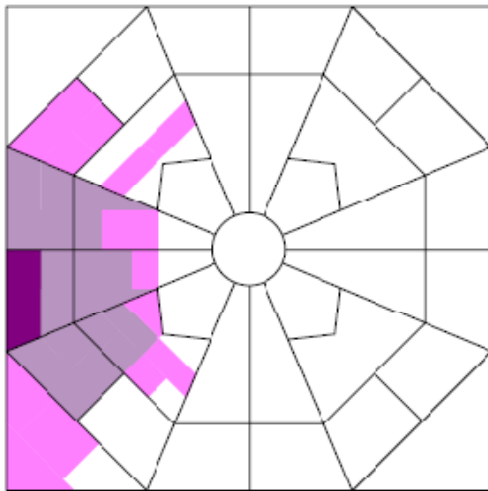
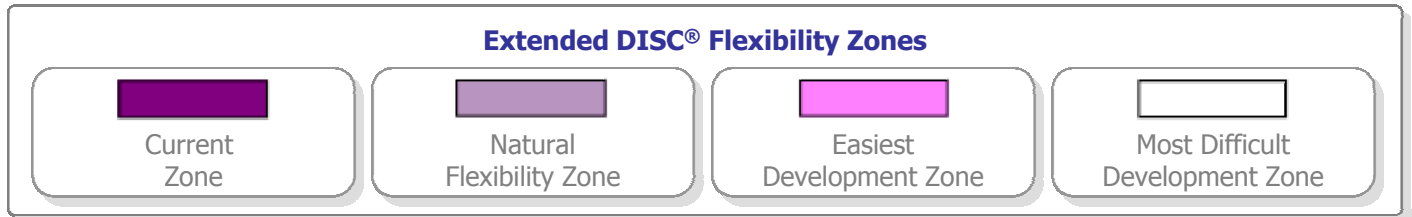
**Extended DISC® Flexibility Zones** can be used for:

- Describing behavioral requirements of a job, creating advertisement that attracts right candidates, linking individuals and positions successfully
- Designing how to attract and retain the right people
- Speeding up employee orientation
- Defining behavioral preferences/needs on different organizational levels and business units
- Planning career, increasing job satisfaction by using right approach to motivation
- Supporting tool for a trainer/coach before training/meeting with participants/clients
- Describing the natural preferences of participants of Leadership Programs
- Increasing effectiveness of Change Management, Conflict Management, Stress Management, Project Management, Time Management
- Improving communication, decision making, leadership
- Enabling people from sales and customer service to achieve required business results
- Building more effective teams
- Enriching quality of employee's performance appraisal
- Screening company's talents, high potentials, top performers
- Developing people in the organization
- Succession Planning
- Forecasting the need for behavior in organization
- Fitting the style of managing to the style of organization
- Preparing organization for change and lead through it with a positive outcome
- Designing Organizational Development processes
- Redesigning Organization and Job processes
- Understanding culture of the organization

# THE INFORMATION YOU NEED



## Extended DISC® Flexibility Zones

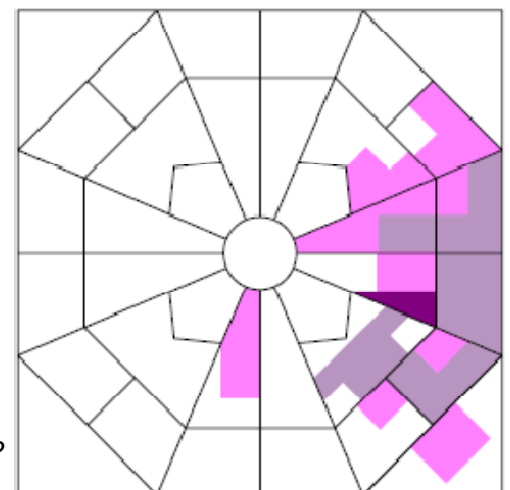
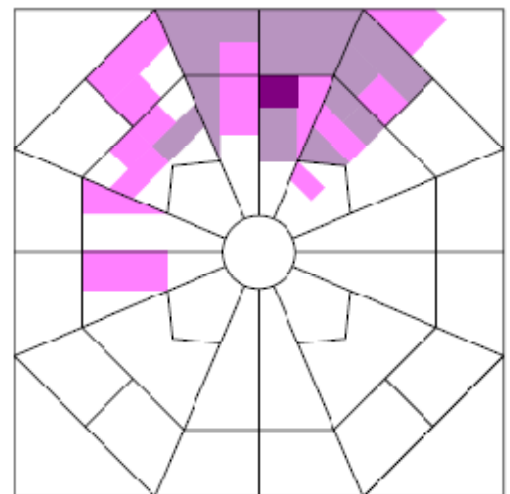


## Extended DISC Job Analysis

- What are the behavioral requirements for this position?
- How the job advertisement should be constructed to attract desired candidates?
- How do requirements match with other persons in the team?
- What does it mean for a supervisor of this position?
- How a person on this position should be motivated to be successful?
- In what areas the performer of the job will need support?
- What will be the preferred communication style of the person in this position? What approach to teamwork will the person have?
- Is it an "ideal" behavioral profile that the best performers have?

## Extended DISC Personal Analysis

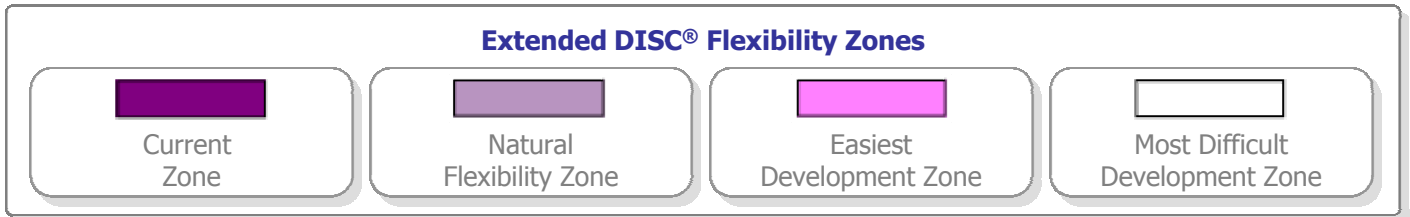
- How flexible is person's behavior? In what directions?
- What is this person's most natural way of communicating? How will this person communicate and cooperate with others?
- In what way one should motivate the person? What can decrease motivation and satisfaction from work?
- What kind of tasks will the person look forward to and which ones can be postponed as less interesting?
- How well the person matches with their job requirements? Which parts of the job require the person to leave their comfort area?
- What is this person's approach to teamwork?
- In what way this person makes decisions?
- What is this person's leadership style? What type of leader will this person be?
- What are the unique strengths this person brings to the team and the organization?
- What are the development areas this person should concentrate on to be able to grow in the organization?
- As a coach, how should I prepare myself for this client?
- As an HR, what trainings this person might need?
- As a supervisor, how should I manage this person?
- As a team, how can we support the new member? What strengths will the person bring to our team?
- As a recruiter, in what direction does this person want to develop their career? Is the decision in alignment with their natural strengths?



# THE INFORMATION YOU NEED

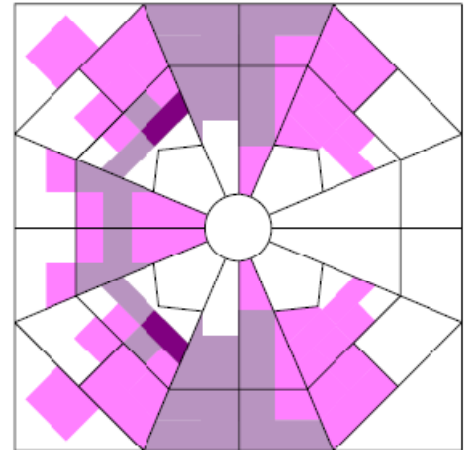


## Extended DISC® Flexibility Zones

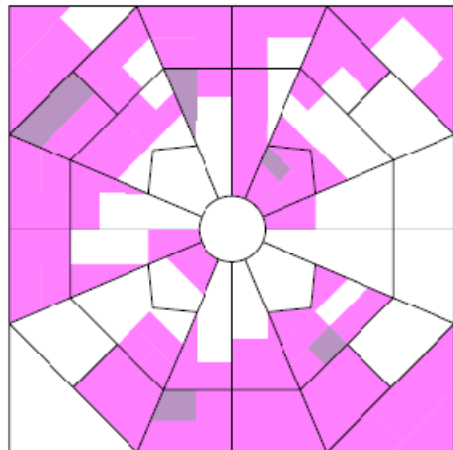


### Extended DISC Work Pair Analysis

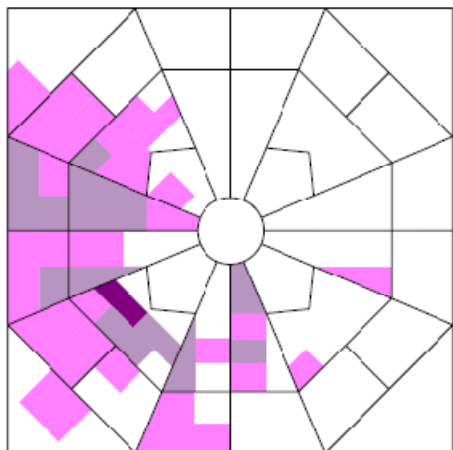
- What are the underlying reasons for the differences and similarities of these two people?
- How do they communicate with each other? What works well and what needs conscious improvement?
- What they need to work on to be more effective?
- Can they rearrange their responsibilities to better fit their natural preferences and motivation?
- How to utilize their mutual strengths and how to support areas that need to be developed?
- How flexible are they as a pair?
- As a personal assistant, how can I best support my supervisor?



### Extended DISC Team Analysis



- What specific strengths does the team have? How is the specific behavioral style of each individual recognized in their daily work?
- How well do the team members and their job requirements match?
- How other people in the organization perceive the team? What is the communication style of this team?
- Do team members prefer to work independently or together?
- What are the conclusions from comparing natural preferences of the team with activities required? Are there „blank” areas that need to be covered? Should this be considered in future recruitments?
- What specific managerial requirements are created by the distribution of team members’ styles?
- As a management team: What does it mean for the organization? What is the natural leadership style? What are the consequences? What is the required need for an adjustment and what effort is it for the team?
- What is the selling style? What is the customer service style? How the creativity looks like?



### Extended DISC Organization Analysis

- Where are the majority of the people? How to keep the organization motivated? How the communication with the organization should be designed? How the reward system should be organized for this organization?
- How the human resources processes should be designed to support the strategy and business goals of the company? How the KPIs (key performance indicators) should be defined?

# Extended DISC Job Analysis

## Extended DISC Job Profile

Job

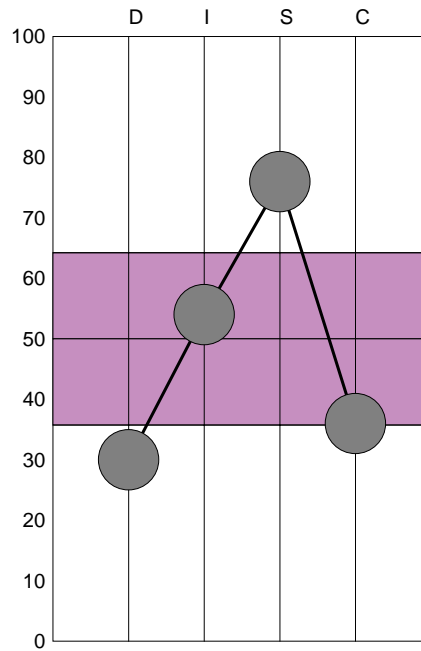
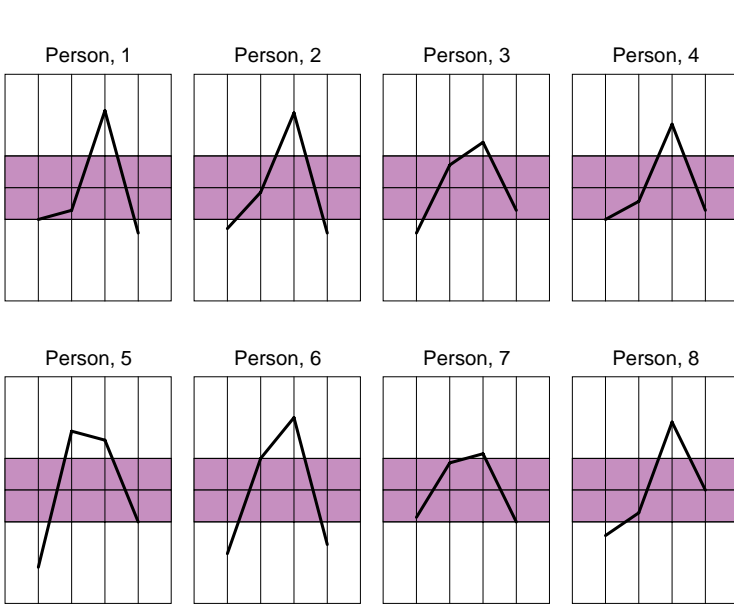
**Custmer Service Representative**

Organization

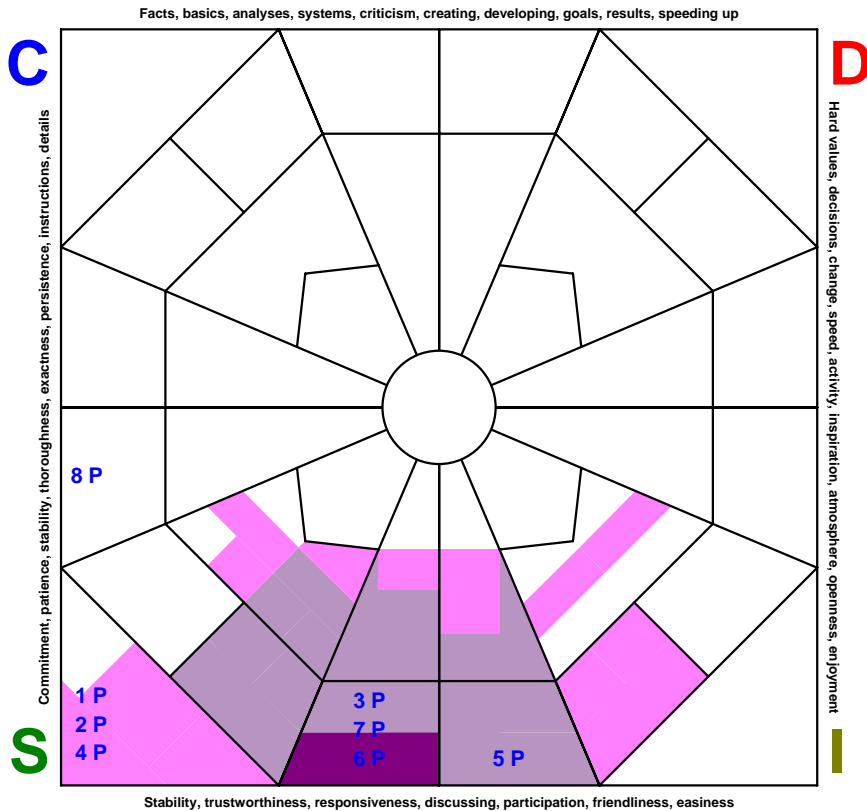
**Company XYZ**

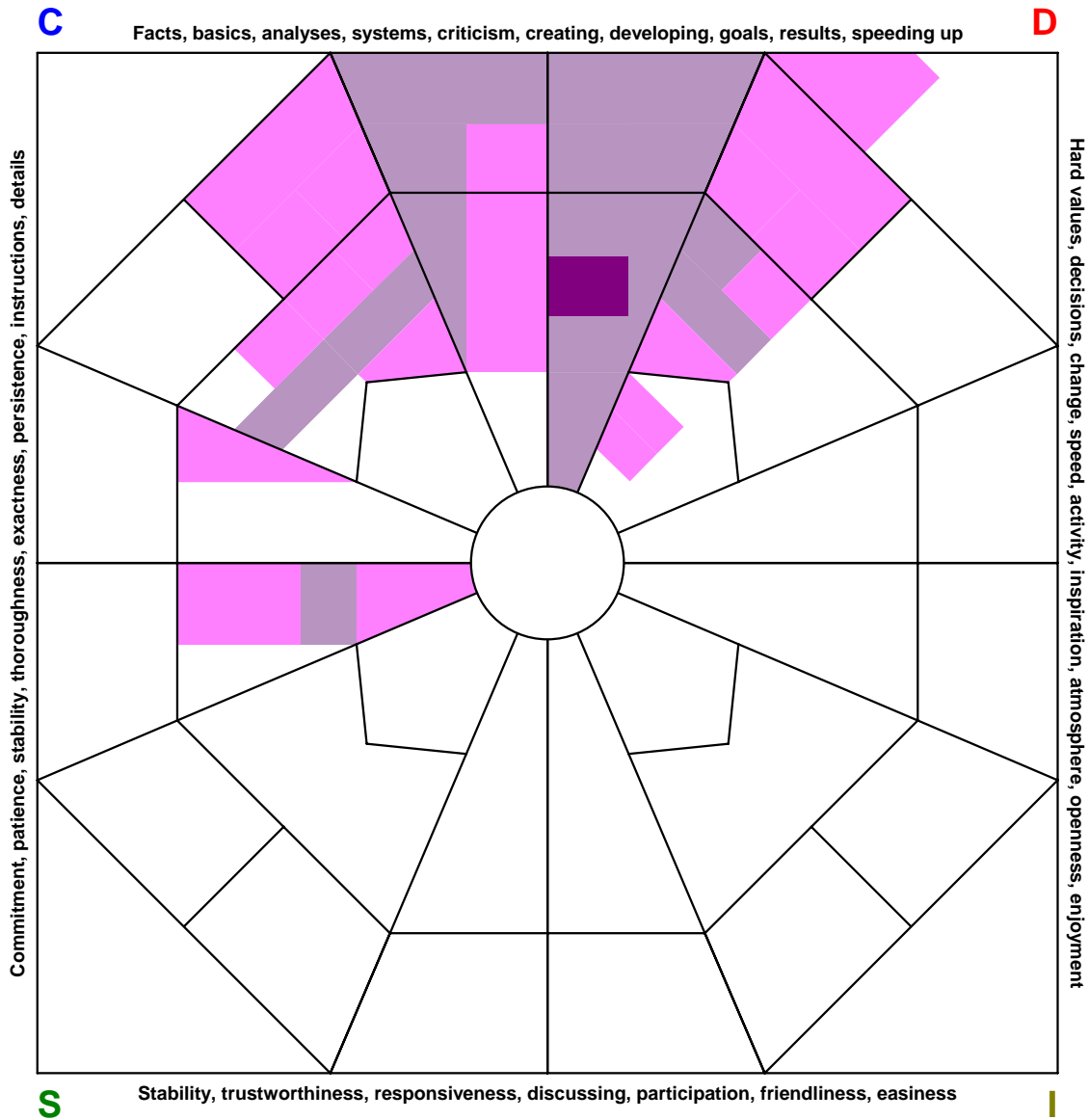
Date

**2008-11-07**




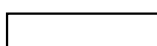


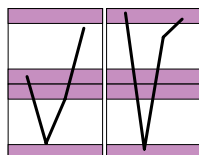
## Extended DISC Job Diamond





**Flexibility Zones:**

-  Current Zone = The position of the profile at the moment
-  Natural Flexibility Zone = The area where the profile will most probably shift
-  Easiest Development Zone = The area toward which the profile is easiest to develop
-  Most Difficult Development Zone = Areas that require stronger conscious adjustment of behavior



# Extended DISC Work Pair Analysis

## Profile & Diamond

Work pair

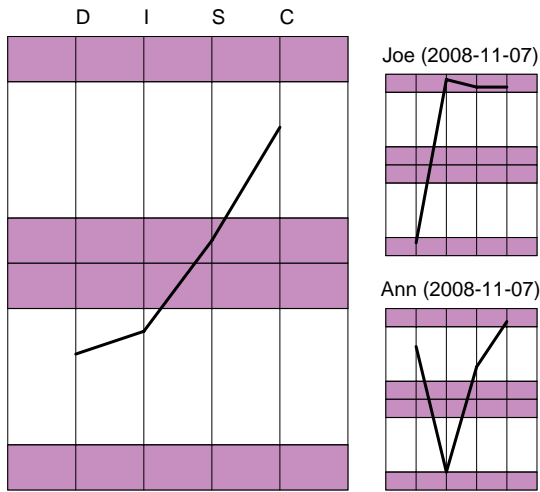
**Sample Joe and Sample Ann**

Organization

**Company XYZ**

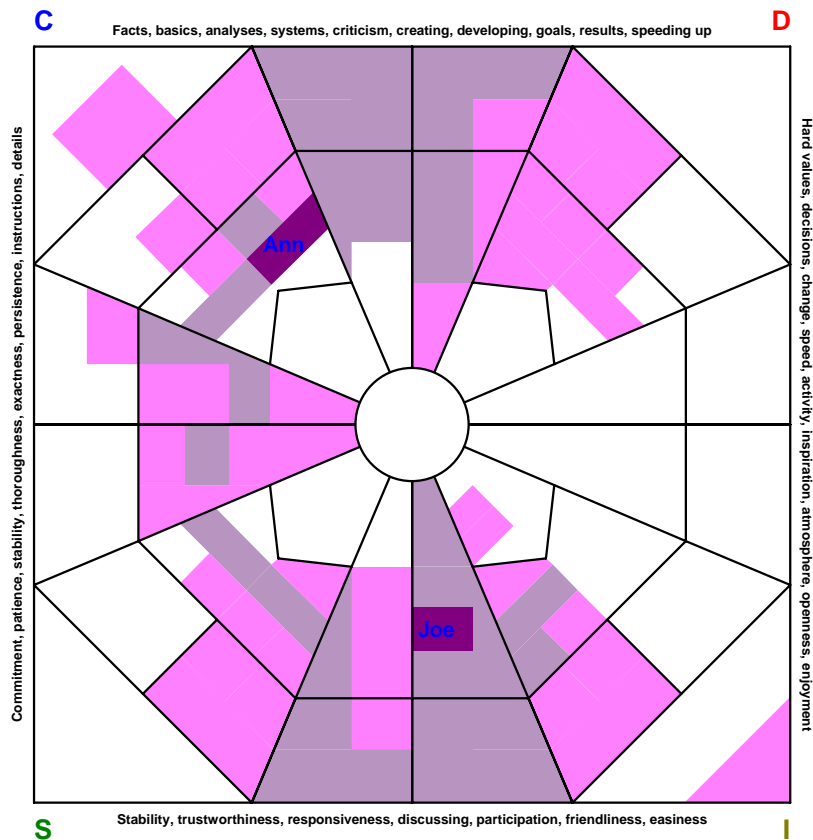
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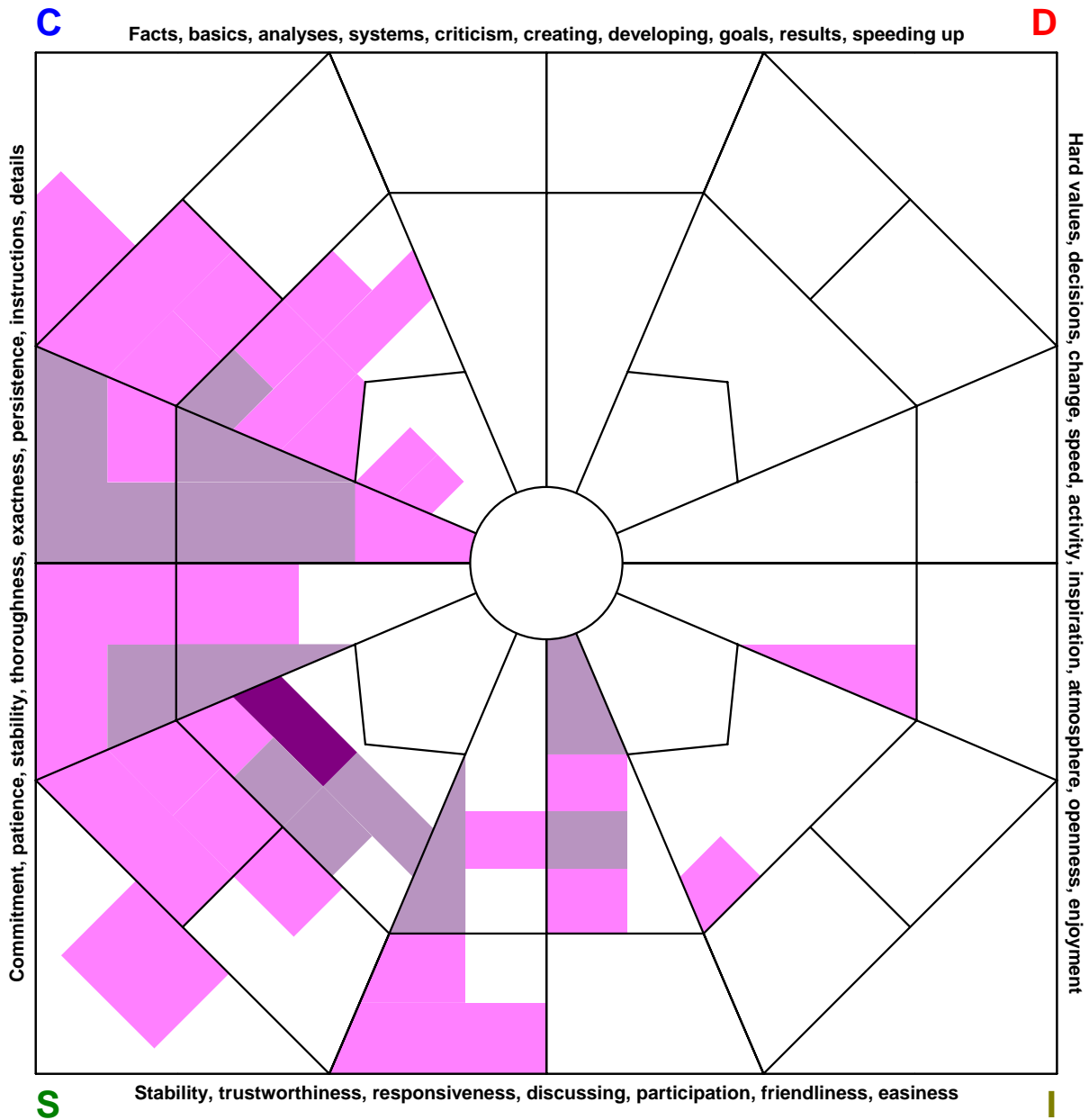
**2008-11-07**



	D	I	S	C
Sample Joe	00	35	35	30
Sample Ann	30	00	20	50
<b>Pair Profile</b>	<b>30</b>	<b>35</b>	<b>55</b>	<b>80</b>

## Pair Diamond





D	0%	0
I	18%	2
S	45%	5
C	36%	4
<b>Total</b>	<b>100%</b>	<b>11</b>