

Extended DISC Australasia February 2012 FactSheet

Greetings

Although it is only mid-February, time seems to be already moving on at a fast pace.

We hope that you are all enjoying the summer. For New Zealanders, it has come late and we hope that our friends in Northern New South Wales and Queensland have seen the last of the floods.

This month we take a look at a real example of two Extended DISC® Personal Analysis Reports completed by the same person within four hours and how an interview between the two reports changed the conscious profile.

We also consider the use of the Extended DISC® Team Analysis Report for job fit, team fit and pair fit. Some of the additional information that users may not have realised is available from the Team Analysis Report.

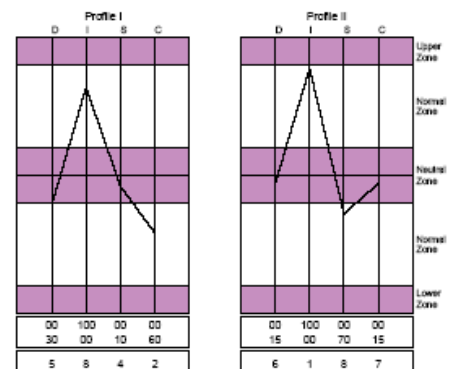
The effect of an interview on the Extended DISC® Personal Analysis Report

A recent telephone conversation with one of our recruitment consultant clients reminded me of a classic example of why it is important in recruitment to be careful not to explain to the candidate the behavioural style the organisation is looking for in a new recruit before he/she completes the personal analysis questionnaire.

The interesting thing to us is that there was very little change in Profile II (the profile that generates the report) but quite a shift in Profile I after the interview had taken place. Let us explain why we think this happened.

One of our most frequent users was looking to employ a consultant and before the interview they arranged for the candidate to complete the on-line questionnaire. This was duly completed, the personal analysis report was received some ten minutes after the questionnaire was submitted and a copy of the two profiles taken from the report is shown opposite.

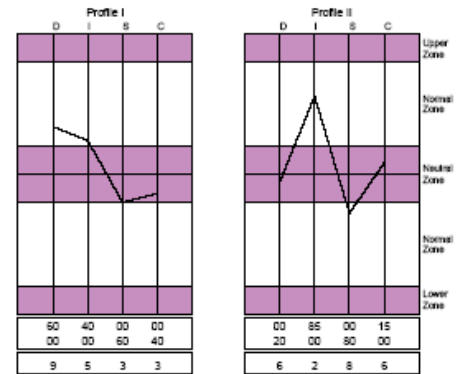
The two profiles were both relatively strong and definite profiles and remembering that the shape of Profile II is “who the person is” and the size and position of both profiles is “how they are feeling”, the report seemed to us to be an accurate assessment.



There seemed no doubt that the candidate's unconscious and conscious behavioural styles were very similar and the flexibility zones were virtually all in the "I" corner of the diamond.

The applicant then attended an interview and the role of the job was explained clearly leading to his conclusion that the successful applicant would need to be competitive, dominant, adventurous, bold and perhaps, in his view, tough.

Clearly neither of his profiles fitted this requirement and although he did not have the approval of his prospective employer, he went on-line after the interview and completed the personal analysis questionnaire once again and a copy of the two resulting profiles are shown opposite.



It will be noted that Profile II has changed very little and indeed the shape is virtually the same with just a little less emphasis on the "I" characteristics however Profile I, has shown quite a change. The original Profile I indicated that the applicant's conscious adjusted style was 100% "I" but in the second report we find the profile became "tighter" and moved to become 60% "D" and 40% "I". So not only did his perceived conscious behavioural style change, but he also showed indications of being a little uncertain of his role. Quite a change from the confident Profile I shown in the first report!

Remembering that Profile I illustrates the conscious adjusted behavioural style, - the style the person feels he needs to adopt to cope with the demands and pressures of his environment, this is an excellent example of the accuracy of Extended DISC®. The applicant was unable to change his unconscious behavioural style but able to alter his conscious style and as the Extended DISC® Personal Analysis Report is based on the unconscious profile, the two reports remained very similar. Some other DISC based programs, which focus on the conscious behavioural style of the candidate would have produced two completely different reports!

The conclusion? Our advice to our user client was that the first report was probably more accurate than the second although there was little change in the text. "I" traits remained the dominant characteristic and there was still no indication of any "D" traits in the applicant's unconscious behavioural style despite the fact that he had probably looked for this shift in his second report.

Extended DISC® Team Analysis Report – Name Map and Job Fit

The Name Map in the Extended DISC® Team Analysis Report invites questions that some users may not have considered.

One of the important issues in any team is to ensure that the individuals and their job requirements match. So, one should ask the following questions:

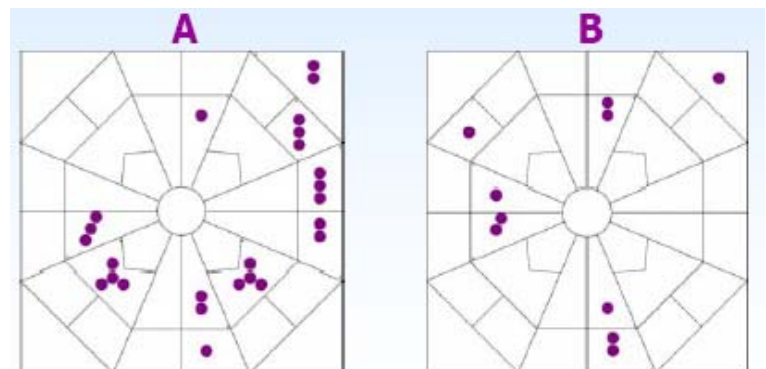
1. How well do the individuals and their job requirements match?
2. Should responsibilities within the team be reassigned?
3. Is there an opportunity for delegation?

Some organisations use the Team Analysis Report to “balance” their teams, moving personnel from one team to another when deficiencies or imbalances become obvious.

Consider for a moment the following two sales teams as far as Job Fit is concerned. Clearly we have two quite different teams and the three questions listed above would become quite pertinent in ensuring every team member was fully motivated.

Let us now consider Team Fit. The questions that need to be considered for this aspect are:

1. What specific strengths for the team does each team member possess?
2. How is the specific behavioural style of each individual recognised in his/her daily work?
3. What specific managerial requirements are created by the distribution of team members’ styles?



Again we need to think about the overall productivity of each team, which again stems from ensuring there is motivation and a balance of roles. One team is clearly short on Changers, Influencers and Excitors while the other has several team members with these behavioural styles. Depending on the products being sold, there may well be a need for a change in each team.

And finally, we need to think about Pair Fit. The questions one needs to ask are:

1. For close pairs, which individuals work best together and what opportunities and challenges does this mean for the team? And
2. For distant pairs, what are the communication and cooperation needs for people who are far apart in behavioural styles on the Name Map?

In previous *FactSheets* we have talked about team types, and team tasking and finally next month we will take a look at the team “diamond” page and how it identifies leadership cultures within a team.

Changes at Extended DISC® Australasia

“The times they are a changing” and we are determined to move with them. Kelly Fairhurst has just been appointed as our new General Manager and Saffi Curran has been appointed Manager of New Product Development.

This reflects our new focus on FinxS which enables us to design reports to the specifications of our clients providing what they want/need not what we think they want/need!

Our expansion into flexible reporting (and flexible pricing) is well underway!

March 2012 Webinar – Extended DISC® Job Comparisons

Presented by Saffi Curran

Extended DISC®’s Job Comparison allows you to quickly define important job requirements and match them to an individual’s Personal Analysis. The Job Comparison measures a “Person’s natural inclination” vs “Job Requirement”.

In this webinar we will review what Job Comparisons are available, how they can be used and the process of creating them in EDOS.

This webinar is on Thursday, 15 March 2012 at 3pm NZ time. To learn more about Extended DISC Job Comparisons, [register now!](#)