

Australian Impact Group

Entrepreneurial Behavioural Report

This analysis is based on the responses given in the online questionnaire. This analysis should not be the sole criterion for making decisions about this person. The purpose of this analysis is to provide supporting information for the respondent and their manager.

Sam Sample

Organisation:

FinxS

Date:

13.11.2023



Introduction

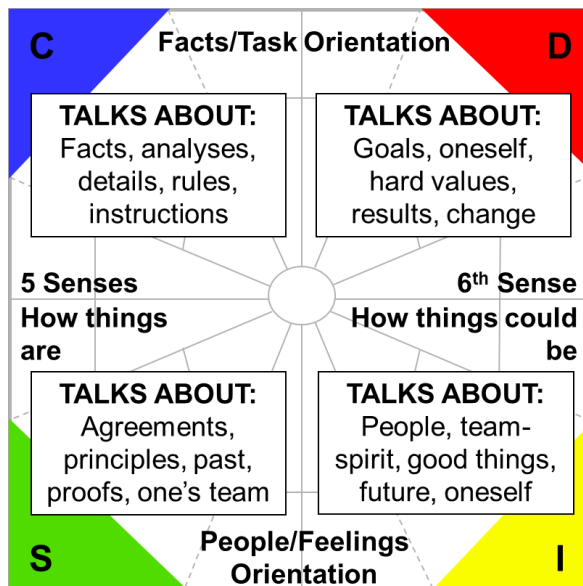
This Behavioural Analysis does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

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.

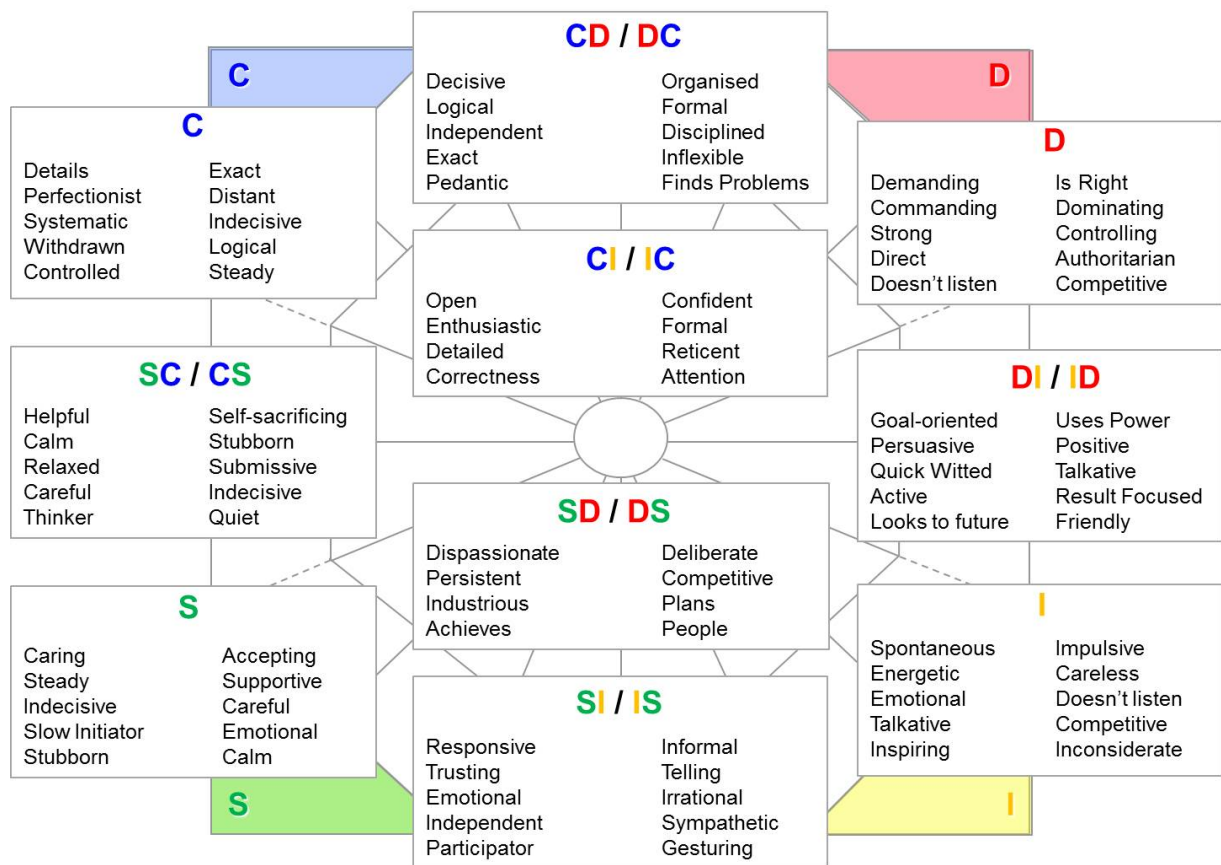
- Dominance - D styles are competitive, aggressive decisive and results-oriented, but can also be impatient, overbearing and even rude.
• Influence - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.
• Steadiness - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.
• Compliance - Precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.

How to identify the Behavioural Styles



Styles and the Extended DISC Diamond

Extended DISC identifies and reports on 160 behavioural styles. The below graphic shows the diamond and adjectives associated with 8 of these behavioural styles.



Extended DISC - Profile

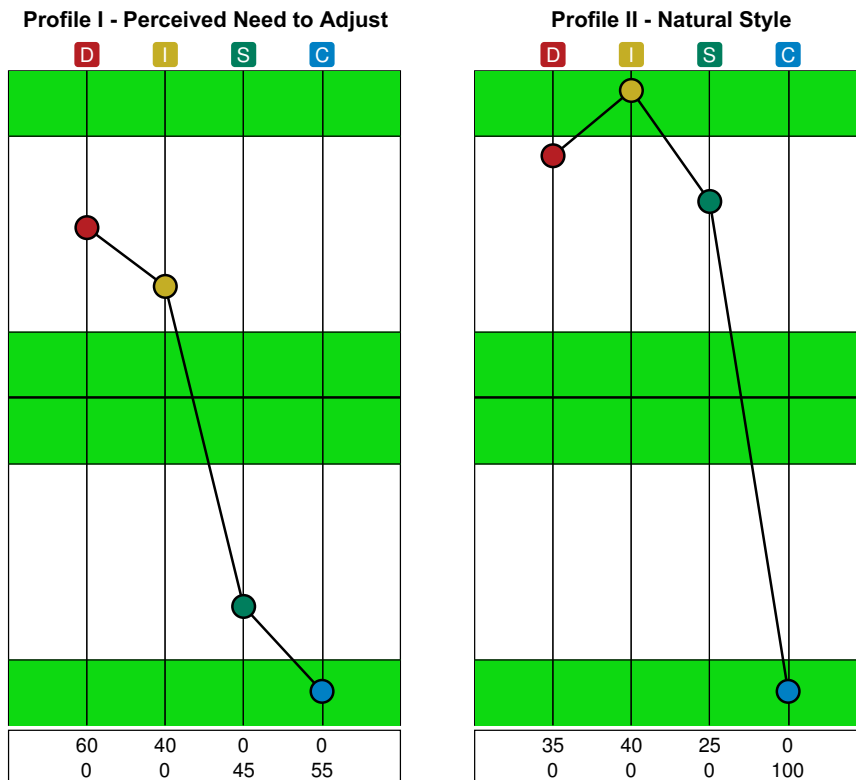
The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

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.

Your Natural Behavioural Style is:



PSiz	PSim	PPos
5	4	5

Flexibility Zones

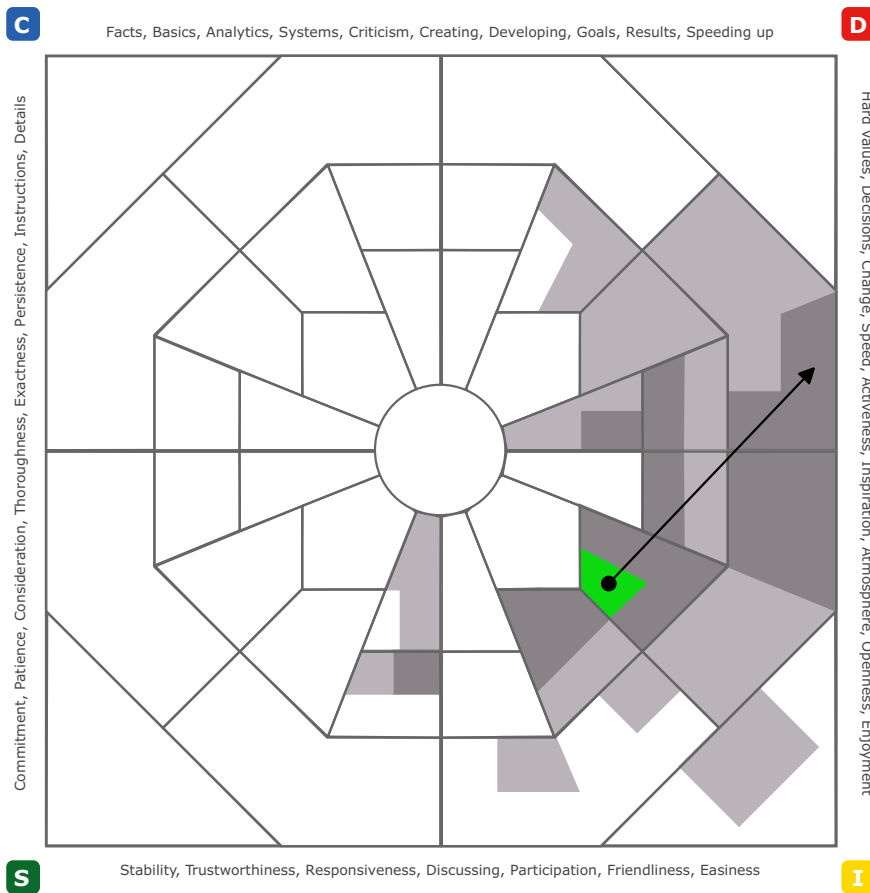
The Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

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



Motivators

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 you
- Having own opinion been heard
- New opportunities
- Positive way to promote things

Strengths

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

- Are competitive in a people-oriented way
- Can keep people motivated
- Don't crush others when changing things
- Take notice of emotions
- Can generate ideas
- Have a longer perspective in perceiving things
- Can sell your ideas to others
- Dare to work without instructions
- Are encouraging and positive
- Can be patient
- Do what is best for the team
- Like people

Situations that reduce motivation

Your motivation is likely to decrease if these situations are present or increased 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

Development areas

These reactions to pressure situations may become more evident when you are under pressure or over enthused.

- Make inaccurate assessments
- Operate superficially
- Allow emotions to influence yourself
- Try to please too much
- Don't behave directly
- Don't always expose your real opinions
- Need popularity
- Spend too much time with people
- Make mistakes by being inaccurate
- Think about yourself a little bit too much
- Get excited without proper analysis
- Want to retain friends at any cost

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.

Attributes

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

Motivators

You are motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually you are not a person who could work for others, but you like to create a good environment and enjoy putting people in a good mood. You like independence inside an organised company. You also need a certain amount of freedom.

Tries to avoid

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

Communication style

This person has sometimes been described as a pleasant, people-oriented but purposeful conversationalist. You are able to encourage and inspire people, take the team's interest into account and guide your team towards the goal. You are not so receptive a listener as you seem.

Decision making

You can certainly be a good, deliberate decision maker in your field. In new matters, you may superficially analyse the facts and to some extent trust your intuition. Sometimes you can be cheated by involving emotions.

Ideal manager-leader

Your 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 you energy, especially when beginning new tasks and when different opinions arise.

In a team environment you are:

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

Your attitude towards 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 in a team

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

Your role as a decision maker

- Want to make quick decisions
- Bring up decisive ideas
- Don't analyse all the alternatives

Your role as a motivator

- Create group enthusiasm
- Motivate by speaking
- Support and encourages

Your role as a performer

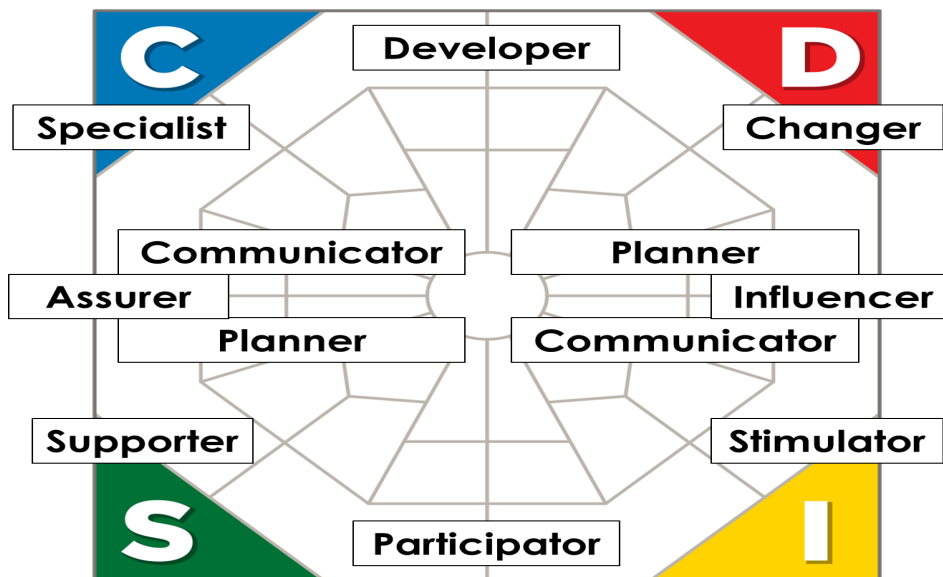
- Aim at simplicity
- Do not deliberate for long
- Apply rules

The advancement the group makes because of you

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

Extended DISC Team Roles

Extended DISC divides team functions into roles. Each of the 10 roles has its special strengths and weaknesses. None of the roles are better or worse, each of them simply bring something different into a team environment.



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.

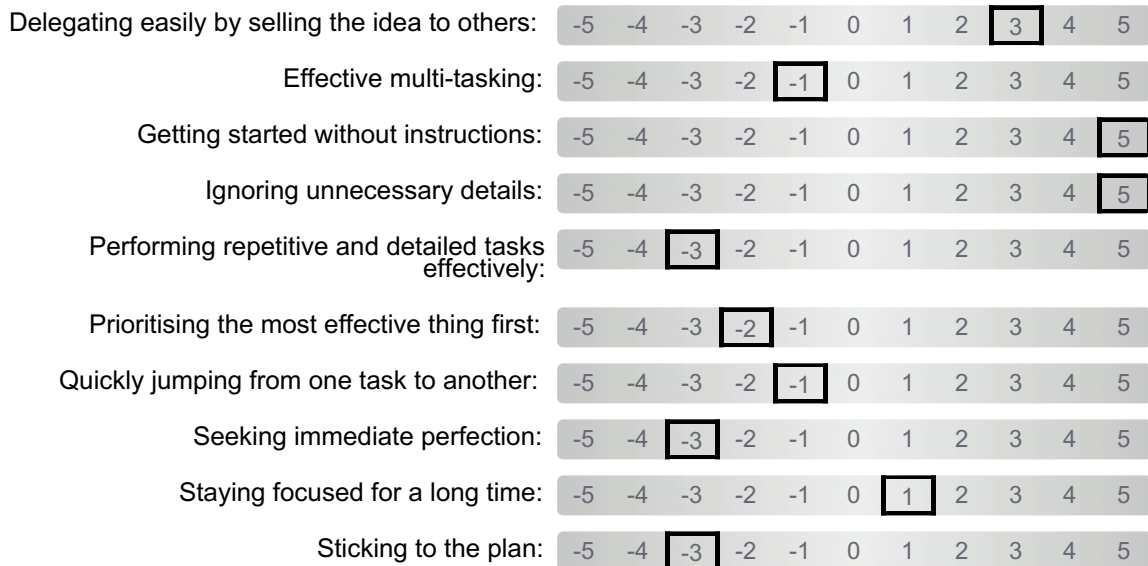
Being an accurate and demanding emphasiser of quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Steering teammates towards goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a demanding goal-setter:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Determinedly speeding others up:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independently developing your own area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being an independent, logical planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Introducing fresh perspectives:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a lively team member who involves others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Organising team duties and ensuring they get done:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a participative and talkative doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a people-focused and conscientious doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being pleasant while doing routine work and helping others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being an agent of positive change; able to eliminate boredom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a positive guide and advisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducing conflicts and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a reliable and participative care-taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a specialist concentrating on work, alone:	-5	-4	-3	-2	-1	0	1	2	3	4	5

How does your profile fit within your role?

Each slider below shows your flexibility within the competencies of Time Management, Communication and Entrepreneurialism. Each competency has been graded on a scale from -5 to 0 or 0 to +5. A grade below -1 means this competency would require more energy. If you score from -1 to 1 this area can be developed comfortably. A score of 2 or more means this competency requires very little energy from 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



Communication

Considerate and careful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Direct and goal-focused:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participative and inclusive:	-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
Goal-oriented, motivating and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influences people by inspiring and motivating them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Good listener, pays attention and understands everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive, lively and inspiring:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed and logical:	-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

Entrepreneurialism

Creating a positive image for stakeholders:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating change and promoting it:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Coming up with new solutions to technical problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating resources with the help of outsiders:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing product ideas - Service Products:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Finding new customers:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining customer trust:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining production processes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal-oriented influencing of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Making risky decisions quickly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing logistics:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Striking a balance between people and tasks/things:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the company atmosphere:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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:

Causes of Stress

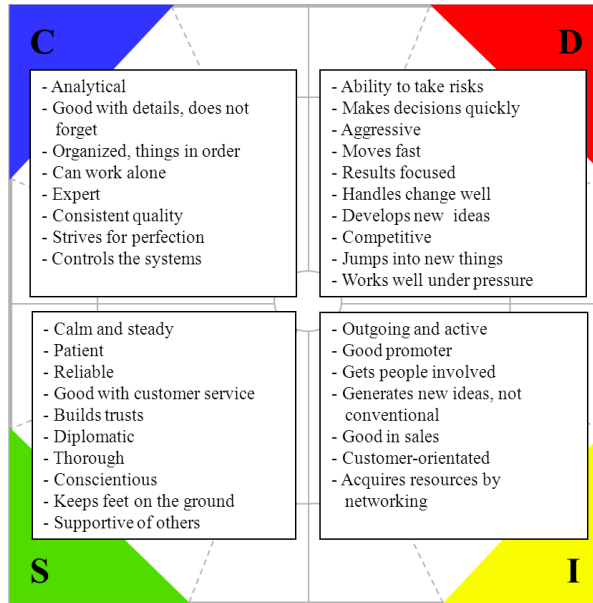
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing your position in the limelight:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfair ways of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
An unorganised way of working:	-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:

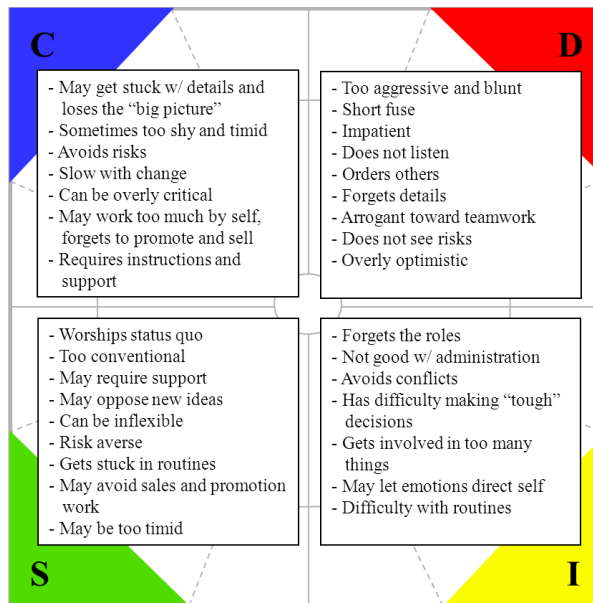
Signs of Stress

Bases every action on what is just and fair:	-5	-4	-3	-2	-1	0	1	2	3	4	5
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 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
Has strong emotional opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Positives for the Styles as an Entrepreneur



Development Areas for the Syles as an Entrepreneur



Questions relating to the person's expressed emotions

Presently you feel that you want to / has to be even stronger, bolder and more independent than you naturally are.

Are you being pressured into generating profit or making decisions?

You feel that you are getting all the attention and feeling of belonging that you want and does not feel that you should stay away from people.

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

You try to be more active than your natural style and may feel that you have to do several things at the same time and not be able to do you properly. At the same time you may be a little restless.

What would you leave out of your current responsibilities?

You need an extremely great level of independence in your own work and does not like chains or restricting rules. At the moment, you do not seem to have any.

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

Prompting Reflections

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 you 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?

Good Luck on your entrepreneur journey. Remember

"Entrepreneurship is neither a science nor an art. It is a practice."

-Peter Drucker (Austrian-born American management consultant, educator, and author)

