

Extended DISC 360 Tools

Leadership Competencies

Sample Sam

Organization

Extended DISC

Date

29.1.2003



This report is based on the answers given to Extended DISC 360 Tools - Open 360 questionnaire. The results indicate the perception of the respondents and should not be assessed without knowledge of the environment.

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Results in Score Order

- Maintains enthusiasm and interest in his/her work.
- Conveys a positive attitude and disposition even in diffi...
- Encourages people to express and develop their ideas.
- Points out the positive traits and strengths of co-workers.
- Gives generously of his/her time and attention.
- Creates a non-judgmental work environment that value...
- Appreciates and gives credit for the contributions of oth...
- Shares feelings appropriately and constructively.
- Strives for consensus, buy-in and win/win solutions.
- Adapts message and communication style to the listener.
- Expresses gratitude.
- Encourages participation and participates in learning ex...
- Builds trust.
- Embraces change.
- Maintains confidences.
- Leads by setting a positive example to follow.
- Responds objectively and non-defensively during conflict.
- Listens for both facts and feelings.
- Considers the needs and preferences of those impacte...
- Treats others with dignity, respect, integrity and fairness.
- Listens and empathizes.
- Avoids and restricts the sharing of gossip and the sprea...
- Appreciates the uniqueness and diversity of others.
- Interacts considering the perspectives, preferences and...
- Communicates the meaning and purpose.
- Admits personal mistakes.
- Proactively deals with problems in an open and honest ...
- Stays focused on the situation, issue or behavior not on...
- Expects the best and gives others the benefit of the do...
- Recognizes effort and rewards accomplishment.

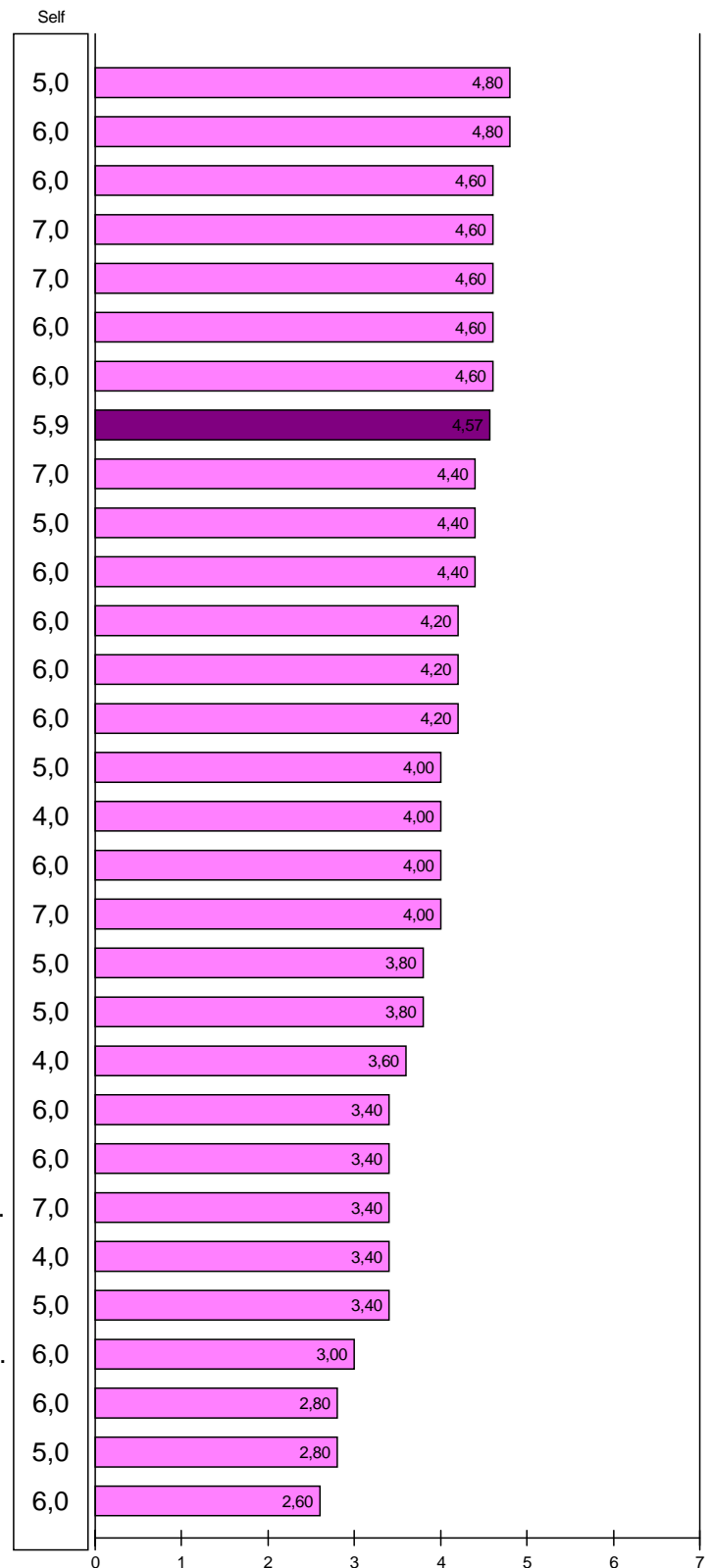


Number of assessments **5**



Results in Score Order

- Coaches others to help them reach peak performance.
- Responsibly manages the resources entrusted to him/her
- Minimizes distractions and interruptions during a conve...
- Is aware of and manages of his/her emotions.
- Maintains productive and constructive relationships wit...
- Follows through on commitments.
- Takes the lead and sets the pace in new initiatives.
- AVERAGE
- Communicates effectively; verbally, non-verbally and in...
- Innovates and thinks creatively to achieve results.
- Highlights the benefits and advantages of a course of a...
- Takes advantage of opportunities for growth and devel...
- Makes him/herself accountable and responsible.
- Shares information and decisions in a timely manner.
- Solicits, provides and uses feedback.
- Commits to lifelong learning.
- Stays informed and current in his/her field.
- Seeks and shares best practices.
- Empowers others with information, authority and respo...
- Is accountable for his/her own performance.
- Considers the long-term impact and strategic view.
- Maintains the self-confidence and self-esteem of others.
- Assigns tasks that challenge others to stretch and grow.
- Provides support for creative problem solving and decis...
- Sets goals and dreams big.
- Forecasts trends and takes initiative to resolve issues b...
- Takes appropriate measures to correct poor performance.
- Ensures timely and accurate service.
- Clarifies organizational goals and priorities.
- Clarifies the task priority, desired effect and parameters.

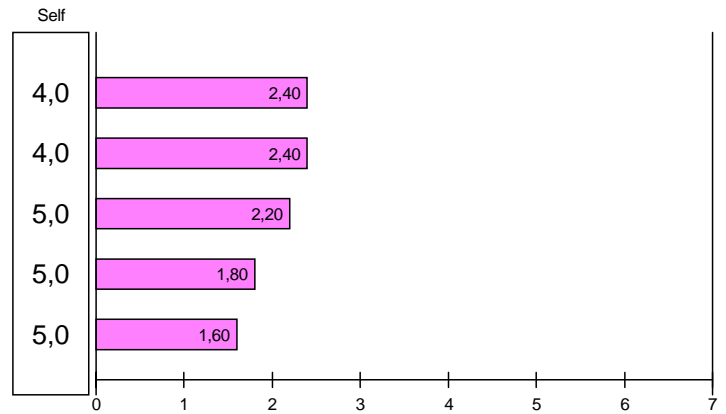


Number of assessments **5**



Results in Score Order

- Plans and coordinates activities to maximize results.
- Manages multiple priorities effectively.
- Focuses on shared goals.
- Assesses performance gaps and analyzes causes.
- Budgets and uses his/her time efficiently.

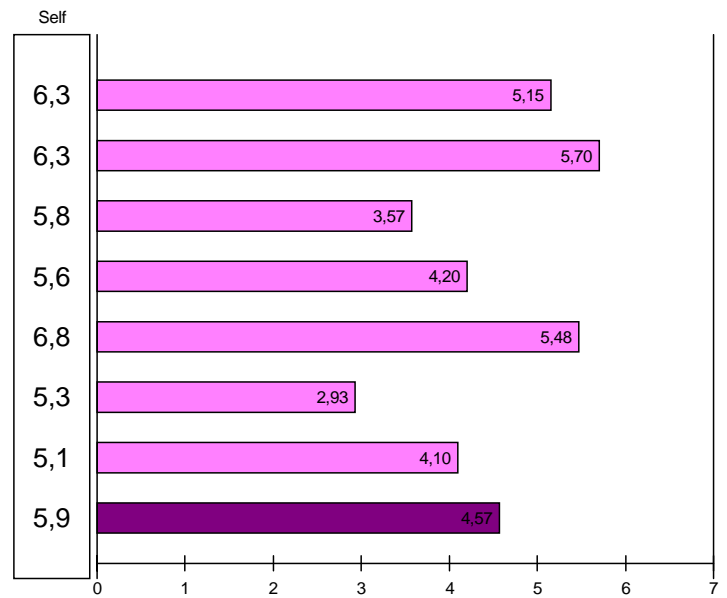


Number of assessments **5**



Results by Question Group 1

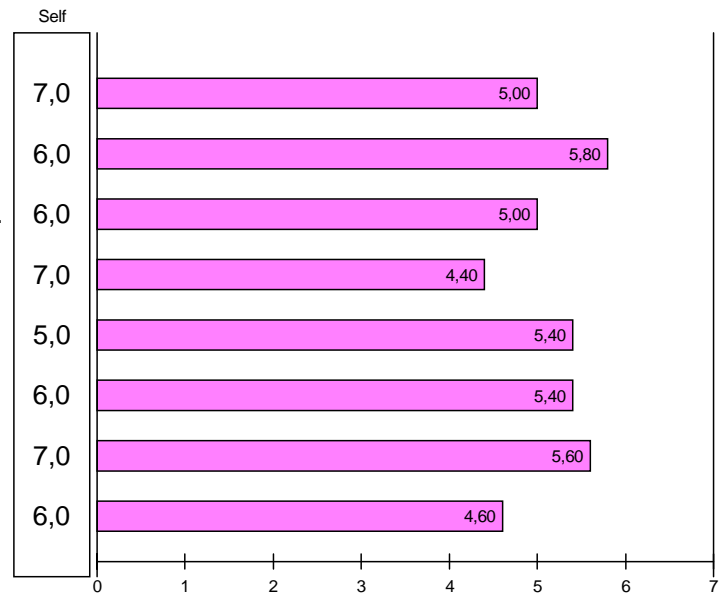
COMMUNICATE
MOTIVATE
DELEGATE
DEVELOP
RELATE
MANAGE
ENVISION
AVERAGE



Results by Question Group 2

COMMUNICATE - Average **5,15**

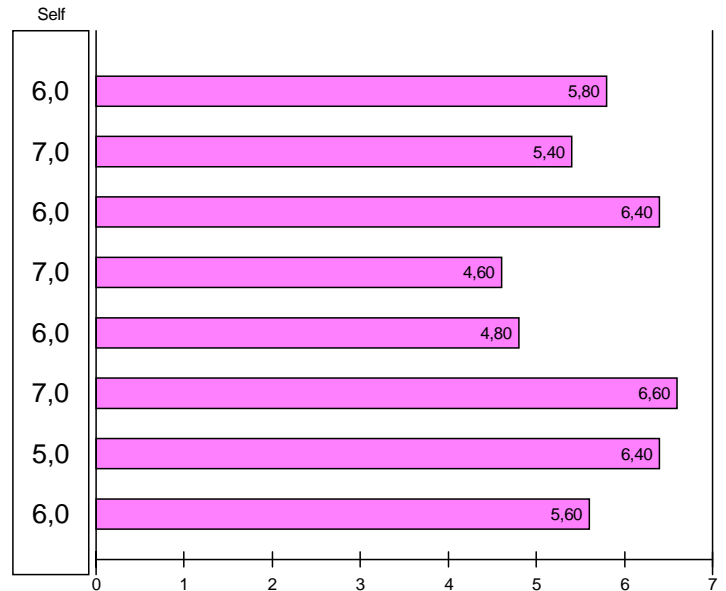
Proactively deals with problems in an open and honest ...
Shares feelings appropriately and constructively.
Stays focused on the situation, issue or behavior not on...
Communicates effectively; verbally, non-verbally and in...
Responds objectively and non-defensively during conflict.
Listens for both facts and feelings.
Adapts message and communication style to the listener.
Minimizes distractions and interruptions during a conve...



Results by Question Group 2

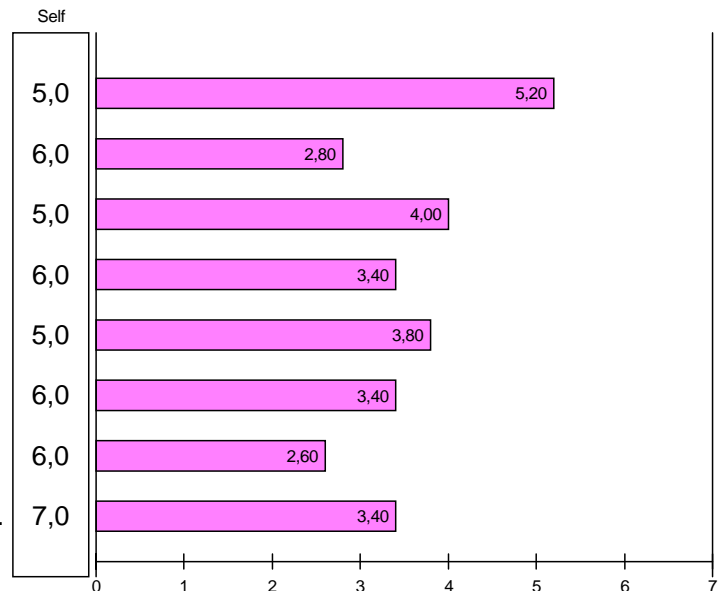
MOTIVATE - Average 5,70

- Strives for consensus, buy-in and win/win solutions.
- Considers the needs and preferences of those impacte...
- Encourages people to express and develop their ideas.
- Is aware of and manages of his/her emotions.
- Recognizes effort and rewards accomplishment.
- Maintains enthusiasm and interest in his/her work.
- Points out the positive traits and strengths of co-workers.
- Expresses gratitude.



DELEGATE - Average 3,57

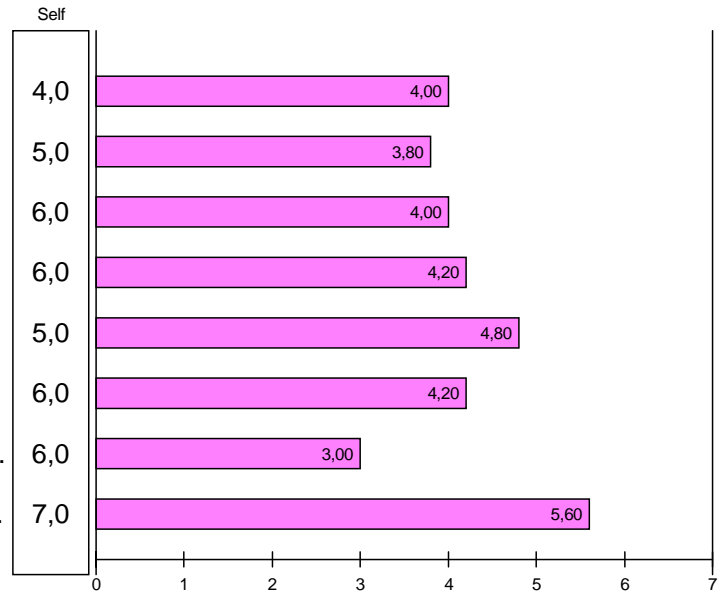
- Appreciates the uniqueness and diversity of others.
- Ensures timely and accurate service.
- Solicits, provides and uses feedback.
- Maintains the self-confidence and self-esteem of others.
- Empowers others with information, authority and respo...
- Assigns tasks that challenge others to stretch and grow.
- Clarifies the task priority, desired effect and parameters.
- Provides support for creative problem solving and decis...



Results by Question Group 2

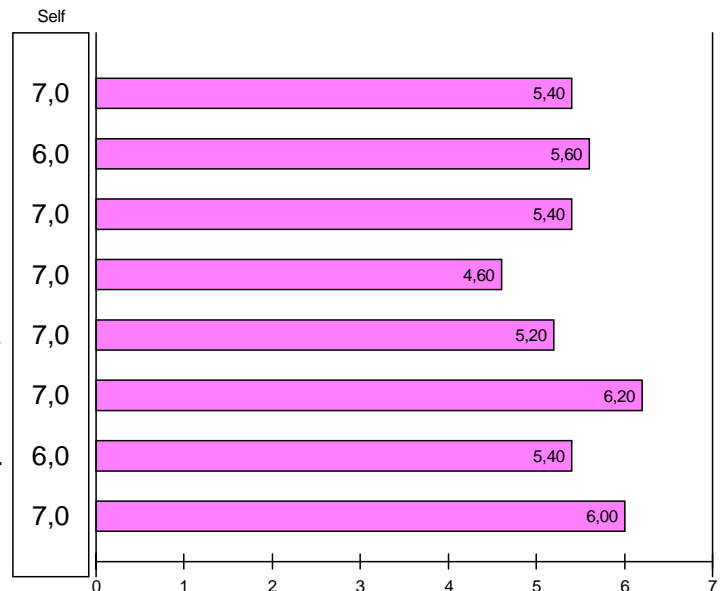
DEVELOP - Average 4,20

- Commits to lifelong learning.
- Is accountable for his/her own performance.
- Stays informed and current in his/her field.
- Takes advantage of opportunities for growth and devel...
- Coaches others to help them reach peak performance.
- Makes him/herself accountable and responsible.
- Takes appropriate measures to correct poor performance.
- Encourages participation and participates in learning ex...



RELATE - Average 5,48

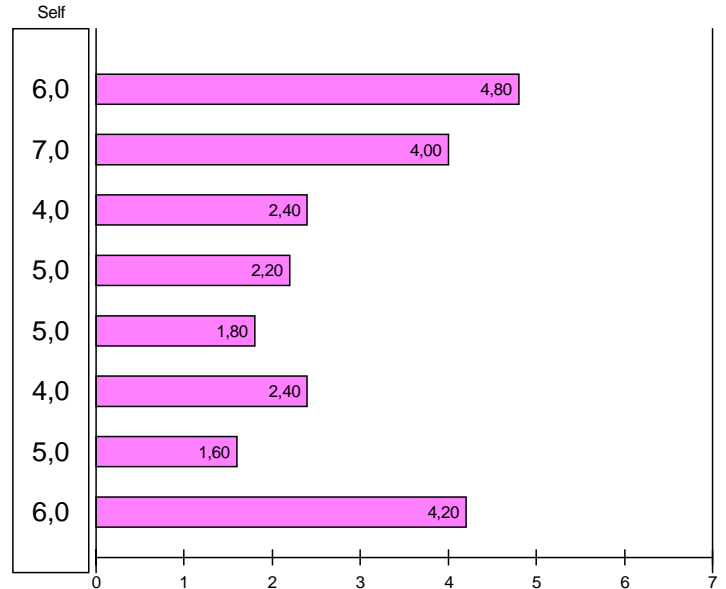
- Treats others with dignity, respect, integrity and fairness.
- Builds trust.
- Listens and empathizes.
- Maintains productive and constructive relationships wit...
- Interacts considering the perspectives, preferences and...
- Creates a non-judgmental work environment that value...
- Avoids and restricts the sharing of gossip and the sprea...
- Appreciates and gives credit for the contributions of oth...



Results by Question Group 2

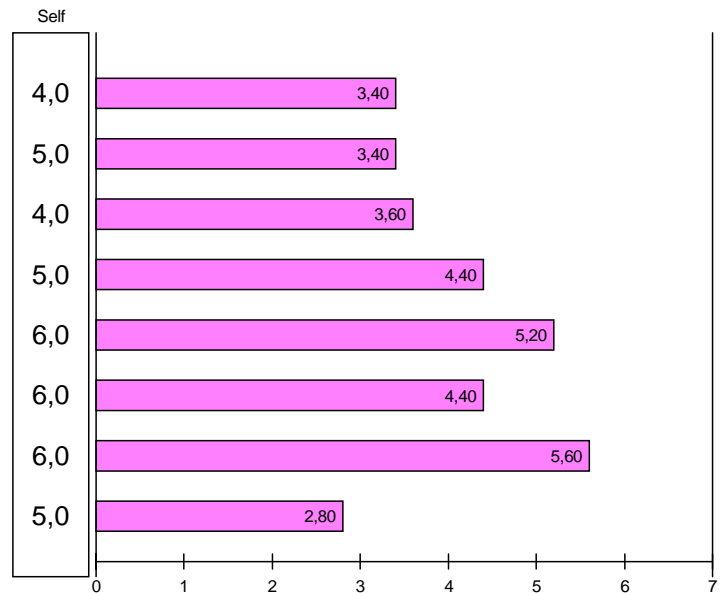
MANAGE - Average 2,93

- Responsibly manages the resources entrusted to him/her
- Seeks and shares best practices.
- Plans and coordinates activities to maximize results.
- Focuses on shared goals.
- Assesses performance gaps and analyzes causes.
- Manages multiple priorities effectively.
- Budgets and uses his/her time efficiently.
- Shares information and decisions in a timely manner.



ENVISION - Average 4,10

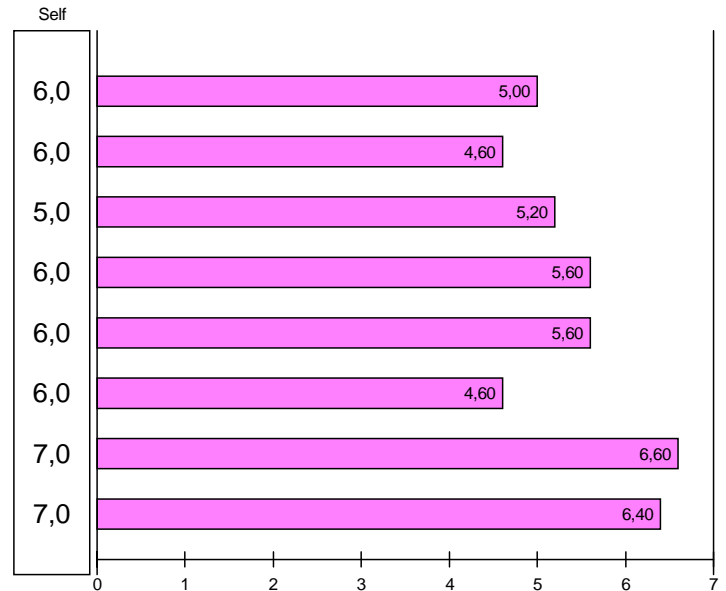
- Sets goals and dreams big.
- Forecasts trends and takes initiative to resolve issues b...
- Considers the long-term impact and strategic view.
- Innovates and thinks creatively to achieve results.
- Communicates the meaning and purpose.
- Highlights the benefits and advantages of a course of a...
- Embraces change.
- Clarifies organizational goals and priorities.



Results by Question Group 2

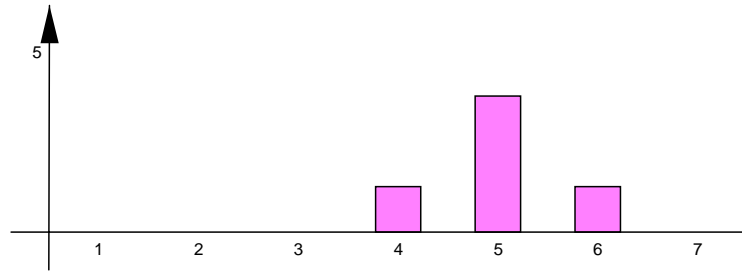
MODEL - Average **5,45**

- Expects the best and gives others the benefit of the do...
- Follows through on commitments.
- Admits personal mistakes.
- Maintains confidences.
- Leads by setting a positive example to follow.
- Takes the lead and sets the pace in new initiatives.
- Conveys a positive attitude and disposition even in diffi...
- Gives generously of his/her time and attention.



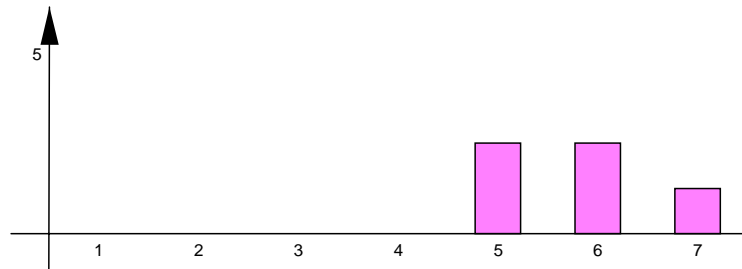
Results by Question

1. Proactively deals with problems in an open and honest manner.



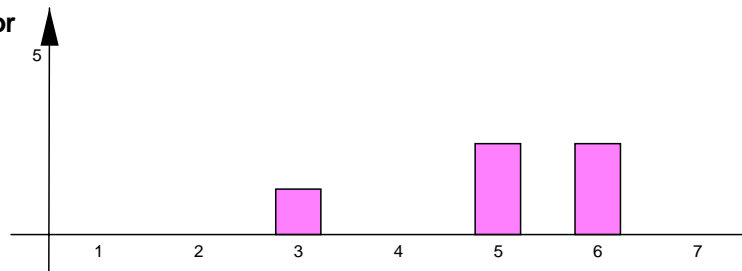
Average 5,00
Std. dev. 0,63
Self 7,0

2. Shares feelings appropriately and constructively.



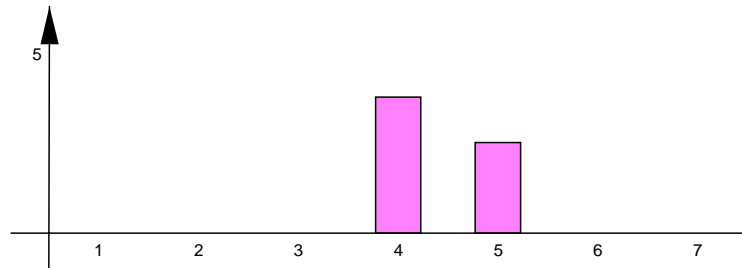
Average 5,80
Std. dev. 0,75
Self 6,0

3. Stays focused on the situation, issue or behavior not on personalities.



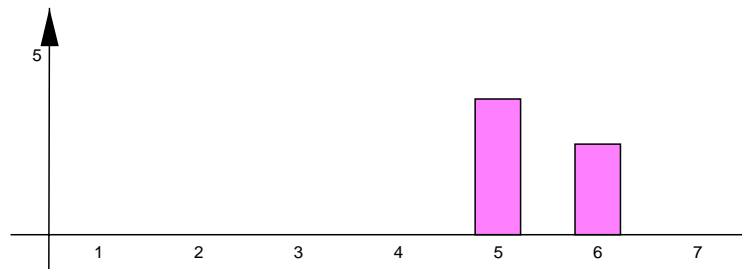
Average 5,00
Std. dev. 1,10
Self 6,0

4. Communicates effectively; verbally, non-verbally and in writing.



Average 4,40
Std. dev. 0,49
Self 7,0

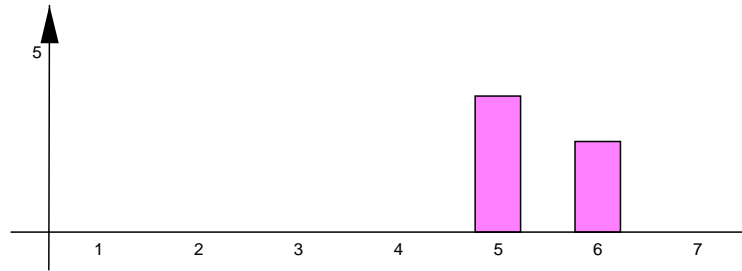
5. Responds objectively and non-defensively during conflict.



Average 5,40
Std. dev. 0,49
Self 5,0

Results by Question

6. Listens for both facts and feelings.

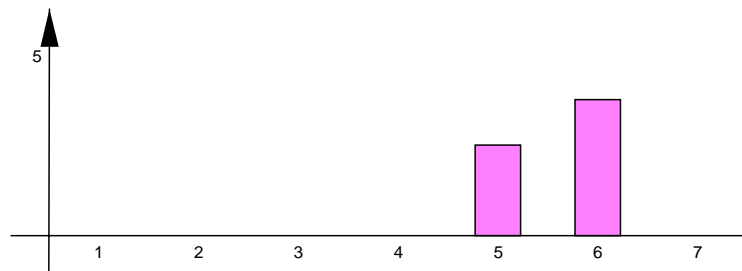


Average 5,40

Std. dev. 0,49

Self 6,0

7. Adapts message and communication style to the listener.

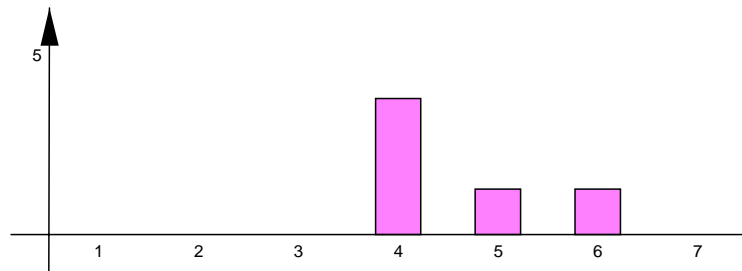


Average 5,60

Std. dev. 0,49

Self 7,0

8. Minimizes distractions and interruptions during a conversation.

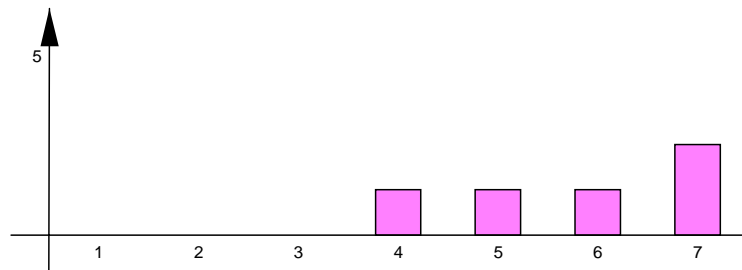


Average 4,60

Std. dev. 0,80

Self 6,0

9. Strives for consensus, buy-in and win/win solutions.

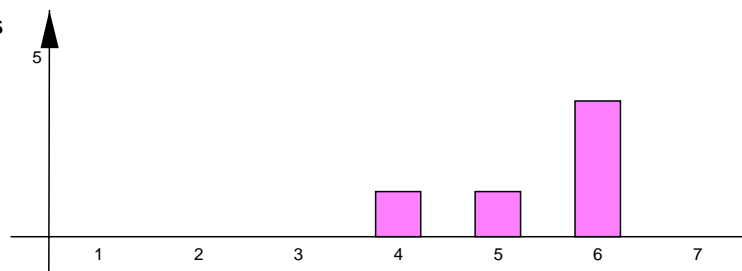


Average 5,80

Std. dev. 1,17

Self 6,0

10. Considers the needs and preferences of those impacted by a decision.



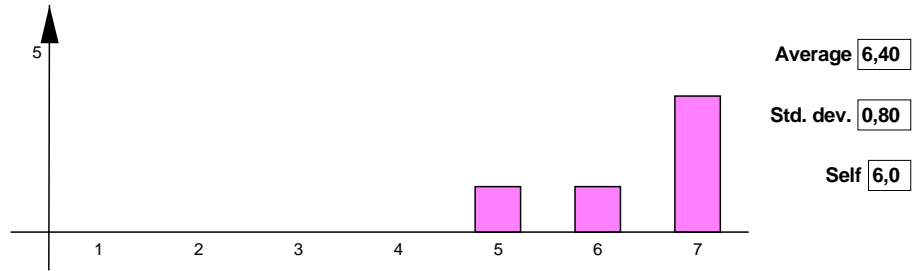
Average 5,40

Std. dev. 0,80

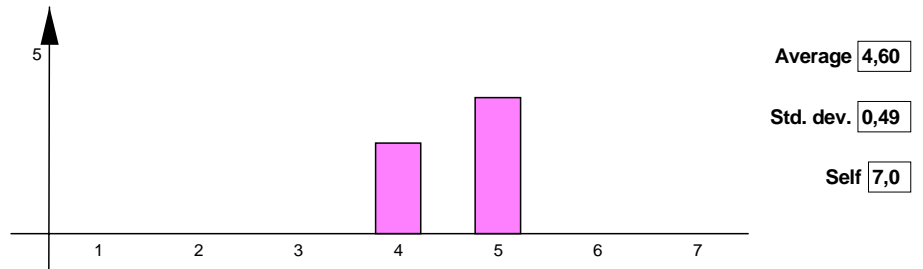
Self 7,0

Results by Question

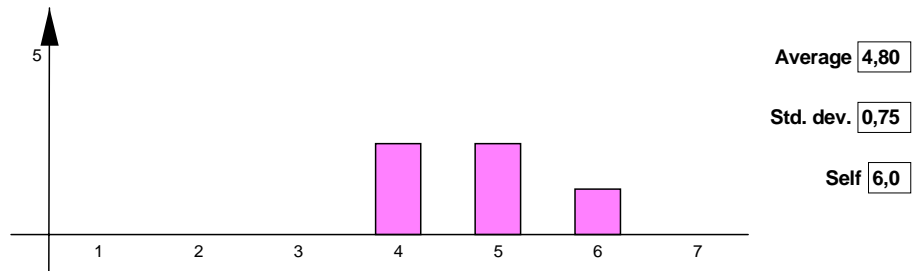
11. Encourages people to express and develop their ideas.



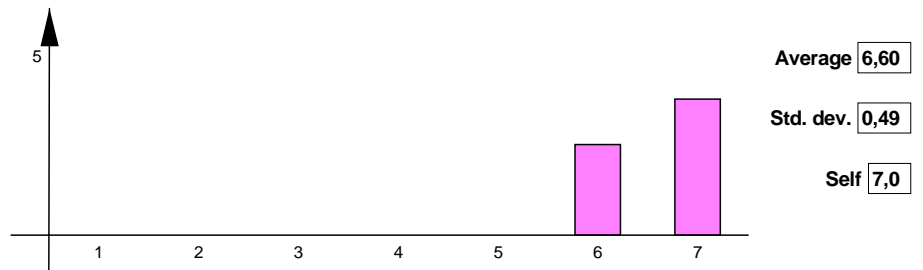
12. Is aware of and manages of his/her emotions.



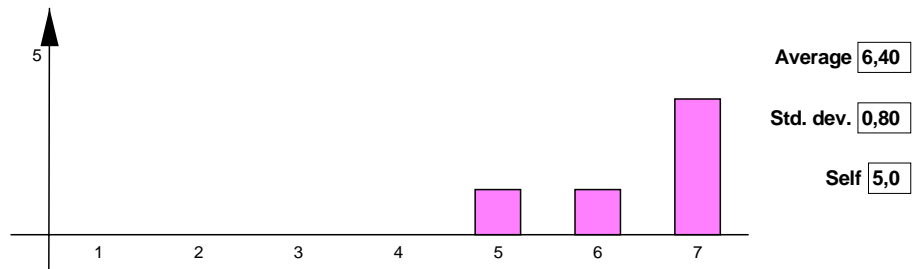
13. Recognizes effort and rewards accomplishment.



14. Maintains enthusiasm and interest in his/her work.

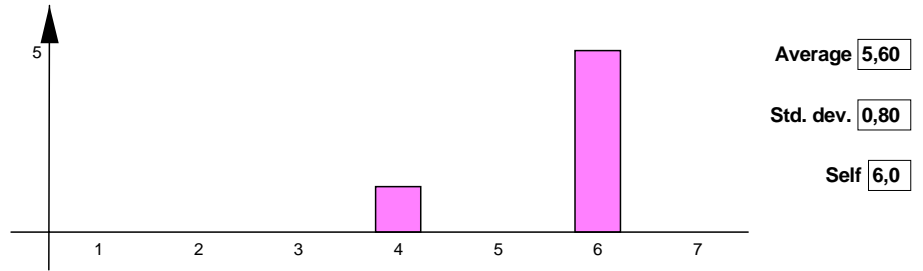


15. Points out the positive traits and strengths of co-workers.

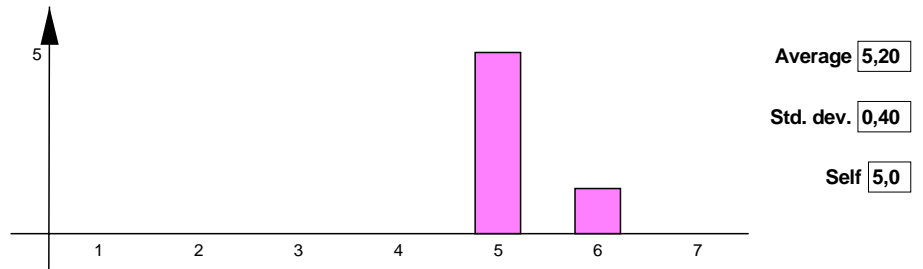


Results by Question

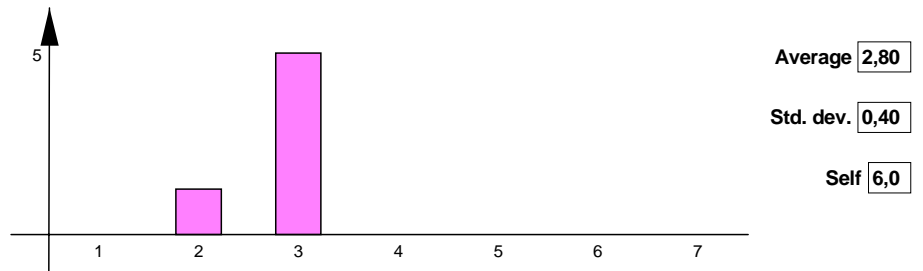
16. Expresses gratitude.



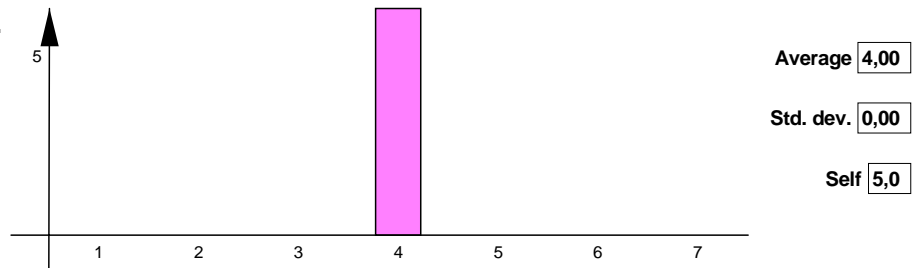
17. Appreciates the uniqueness and diversity of others.



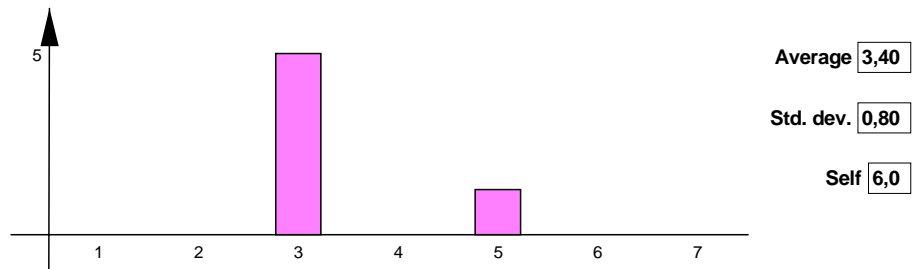
18. Ensures timely and accurate service.



19. Solicits, provides and uses feedback.

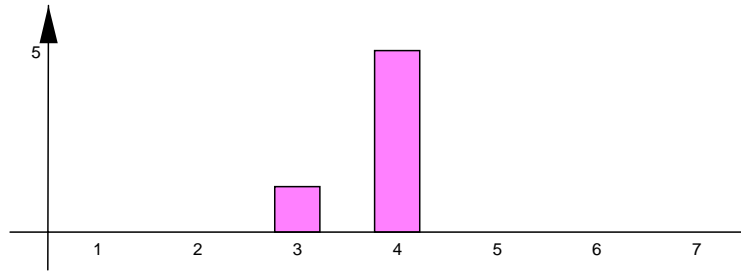


20. Maintains the self-confidence and self-esteem of others.



Results by Question

21. Empowers others with information, authority and responsibility.

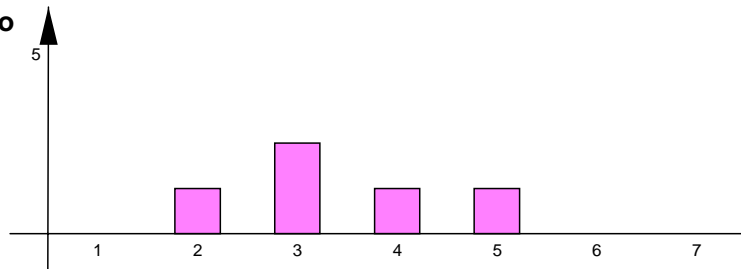


Average 3,80

Std. dev. 0,40

Self 5,0

22. Assigns tasks that challenge others to stretch and grow.

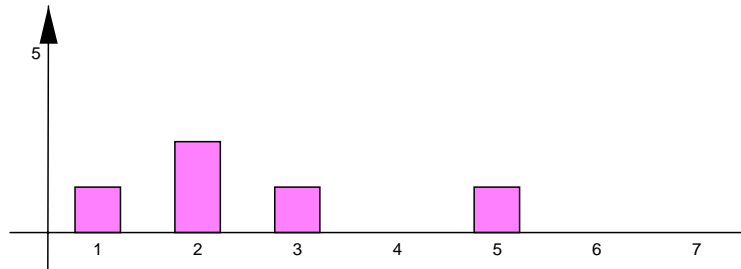


Average 3,40

Std. dev. 1,02

Self 6,0

23. Clarifies the task priority, desired effect and parameters.

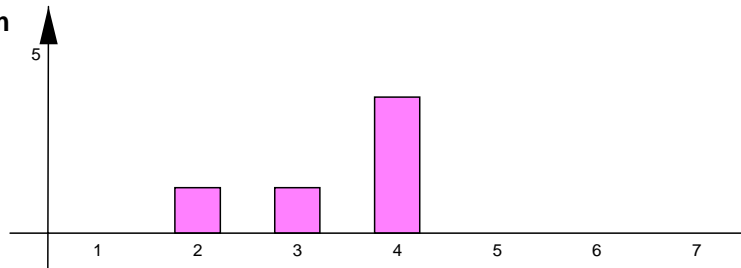


Average 2,60

Std. dev. 1,36

Self 6,0

24. Provides support for creative problem solving and decision-making.

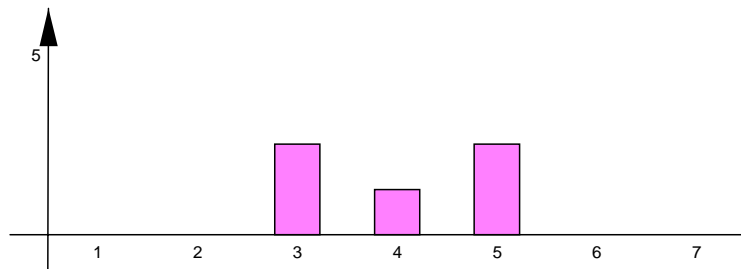


Average 3,40

Std. dev. 0,80

Self 7,0

25. Commits to lifelong learning.



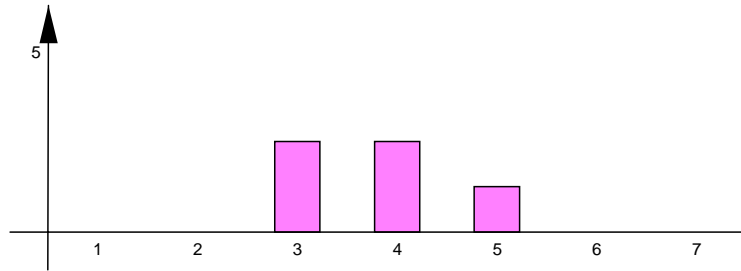
Average 4,00

Std. dev. 0,89

Self 4,0

Results by Question

26. Is accountable for his/her own performance.

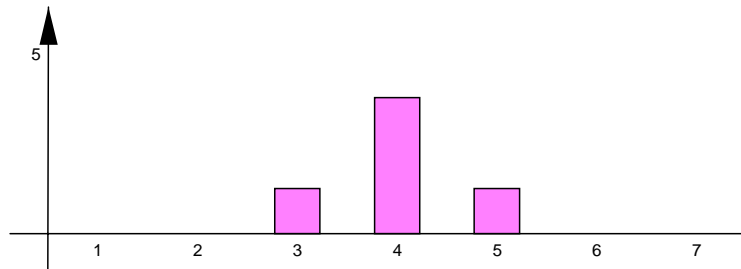


Average 3,80

Std. dev. 0,75

Self 5,0

27. Stays informed and current in his/her field.

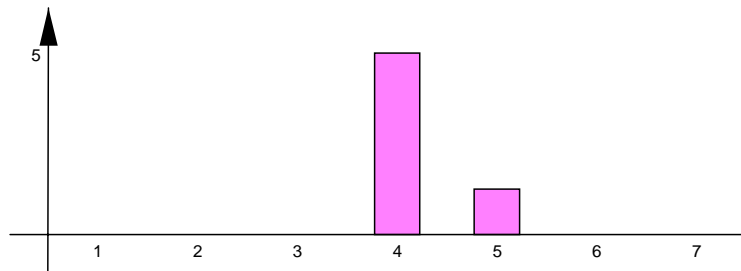


Average 4,00

Std. dev. 0,63

Self 6,0

28. Takes advantage of opportunities for growth and development.

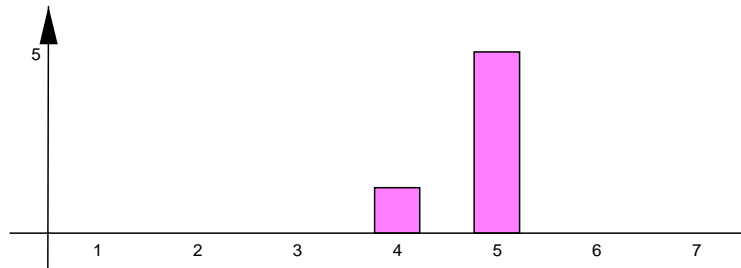


Average 4,20

Std. dev. 0,40

Self 6,0

29. Coaches others to help them reach peak performance.

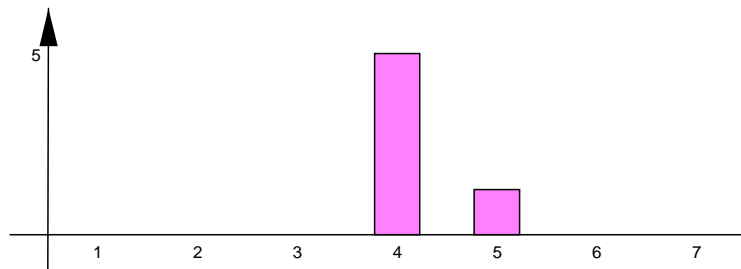


Average 4,80

Std. dev. 0,40

Self 5,0

30. Makes him/herself accountable and responsible.



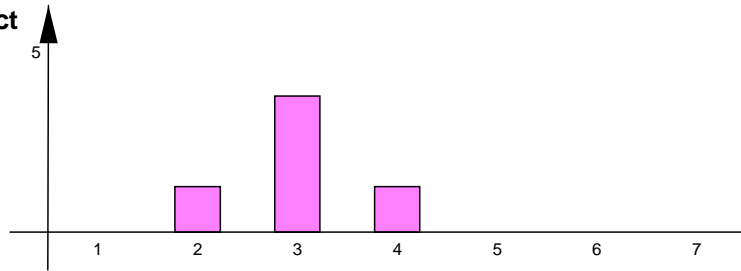
Average 4,20

Std. dev. 0,40

Self 6,0

Results by Question

31. Takes appropriate measures to correct poor performance.

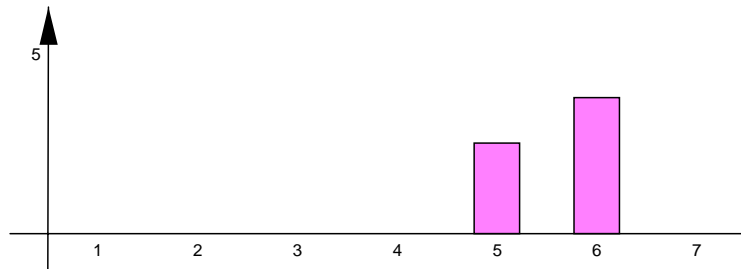


Average 3,00

Std. dev. 0,63

Self 6,0

32. Encourages participation and participates in learning experiences and activities.

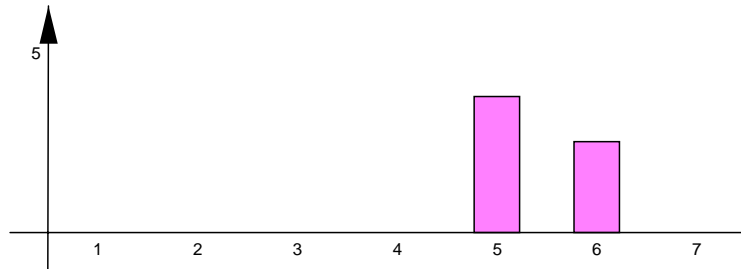


Average 5,60

Std. dev. 0,49

Self 7,0

33. Treats others with dignity, respect, integrity and fairness.

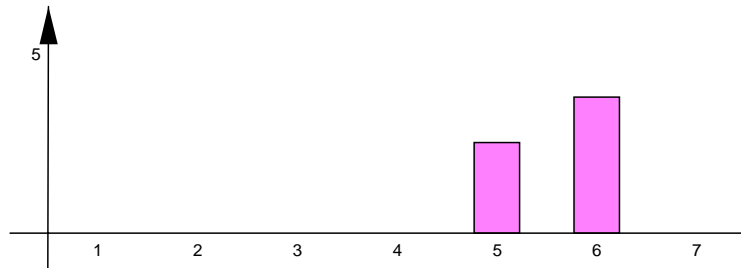


Average 5,40

Std. dev. 0,49

Self 7,0

34. Builds trust.

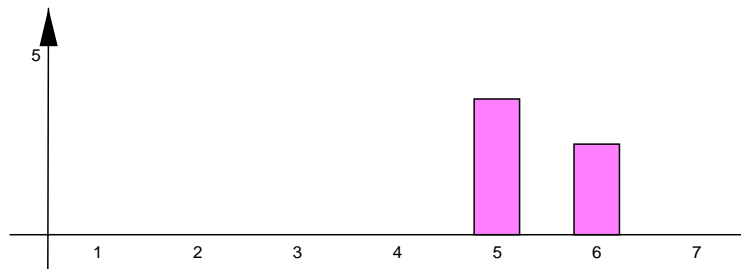


Average 5,60

Std. dev. 0,49

Self 6,0

35. Listens and empathizes.



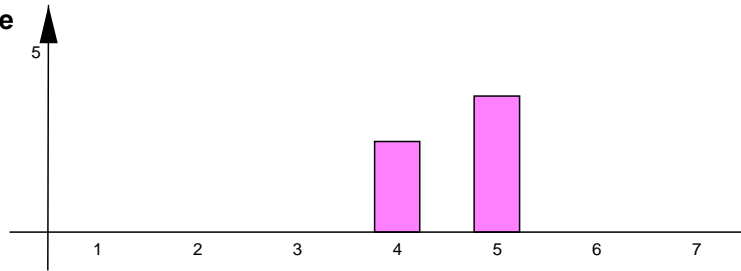
Average 5,40

Std. dev. 0,49

Self 7,0

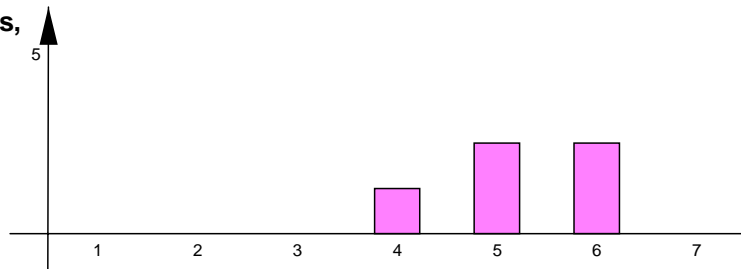
Results by Question

36. Maintains productive and constructive relationships with others.



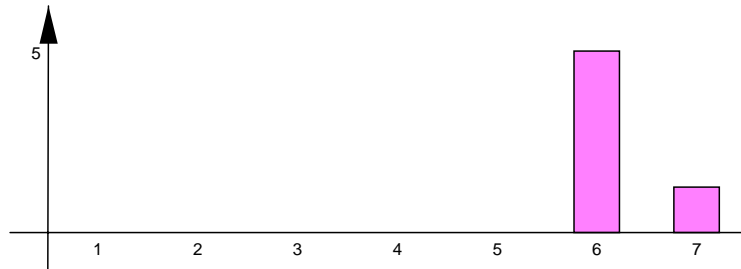
Average 4,60
Std. dev. 0,49
Self 7,0

37. Interacts considering the perspectives, preferences and workstyles of others.



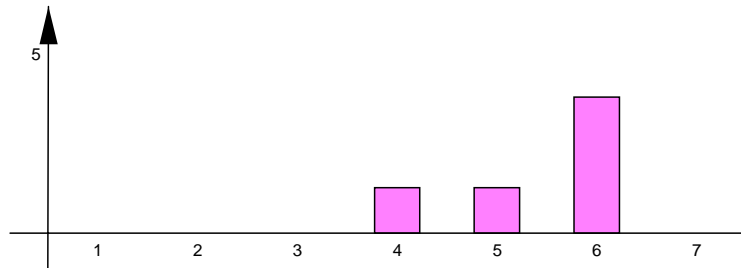
Average 5,20
Std. dev. 0,75
Self 7,0

38. Creates a non-judgmental work environment that values tolerance and inclusion.



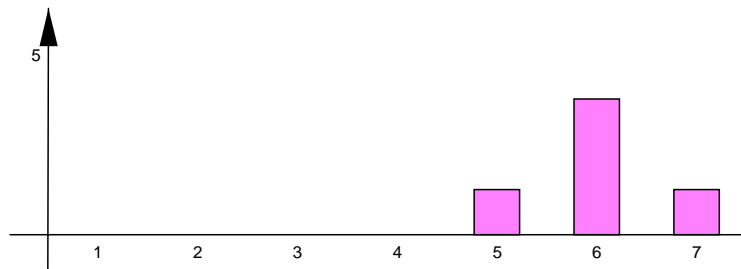
Average 6,20
Std. dev. 0,40
Self 7,0

39. Avoids and restricts the sharing of gossip and the spreading of rumors.



Average 5,40
Std. dev. 0,80
Self 6,0

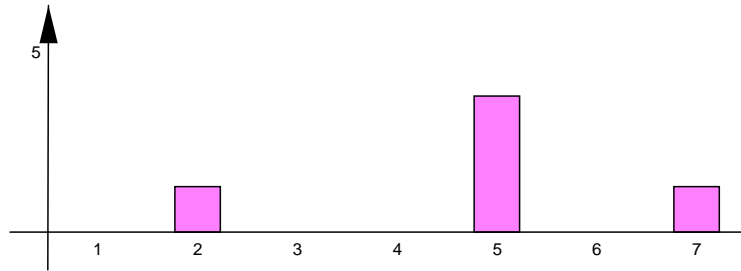
40. Appreciates and gives credit for the contributions of others.



Average 6,00
Std. dev. 0,63
Self 7,0

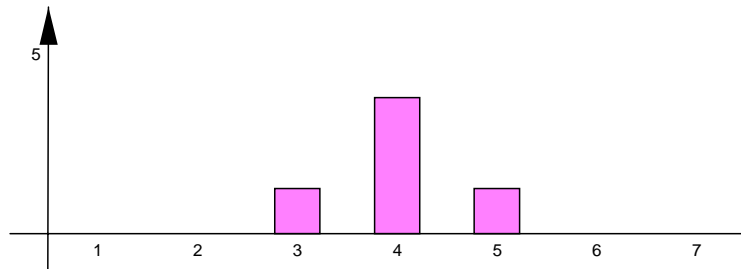
Results by Question

41. Responsibly manages the resources entrusted to him/her



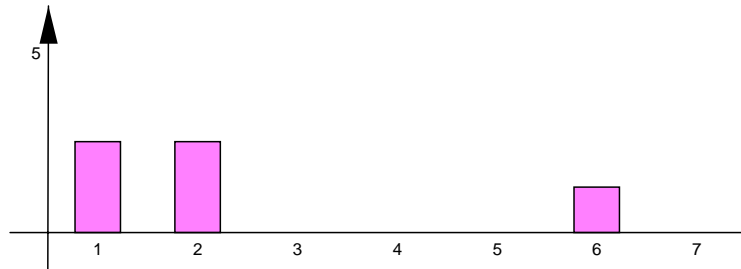
Average 4,80
Std. dev. 1,60
Self 6,0

42. Seeks and shares best practices.



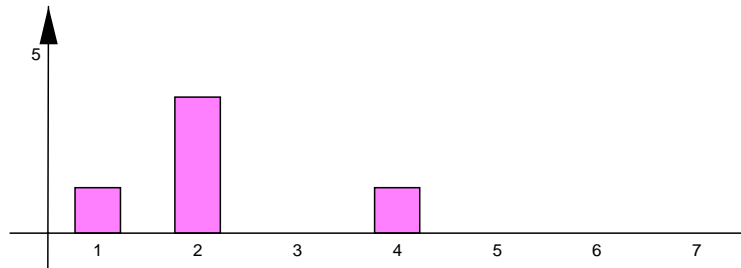
Average 4,00
Std. dev. 0,63
Self 7,0

43. Plans and coordinates activities to maximize results.



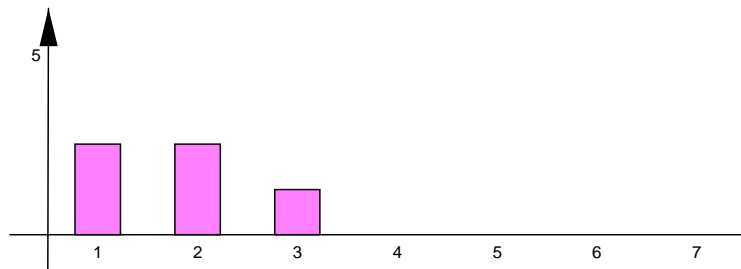
Average 2,40
Std. dev. 1,85
Self 4,0

44. Focuses on shared goals.



Average 2,20
Std. dev. 0,98
Self 5,0

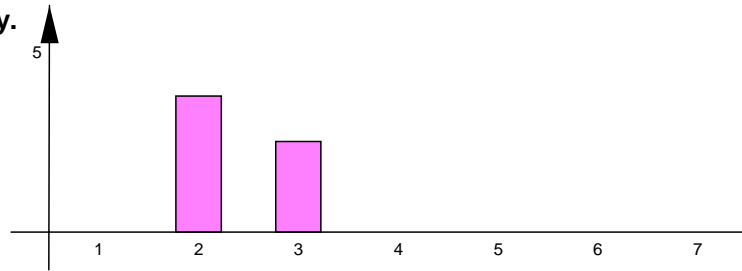
45. Assesses performance gaps and analyzes causes.



Average 1,80
Std. dev. 0,75
Self 5,0

Results by Question

46. Manages multiple priorities effectively.

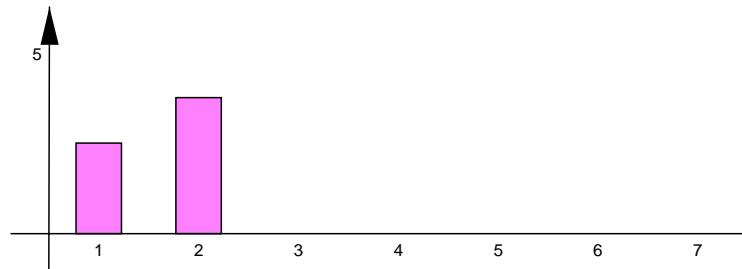


Average 2,40

Std. dev. 0,49

Self 4,0

47. Budgets and uses his/her time efficiently.

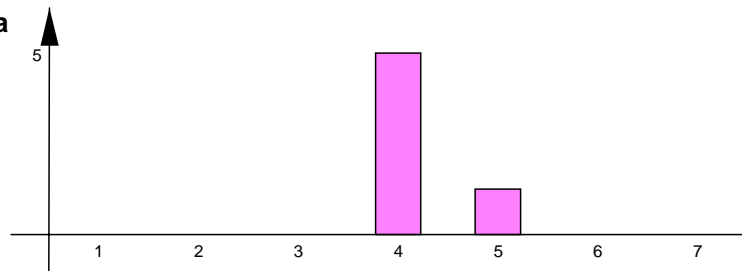


Average 1,60

Std. dev. 0,49

Self 5,0

48. Shares information and decisions in a timely manner.

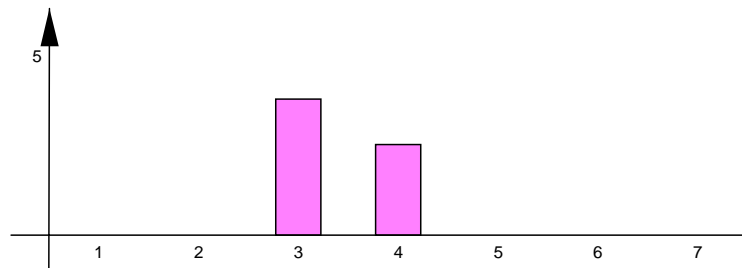


Average 4,20

Std. dev. 0,40

Self 6,0

49. Sets goals and dreams big.

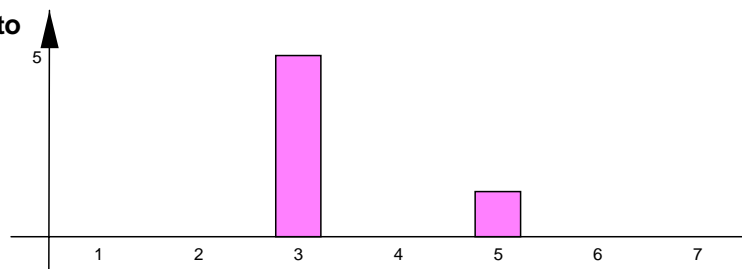


Average 3,40

Std. dev. 0,49

Self 4,0

50. Forecasts trends and takes initiative to resolve issues before they become problems.



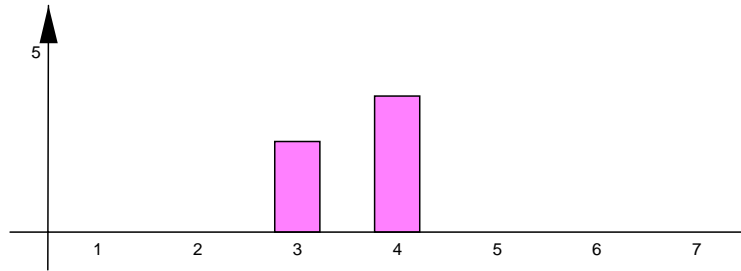
Average 3,40

Std. dev. 0,80

Self 5,0

Results by Question

51. Considers the long-term impact and strategic view.

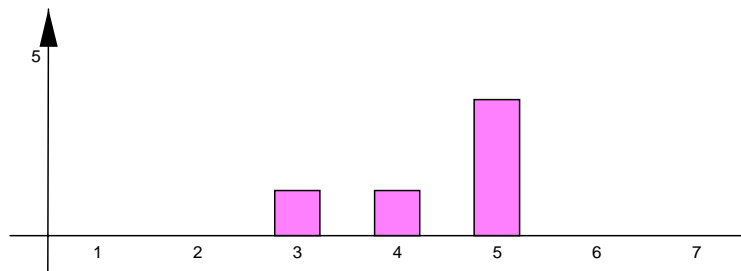


Average 3,60

Std. dev. 0,49

Self 4,0

52. Innovates and thinks creatively to achieve results.

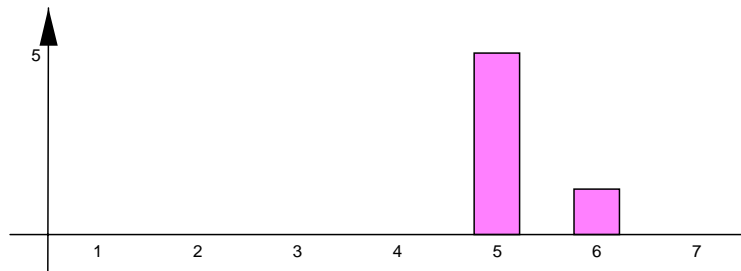


Average 4,40

Std. dev. 0,80

Self 5,0

53. Communicates the meaning and purpose.

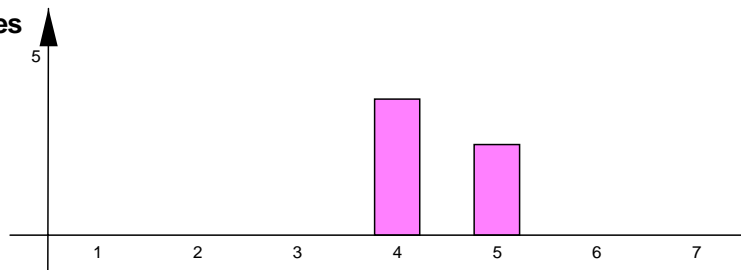


Average 5,20

Std. dev. 0,40

Self 6,0

54. Highlights the benefits and advantages of a course of action.

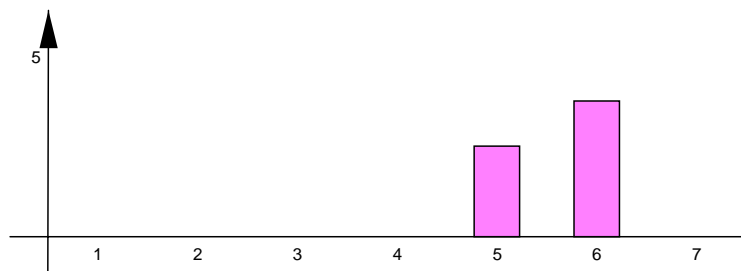


Average 4,40

Std. dev. 0,49

Self 6,0

55. Embraces change.



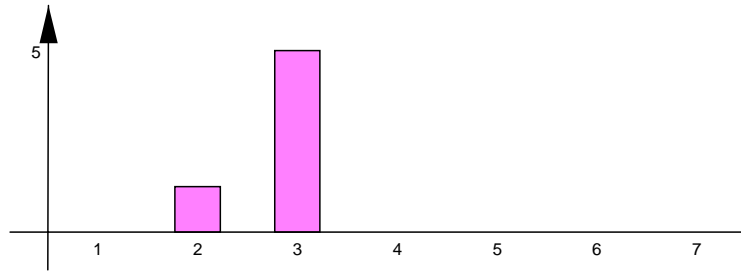
Average 5,60

Std. dev. 0,49

Self 6,0

Results by Question

56. Clarifies organizational goals and priorities.

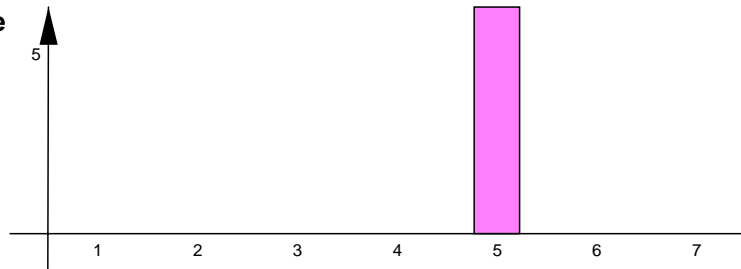


Average 2,80

Std. dev. 0,40

Self 5,0

57. Expects the best and gives others the benefit of the doubt.

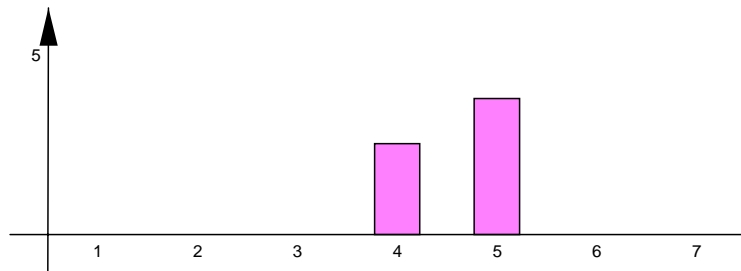


Average 5,00

Std. dev. 0,00

Self 6,0

58. Follows through on commitments.

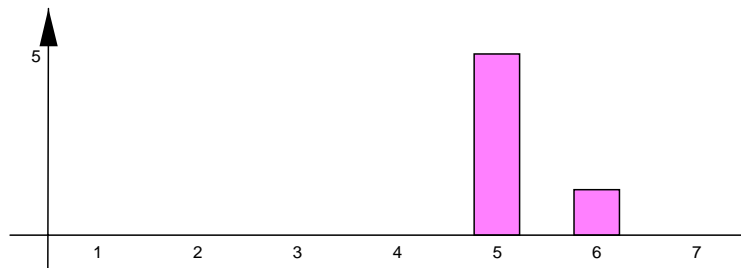


Average 4,60

Std. dev. 0,49

Self 6,0

59. Admits personal mistakes.

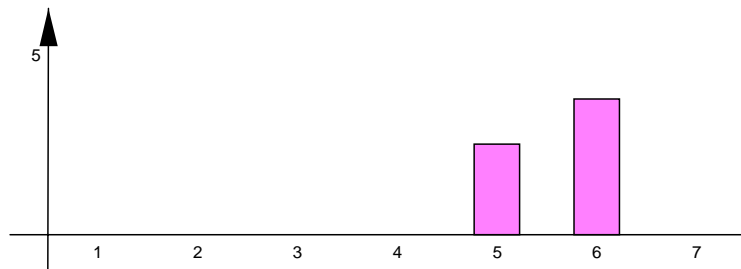


Average 5,20

Std. dev. 0,40

Self 5,0

60. Maintains confidences.



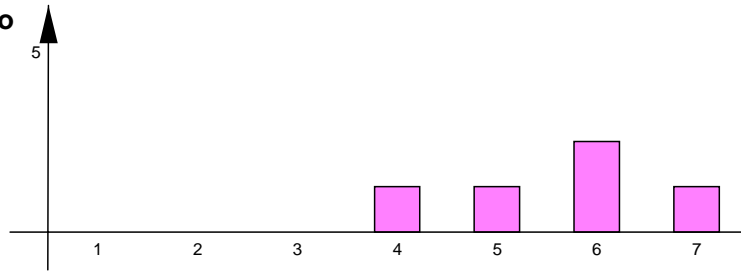
Average 5,60

Std. dev. 0,49

Self 6,0

Results by Question

61. Leads by setting a positive example to follow.

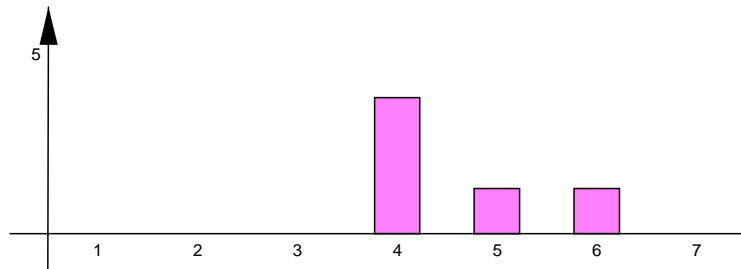


Average 5,60

Std. dev. 1,02

Self 6,0

62. Takes the lead and sets the pace in new initiatives.

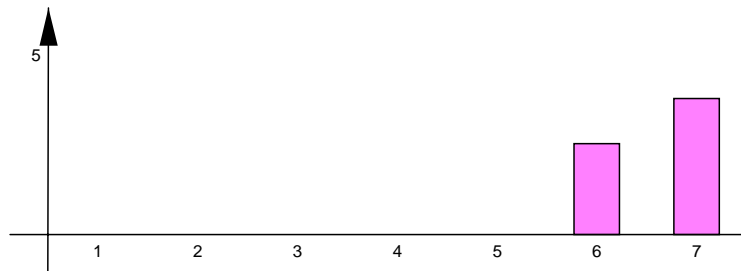


Average 4,60

Std. dev. 0,80

Self 6,0

63. Conveys a positive attitude and disposition even in difficult times.

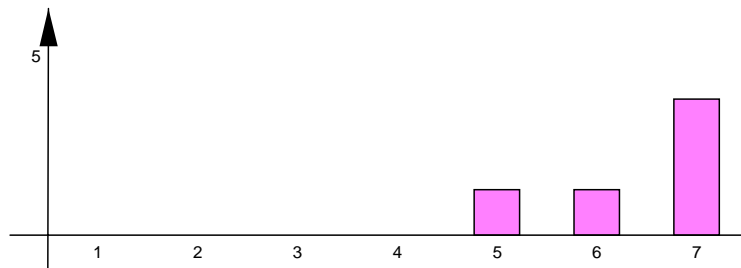


Average 6,60

Std. dev. 0,49

Self 7,0

64. Gives generously of his/her time and attention.



Average 6,40

Std. dev. 0,80

Self 7,0