



## Sam Sample

Organisation:

**FinxS**

Date:

19.03.2020



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# Behavioural Report

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## Understand your Behaviour Report

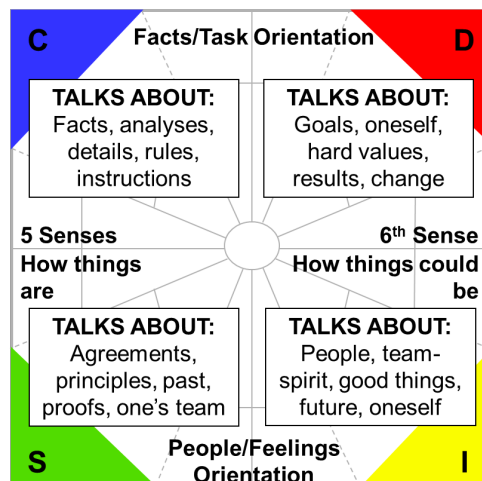
This Behavioural Analysis does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

All of the information in this report is derived from your "natural behavioural style". It is a behavioural style that takes the least energy and effort, requires the least amount of concentration, and is usually the most comfortable to you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behaviour.

This Behavioural Analysis divides all of the different behavioural styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

- **D**ominance - D styles are competitive, aggressive decisive and results-oriented, but can also be impatient, overbearing and even rude.
- **I**nfluence - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.
- **S**teadiness - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.
- **C**ompliance - C styles are precise, logical, matter of fact, analytical and careful, but can also focus too much on details becoming nitpicking, slow and lose the big picture.

## How to identify the Behavioural Styles



# Behavioural Report

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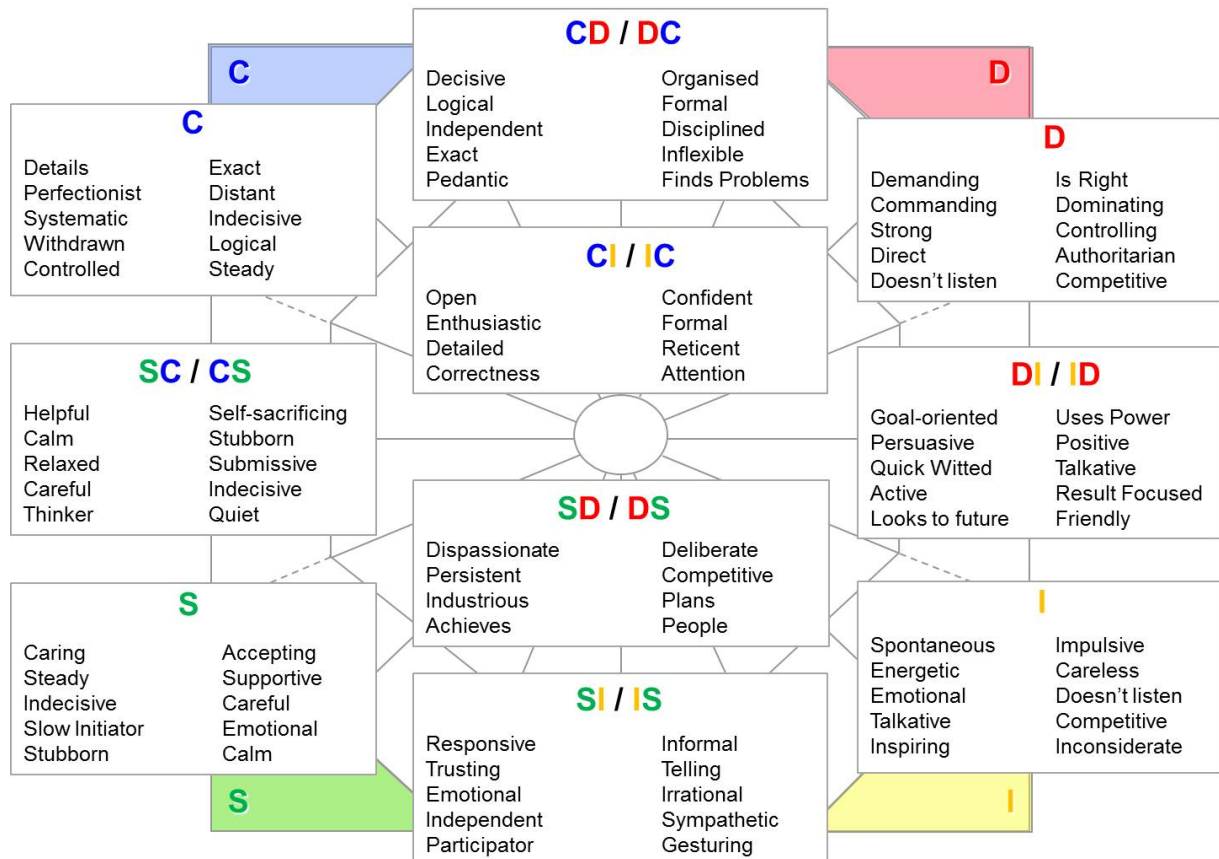
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## Styles and the Extended DISC Diamond

Below shows the diamond and adjectives associated with the Behavioural Styles.

The results recognise over 160 different behavioural styles, however the below graphic gives an overview of the adjectives associated with only the eight main styles around the Diamond.



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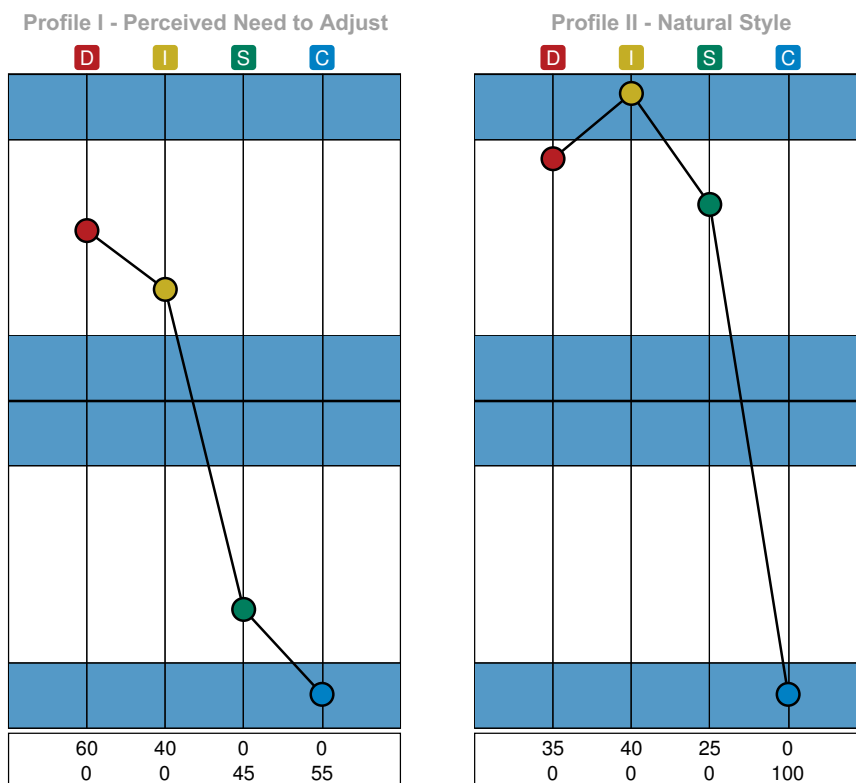
## Your Profile

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

**Profile I** - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

**Profile II** - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

**There are no good or bad profiles. Just different.**



Tight I	Tightish I	Overshift I	Undershift I	Tightish II	FRS in D	FRS in C
No	No	No	No	No	No	No

PSiz	PSim	PPos
5	4	5

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## How flexible is your profile?

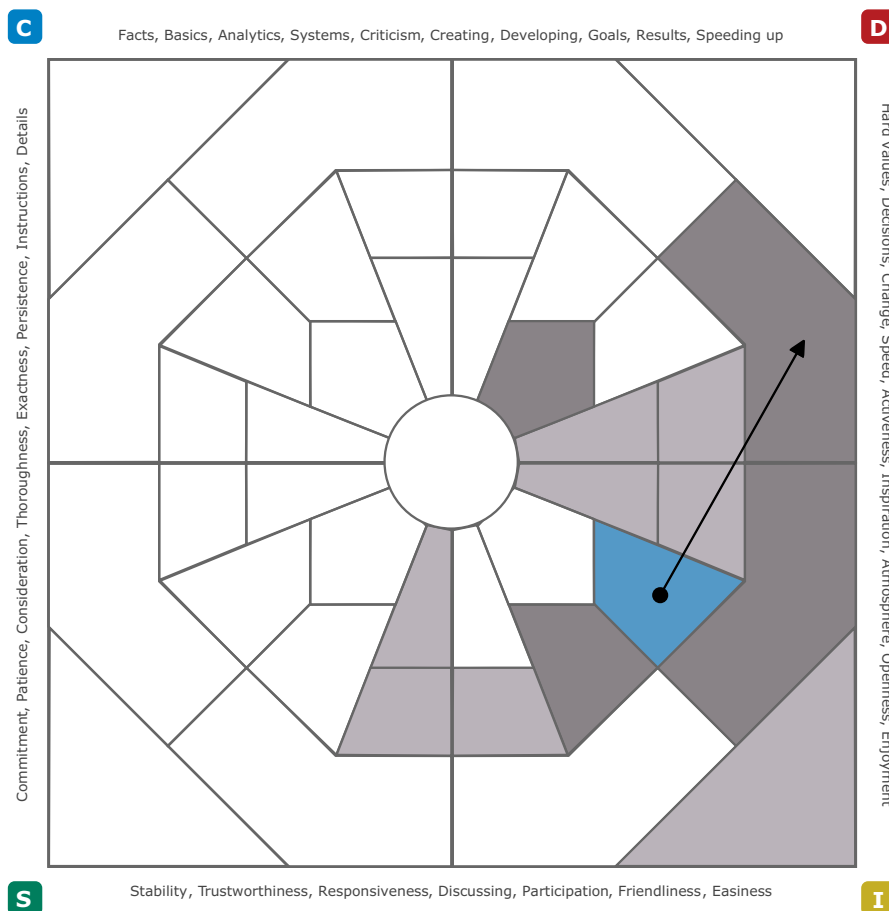
The Extended DISC Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The farther you move from your deepest shade, the more energy required.



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## **What Motivates and Demotivates you?**

### **What motivates you?**

You are more likely to respond positively if these motivators are present or increased in your workplace:

- Good and lively friends
- Positive and excited atmosphere
- Freedom in how to take care of responsibilities
- People who are easy to get involved
- Openness in communication
- Freedom from detailed tasks
- Opportunity to join in
- Free discussion
- Lofty ideas and changes to work with them
- Having own opinion been heard
- New opportunities
- Positive way to promote things

### **Situations that tend to demotivate you:**

Your motivation is likely to decrease if these situations are present or increase in your workplace:

- Dryness and boredom
- Dull routines
- Being separated from people
- Progressive changes being prohibited
- Detailed instructions
- Losing popularity
- Own team breaking up
- Coldness and toughness
- Restrictions
- Facts-oriented thinking
- Getting stuck in one place
- Bad team-spirit

## **Behavioural Report**

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## **Strengths and Development areas:**

### **What are your strengths?**

These strengths come easily and naturally to you and take little energy:

- Is competitive in a people-oriented way
- Can keep people motivated
- Doesn't crush others when changing things
- Takes notice of emotions
- Can generate ideas
- Has a longer perspective in perceiving things
- Can sell one's ideas to others
- Dares to work without instructions
- Is encouraging and positive
- Can be patient
- Does what is best for the team
- Likes people

### **Potential development areas (or under pressure):**

These reactions to pressure situations may become more evident when you are under pressure or over enthused. These could be some potential development areas for you:

- Makes inaccurate assessments
- Operates superficially
- Allows emotions to influence oneself
- Tries to please too much
- Doesn't behave directly
- Doesn't always expose one's real opinions
- Needs popularity
- Spends too much time with people
- Makes mistakes by being inaccurate
- Thinks about oneself a little bit too much
- Gets excited without proper analysis
- Wants to retain friends at any cost

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## How you may come across to others?

This page is a description of how you are typically seen by others. While this page describes your typical behaviour, a person can modify their conscious behaviour to suit a particular situation. When reading this page, it will help you to develop an overall picture of yourself.

*Note: It is important to understand that the following comments do not take into account "learned behaviour" as you may have addressed many of the issues a person might observe in your behaviour.*

### **Your attributes:**

Social, pleasant, sociable, thorough, organised, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

### **What motivates you:**

Sam is motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually he is not a person who could work for others, but he likes to create good environment and enjoys putting people in a good mood. He likes independence inside an organised company. Sam also needs a certain amount of freedom.

### **What you tend to avoid:**

This type of person does not like strict instructions nor chains that make his work boring and limited. He does not like an exaggerated pedantic attitude nor faultfinders. Sam has difficulty approaching people who do not know how to have fun or cannot enjoy each others' company.

### **When communicating with others:**

This person has sometimes been described as a pleasant, people-oriented but purposeful conversationalist. He is able to encourage and inspire people, take the team's interest into account and guide his team towards the goal. He is not so receptive a listener as he seems.

### **When making decisions:**

He can certainly be a good, deliberate decision maker in his field. In new matters, he may superficially analyse the facts and to some extent trusts his intuition. Sometimes he can be cheated by involving emotions.

### **To manage this person:**

His manager/leader should be able to stop and move forward purposefully. The manager/leader must be able to listen, discuss things besides business and be easy to approach. From time to time the manager/leader has to give him energy, especially when beginning new tasks and when different opinions arise.



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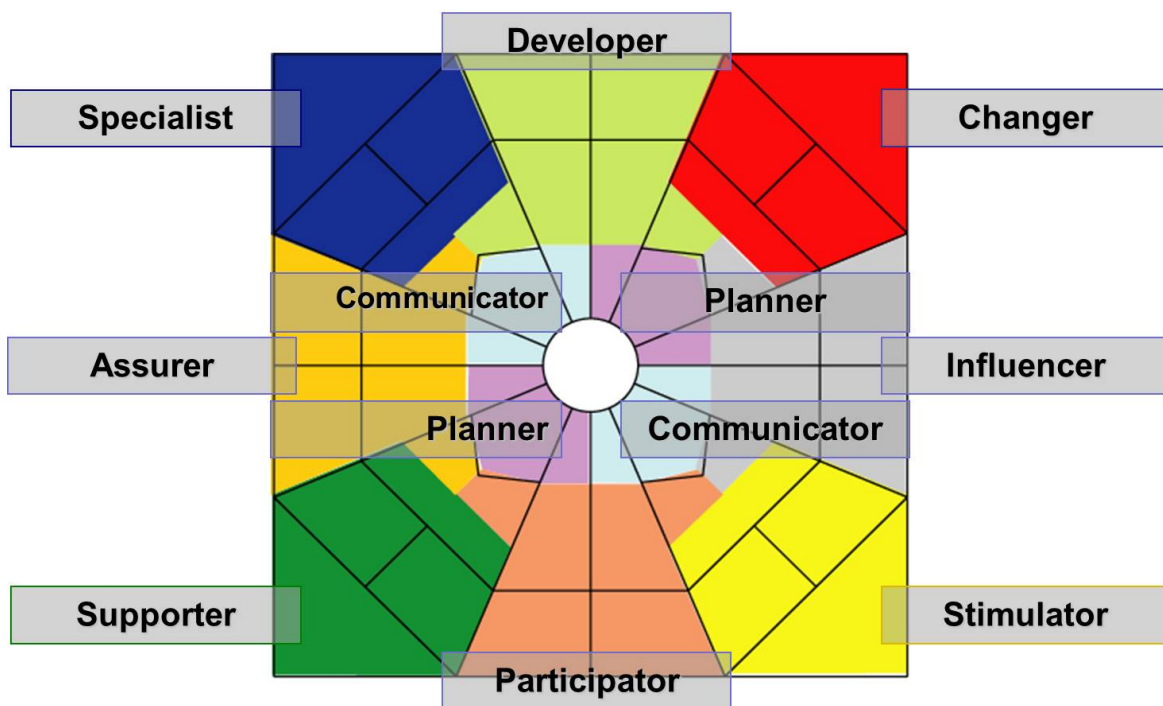
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## Behavioural Styles and Job Roles

### Important Note:

Extended DISC Team Roles divides team functions into Roles. Each of the 10 Roles has it's special strengths and weaknesses. Please note the Team Role segments are represented in approximates divisions only. At times, the divisions can overlap.

In order to build an ideal team one shouldn't just select one person from each Role but design the ideal team construct based on the requirements for the team.



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## In a team environment you are:

An influencer is someone who creates ideas and wants to proceed and who has a good ability to influence the other group members. They don't stay in one place hesitating and deliberating but believe in their own instinct and spontaneity. They like change and taking part in many different kinds of groups, situations and roles. Other group members see them as an open and sociable person but somewhat superficial and self-absorbed. In reality they are just so full of action that they don't have time to stop and deliberate other people's worries, even if they would like to. They like to bring out their own opinions and try to persuade others onto the side of their group. They aren't very patient listeners. They have to stand out in a group somehow; they find it awful to be an average person in an average group. Concentrating on one thing is difficult for them because they are a lot better at thinking up ideas and starting them than finishing them.

### Your attitude to team work:

- A means to get people's attention
- A way to get the group motivated
- An opportunity to delegate boring routines away

### Your role within the team:

- The one who gives a push to a conversation
- The one who introduces new thoughts
- The one who stops hesitation

### Your decision making for the team:

- Wants to make quick decisions
- Brings up decisive ideas
- Doesn't analyse all the alternatives

### How you motivate the team:

- Creates group enthusiasm
- Motivates by speaking
- Supports and encourages

### How you perform in the team:

- Aims at simplicity
- Does not deliberate for long
- Applies rules

### How you benefit the team:

- The group is able to be renewed - doesn't get stuck
- Group's atmosphere stays open
- Includes people

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## How you may work within a team

This page describes how you behave in the team environment. It shows how you participate, relate and work with others.

The scales on the left of the zero mark tend to be the behavioural traits that are non-natural while others on the right of the zero mark tend to be those that are natural to you and require little energy:

Being continuously helpful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Accurate and demanding emphasiser of quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bringing team-mates towards the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having patience to complete a task:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having courage to stand up to supervisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding goal-setter:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent developer of one's area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent, logical planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Introducer of a new perspective:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lively team member who involves others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Needs lots of positive encouragement:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participative and talkative doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Pleasant in doing routine work and helper of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive change agent, able to eliminate boredom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Needs support in decision making:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducer of conflicts and a guide for others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Specialist concentrating on work, alone:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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## How does your profile fit within your role?

Each slider below shows your flexibility within a variety of competencies. Each competency has been graded on a scale from -5 to 0 or 0 to +5. A lower grade (below 0) would mean this competency does not come as easily to you (does not fall within your flexibility zone), opposed to a higher grade (above 0) which suggests it is natural to you.

**As with the flexibility diamond, this does not mean you are not capable it simply requires more energy.**

***This is not a "can or cannot" scale!***

### Time Management

Delegating easily by selling the idea to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Effective multi-tasking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Getting started without instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ignoring unnecessary details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive and detailed tasks effectively:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Prioritising the most effective thing first:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Quickly jumps from one task to another:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeking immediate perfection:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Staying focused for a long time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Sticks to the plan:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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### Selling and Sales

Assertively driving to end result:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Assertively moving prospects through the sales process:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Contacting customers in an expert role:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Courageous expression of own opinions and ideas to a customer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Direct, one-off selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Engaging the buyer; relationship selling:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening to the prospect's / customer's needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive bonding and building rapport with prospects:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive contacting of customers:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Sales planning, reporting and documentation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Technical selling that requires expertise:	-5	-4	-3	-2	-1	0	1	2	3	4	5

### Customer Service

Building and maintaining customer files:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Consistent and stable customer relations:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Discussing and taking care of customer needs:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thorough presentation of technical features:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-oriented customer motivation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Mastering the product/service and providing backup support:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Polite and repetitive customer contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Winning new customers regularly:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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### Communication and Listening

Focusing on listening without outward reaction:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being able to take over the conversation from where the other person stopped:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Paying attention only to the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being able to stop listening to focus on own thoughts and ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participating and involving communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wanting to proceed logically and calmly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Showing interest, listening and participating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Paying attention to the facts and details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Active sharing of positive information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Clear and fact-based communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening to short and exciting stories:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening and expressing understanding with body language:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Fact-based goal-oriented and direct:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating in a compelling and positive way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thoughtful, fact-based communicator:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Talking about own area of specialisation in a trustful way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive talking about the same topic:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influences people by inspiring and motivating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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### Management and Leadership

Achieving results through and with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Actively networking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Authoritative use of power:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Asks for the input and ideas of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a demanding, fast-moving creator of resources:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being well-organised and planful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being willing to share one's mistakes with others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating and explaining new approaches:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating routines and systems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding communication and leading from a distance:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-oriented management style:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing guidance and support to experts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reaching perfection by renewing things, systems and methods:	-5	-4	-3	-2	-1	0	1	2	3	4	5

### Likes to be Managed by:

Requires detailed answers to everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires focus on own role regardless of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires freedom for expressing opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires friendship:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires sincere encouragement:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires lots of positive energy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires time to analyse and discuss:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires thorough explanations and time to think:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires a strong coach with clear vision:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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### Decision Making

Requiring all the details as well as being able to make quick decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Constructively solving daily routine problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Checking every detail when making decisions under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires detailed instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Correcting own decisions until they are perfect:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making considered decisions based on detailed analysis:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making courageous and risky decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making fast decisions based on achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making spontaneous decisions based on intuition:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making sudden and emotional decisions when under pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5

### Administration

Consistently developing processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating administrative systems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing administrative routines for oneself and others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Organising and completing daily activities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating own special knowledge to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Familiarising and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties requiring accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties that require contact with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Repetitive duties that require concentration and accuracy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Diverse project planning duties:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Persistent solving of difficult logical problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5



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## Stress and how it might effect you?

The causes of stress are different from one person to another because of who we are. Below are some identifiers that show causes of stress:

### Stress Generators

Having to participate in conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to show emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfair way of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Under stress or pressure we can revert back to our natural behavioural style because it is the style that requires the least amount of energy. Below are some indicators that may or may not become apparent when under stress:

### Signs of Stress

Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about saying anything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes suspicious:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly concerned about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes very distant and difficult to approach:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Stubbornly defends the status quo:	-5	-4	-3	-2	-1	0	1	2	3	4	5

# Behavioural Report

## Sam Sample

Organisation:      Date:

**FinxS**              **19.03.2020**

Below are some ways to help alleviate stress:

### Stress Release

Agree on important goals and how to achieve them: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Allow enough time to discuss the situation: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Create enthusiasm: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Create a predictable, familiar and safe environment: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Give time to adjust to changes: -5 -4 -3 **-2** -1 0 1 2 3 4 5

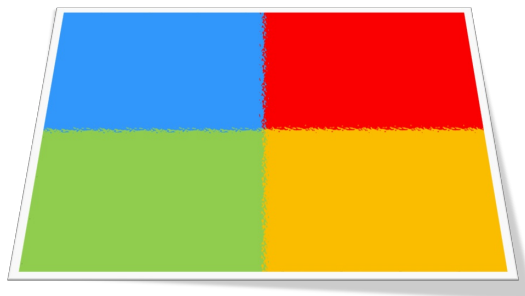
Give opportunity to meet people and hear what they say: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Emphasise positiveness in solving the problem: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Provide an opportunity to operate independently: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Provide information, feedback and clear instructions: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Put everything in writing: -5 -4 **-3** -2 -1 0 1 2 3 4 5



## Behavioural Report

### Sam Sample

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**FinxS**                   **19.03.2020**

## Questions relating to the person's expressed emotions

Presently he feels that he wants to / has to be even stronger, bolder and more independent than he naturally is. Are you being pressured into generating profit or making decisions?

He feels that he is getting all the attention and feeling of belonging that he wants and does not feel that he should stay away from people.

How do you show it when you are no longer motivated?

He tries to be more active than his natural style and may feel that he has to do several things at the same time and not be able to do them properly. At the same time he may be a little restless.

What would you leave out of your current responsibilities?

He needs an extremely great level of independence in his own work and does not like chains or restricting rules. At the moment, he does not seem to have any.

In making decisions, which issues would you like to keep to yourself?

## Questions relating to the person's role

You get along with people very well. What kind of work co-workers would you not want to have?

You usually see good in all people. What good do people see in you?

You live through emotions. What do you do if you feel that things are going well and I say that they are not?

You are not very careful. How can one make sure that you will not make visible mistakes with the customer?

You are enthusiastic and seek acceptance. Can people sometimes manipulate you? When do you put your foot down?

## **Behavioural Report**

**Sam Sample**

Organisation:      Date:  
**FinxS**              **19.03.2020**

**Thank you for completing the Behavioural Report online questionnaire. PROFILE COACHING offer ongoing coaching to support behavioural change and improve your personal and professional relationships.**

## **PROFILE COACHING**

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