

Extended DISC Sales Assessment

REPORT

Person analyzed

Khaksari, Esmail

Organization

Innography

Date

14.01.2013



This analysis is based on the responses given in the Extended DISC Personal Analysis Questionnaire. This analysis should not be the sole criterion for making decisions about oneself. The purpose of this analysis is to provide supporting information to the respondent in self-development.

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This page is a **description of how this style of person is typically seen by others**. Read the text as such and use it to develop an overall picture. In evaluating specific sentences, it is important to consider a person's conscious ability to adapt behavior. In other words, while the text describes the typical behavior for individuals with this style, a person certainly can modify behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

Attributes:

Direct, demanding, firm, practical, active, busy, exact, logical, goal-oriented, ambitious, creative, rich with ideas, determined, detail-oriented.

Motivators:

Esmaeil is motivated by challenges, complicated tasks and opportunities to develop himself and his skills. He likes to plan, create and develop in his work independently. He wants to be responsible for the whole and makes sure that others do not interfere. He may also be interested in projects.

Tries to Avoid:

Esmaeil is not very open and does not let new people get close to him very easily. He does not like overly talkative nor overly social people who demand unearned attention. Although Esmaeil can handle details and facts, he does not do so when told but only from his own will.

Ideal Supervisor:

His supervisor has to be determined and master his subject. It is very important that this person can trust his supervisor's professionalism. The supervisor must make sure that he is not too specific nor caught up in small details. The supervisor must also be demanding and never discursive.

Communication Style:

He can be a quite direct and "straight-shooting" conversationalist. He does not have a desperate need to talk, but when he speaks he presents the situation clearly, without sugarcoating the truth. He is good at advancing facts, ideas and plans, but not so good at exposing feelings and atmosphere.

Decision-making:

Although he can make decisions, his style is too contemplative and analytical. This person does not let emotions affect the decision, relying instead on facts. Although his thinking is independent, he does not mind if the organization provides him with decision instructions.



Motivators - Comfort Areas

These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.

- Possibility to create and develop new things
- Lots of possibilities to choose from
- Opportunity to work according to his own schedule
- Achieving the correct solutions
- Goal-oriented behavior
- Freedom to think and work with ideas
- Understanding fully his job responsibilities
- Freedom from unnecessary work
- Independent, contact-free role
- Putting his mind into new things
- Facts, hard values
- Detailed information

Situations that Reduce Motivation

These are items that this style of person typically does not like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.

- Losing control
- Operating with superficial knowledge
- Public appearance
- Showing feelings openly
- Failure in own work
- Losing knowledge or position
- Making mistakes and being wrong
- Talkative people
- Small talk
- Carelessness
- Environment where you can't learn anything
- Having to explain the same thing all the time

Strengths

The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.

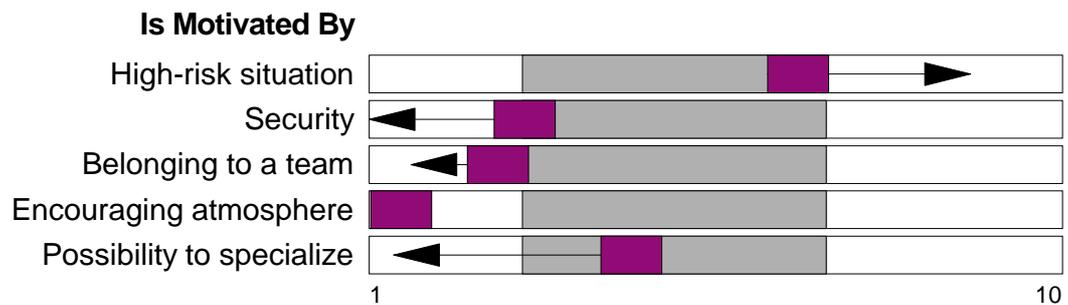
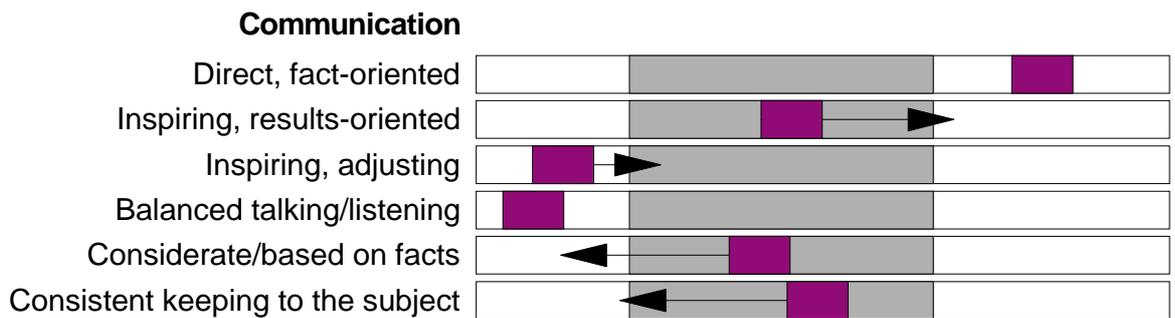
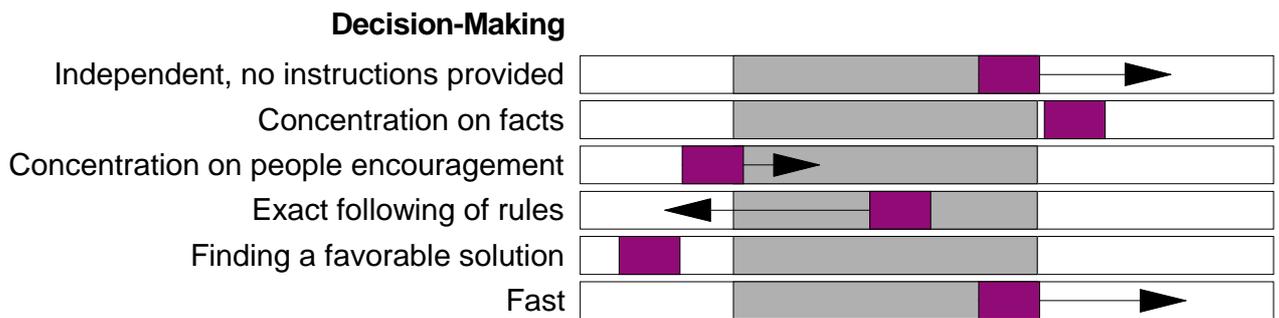
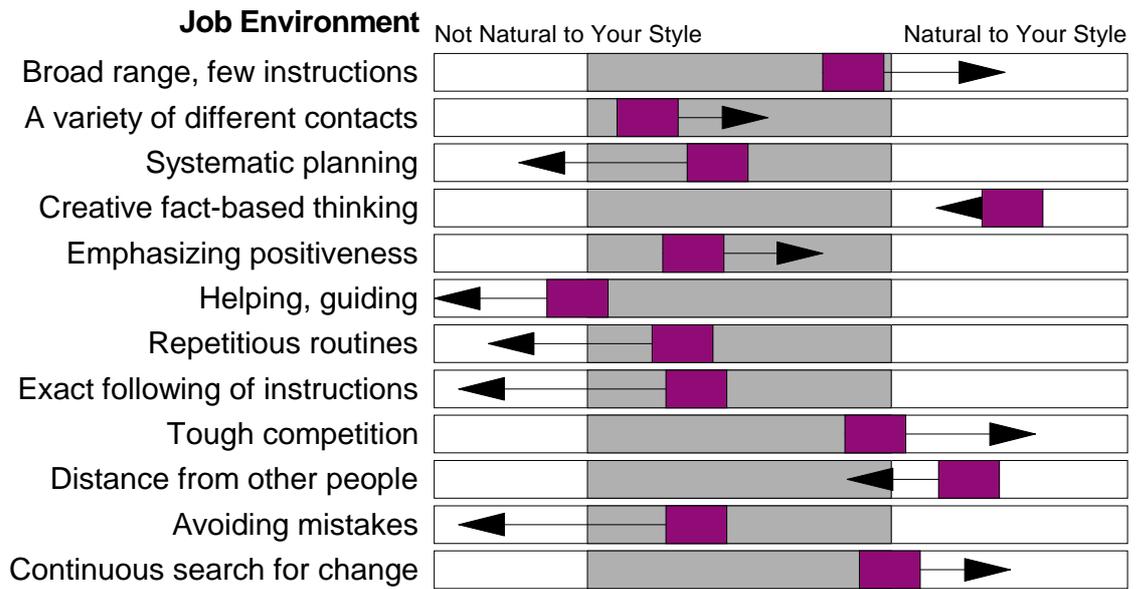
- Knows where one is going
- Invents new, well-analyzed solutions
- Can analyze very thoroughly
- Doesn't live in dreams
- Is ready to supplement his decisions
- Can see through the social sweet-talking
- Masters even complicated matters
- Can put himself fully into the matter
- Doesn't need constant reassurance
- Is ready to give everything to his mission
- Dares to demand a lot from himself
- Generates new ideas

Reactions to Pressure Situations

These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.

- Is wavering and difficult to follow
- Doesn't show emotions
- Makes the wrong subject important
- Is distant to other people
- Is tough and absolute
- Gives orders; doesn't motivate
- Doesn't accept unnecessary discussion
- Complicates simple things
- Doesn't respect the freedom of an individual
- Doesn't really care about people's feelings
- Demands too many facts
- Doesn't openly admit own mistakes





Items that Require a Little Energy

Below are aspects of your behavioral style that are very natural and comfortable to you. Bullet points provide you suggestions how to ensure you do not overuse them so that they may become weaknesses. Overused strength may become a weakness.

Job Environment - Creative fact-based thinking

- Do not stick to details - learn to move beyond them
- Learn to keep the final goal in mind all the time

Job Environment - Distance from other people

- Learn ways to start a conversation with others
- Remember to talk about your feelings immediately - do not only think about them

Decision-Making - Concentration on facts

- Learn to identify how important it is to take into consideration everyone's wishes
- Practice making decisions with the other team members

Communication - Direct, fact-oriented

- Practice softening your message
- Practice thinking about how to express things so others get excited about them

Items that Require a Lot of Energy

Below are aspects of your behavioral style that require a lot of more energy from you. Bullet points provide you suggestions how you may want to modify your behavior to improve your performance.

Decision-Making - Finding a favorable solution

- Learn to think of ways to get people excited
- Try to make decisions that satisfy everyone

Communication - Inspiring, adjusting

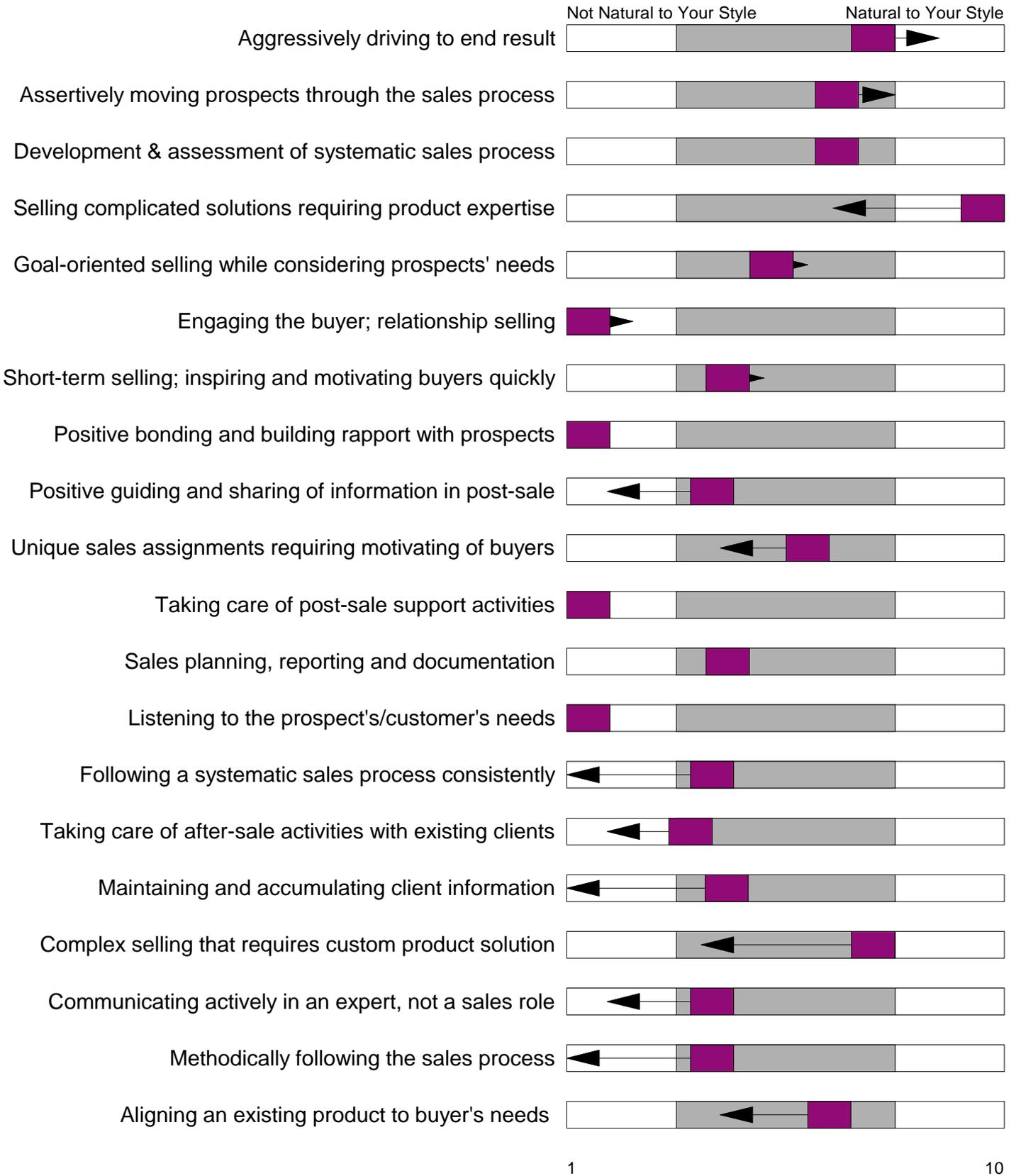
- Learn to smile when talking
- Try to intentionally put people in a good mood

Communication - Balanced talking/listening

- Think about how much you can/have to talk each time
- Try to genuinely note other people's opinions and react to them

Is Motivated By - Encouraging atmosphere

- Engage in small talk with at least one person every day
- Try to understand that some people have to talk more about their feelings



Items that Require a Little Energy

Below are aspects of your behavioral style that are very natural and comfortable to you. Bullet points provide you suggestions how to ensure you do not overuse them so that they may become weaknesses. Overused strength may become a weakness.

Aggressively driving to end result

- You know how to control the client, but do not pressure too much
- Make sure that the client leaves with a positive impression every time

Development & assessment of systematic sales process

- If things are not going the way they should, ask for other people's opinions
- When setting goals, ask for others' opinions

Selling complicated solutions requiring product expertise

- Do not underestimate a client who you believe does not understand enough about the product
- Tailor the technical content of your message so that your client understands it

Complex selling that requires custom product solution

- Do not build yourself too many productive projects simultaneously
- Remember to pay attention to the customer's needs all the time, so that you will not get excited over the wrong things

Items that Require a Lot of Energy

Below are aspects of your behavioral style that require a lot of more energy from you. Bullet points provide you suggestions how you may want to modify your behavior to improve your performance.

Engaging the buyer; relationship selling

- Learn to express yourself without any facts
- Excitedly present the client the benefits of the product/service - do not focus only on the features

Positive bonding and building rapport with prospects

- Provide the client an opportunity to feel comfortable and safe
- Do not try to "beat" the client

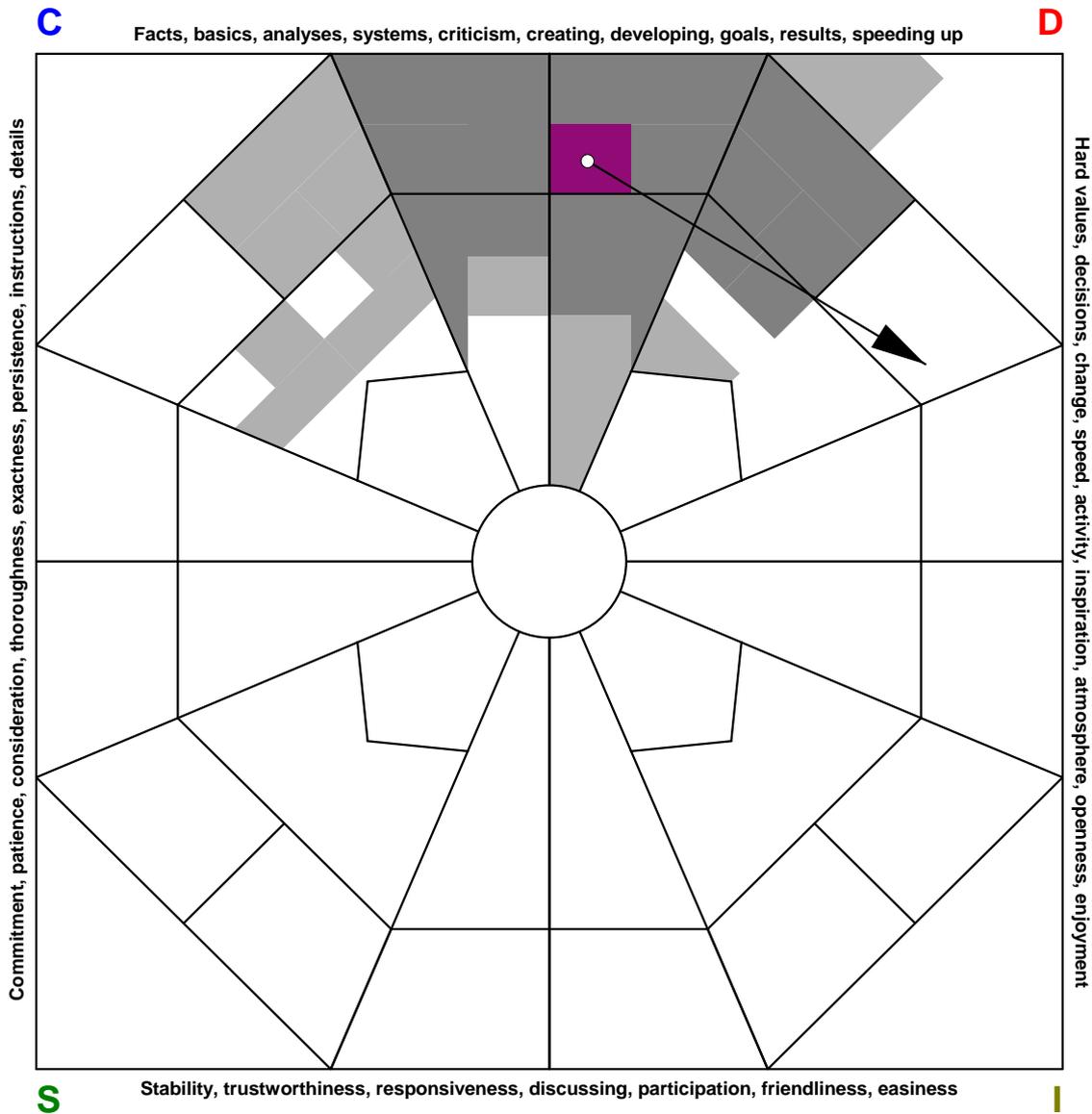
Taking care of post-sale support activities

- Do not look for new things if you cannot take care of the existing duties first
- Try to take care of even the less interesting clients

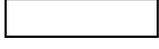
Listening to the prospect's/customer's needs

- Learn to use the customer's exact words and phrases when presenting your solution
- Remember that it will be a lot easier for you if you find out first what the client wants





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 Sales Assessment

Sales Style Profiles

Person analyzed

Khaksari, Esmail

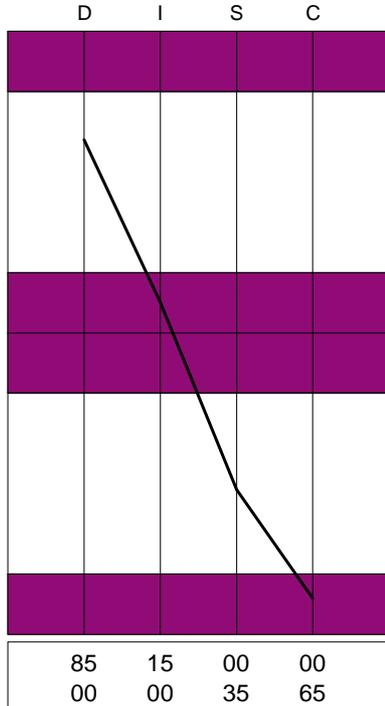
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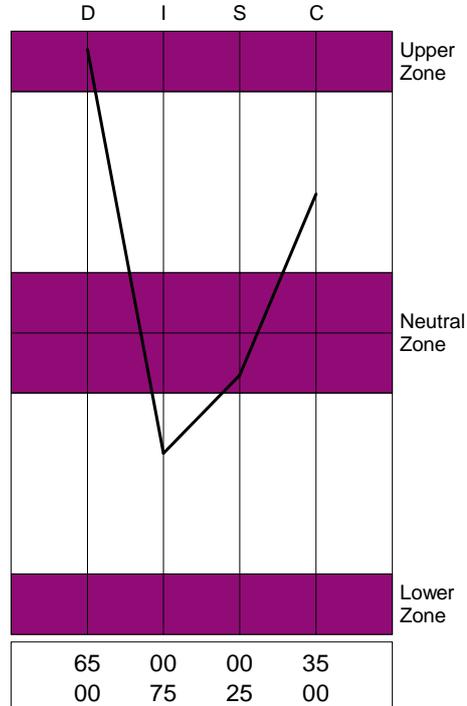
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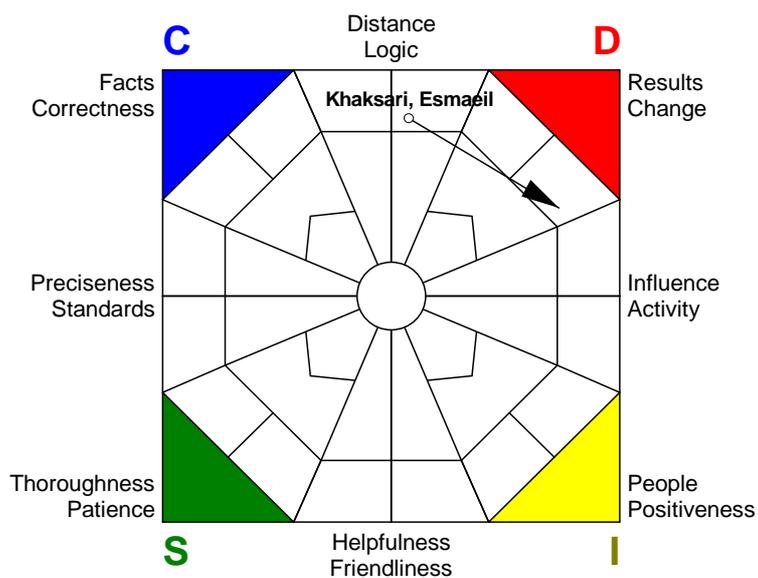
Profile I - Perceived Need to Adjust



Profile II - Natural Style



Extended DISC - The Diamond



Your primary relationship role is: Developer

A Developer is a very issue-centered and rational person. Even in a group the Developer emphasizes his own individuality, sees things his way and does not typically let other people get close to him. The Developer likes an opportunity to develop, plan and create something new. The Developer responds according to facts - not feelings. Others see the Developer as someone who knows his business and requires a lot from himself, but someone who is also critical and peculiar. In reality he just does not believe in one truth. The Developer fears that when others get excited they lose the ability to think rationally. That is why he usually wants to discover something that others have not. The Developer does not want to share tasks with others because he does not believe that the others can do them the way he wants them done. The Developer finds it important not to identify with 'the masses' because he believes in his own uniqueness.

An attitude toward teamwork

Inefficient way to do things
A means to get more information for oneself
Sociable people's way of avoiding work

A role in a team

The one who makes analytical summaries
Maker of new interpretations
Manager of one's own special field

A role as a decision maker

Wants to have the last word
Takes notice of facts - not wishes
Does not take part in joint discussion

A role as a motivator

Believes people should be self-motivated
Gives oneself possibility to develop
Motivates by leaving in peace

A role as a performer

Does everything in one's own area
In one's own estimation does not do overly easy work
Does not settle for staying put

The benefit the group receives

Continuous evaluation of one's own work result
Clear opinions and reasons
A lot of new thoughts

Convergent roles

Changer, Specialist

Complementary roles

Participator, Stimulator, Doer

Instructions for interpreting Sales Assessment

General Instructions

The Extended DISC® Sales Assessment 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 the report is derived from your "natural behavioral style". It is a behavioral style that takes the least energy and effort, requires the least amount of concentration, and is usually the most pleasant to you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behavior.

The Extended DISC® Sales Assessment divides all of the different behavioral styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

D-style

D-styles are competitive, aggressive, decisive and results-oriented. They prefer to move fast, take risks and get things done now. D-styles also like to be in charge, control and have the power. They like change and challenges.

D-styles can also be impatient, overbearing and even rude. They are often not very good listeners and are prone to make snap decisions. Others may perceive D-styles as somewhat self-centered, demanding, blunt and overly aggressive.

I-style

I-styles are talkative, sociable, optimistic and lively. They are people-oriented, spontaneous, energetic and enthusiastic. I-styles tend to be positive and good at influencing others.

I-styles can also be inattentive to details, overly talkative and emotional. They may over-promise because they are so optimistic and are eager to be popular. Others may perceive I-styles as somewhat careless, impulsive and lacking follow-up.

S-style

S-styles are calm, helpful, patient, modest and laid back. They are eager to help, loyal and often make excellent team players. S-styles tend to be patient listeners, trustworthy, and balanced between tasks and people. They are very persistent.

S-styles need stability and security and, therefore, need help with change. They may be too willing to pitch in and at times are taken advantage of. Others may perceive S-styles as too slow, stuck on the status quo, indecisive, stubborn and even quietly resentful.

C-style

The C-styles are precise, logical, matter-of-fact, analytical and careful. They need data, information and analyses. They are focused on tasks and ensure things get done correctly. C-styles tend to produce high quality work.

C-styles may also focus too much on the details, becoming nitpicking, slow and losing the big picture. At times they get lost in the analysis, focusing too much on the trees and not the forest. Others may perceive C-styles as too critical, distant, pessimistic, and even cold.

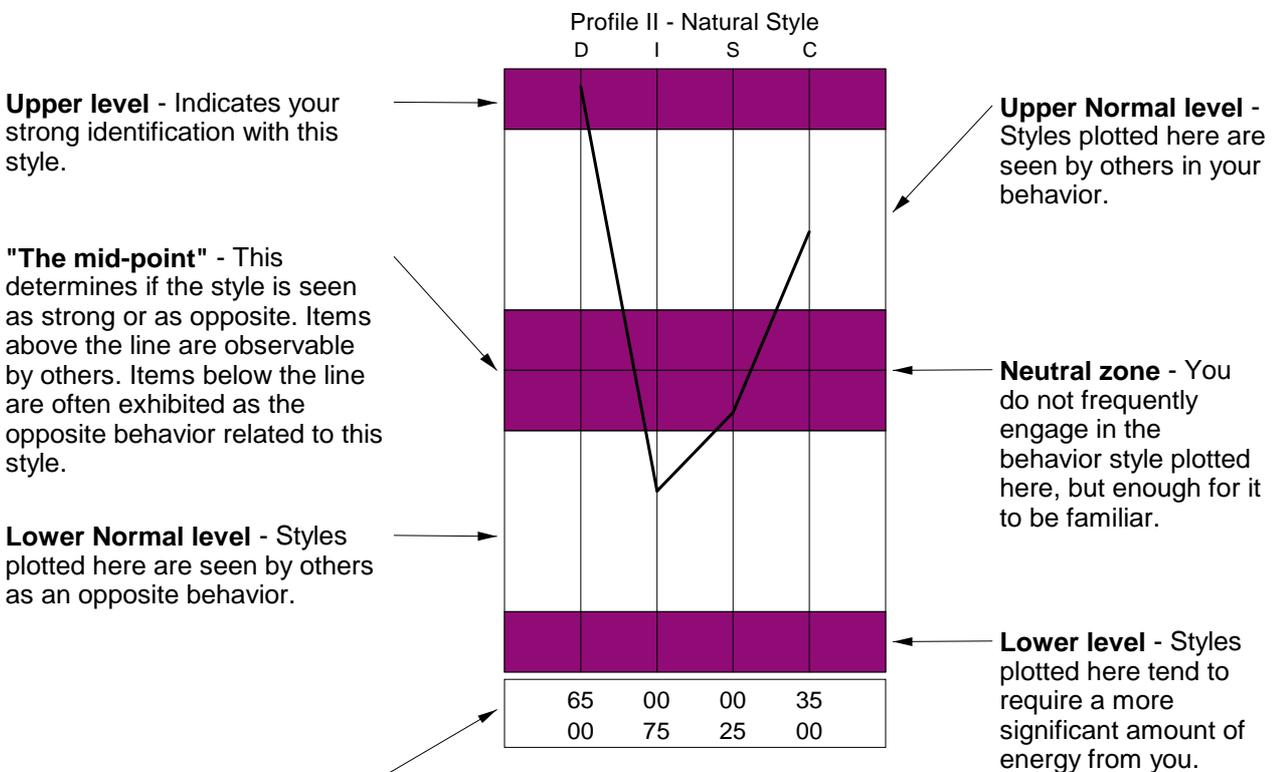
Understanding the Profiles

The Profiles are visual presentations of your style. They are based on your responses to the questionnaire. Essentially, your responses have been tabulated by your "most" and "least" selections into a frequency distribution by each of the D, I, S and C behavioral styles. Emphasis is on frequency - there are no right or wrong answers.

The interpretation of both the Profiles and the Diamond require some training. To interpret the results without an understanding of how to read the information is not recommended because of possible misinterpretations.

Profile I - Your adjusted style. How you believe you must adjust your style to meet the demands of your present environment.

Profile II - Your natural style. This is a style that remains fairly stable, but not rigid, over your lifetime. It is the style that is the most comfortable for you.



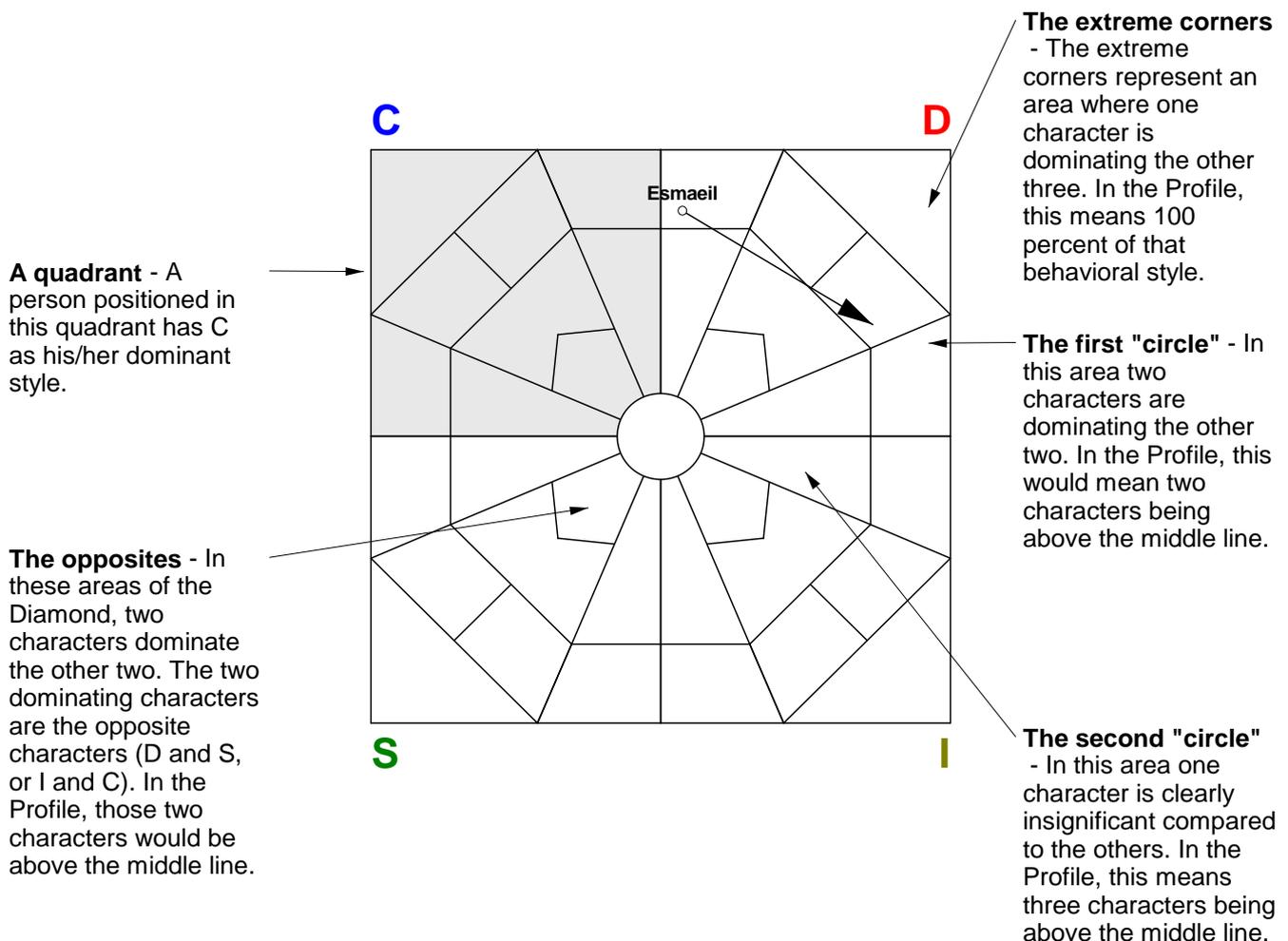
Percentages - Top row indicates the percentage distribution (out of 100 percent) of your strongest styles. Bottom row indicates the percentage distribution (out of 100 percent) of your less comfortable styles.



Understanding the Diamond

The Extended DISC® Diamond visually shows what behavioral styles are the most comfortable to you and what styles require the most energy from you. The Diamond is divided into 160 areas (40 in each quadrant), each illustrating a different combination of the four main behavioral traits.

The deepest shade on the Diamond shows the location of your natural style. Determine in what quadrant it is placed. This is your most natural and comfortable behavioral style (D, I, S or C). The shadings demonstrate the behavioral styles that are quite comfortable for you. The white areas illustrate the areas on the Diamond that will require the most energy, effort and concentration from you. The farther from your deepest shade you move, the more energy is required.



Narrative Description

This page is a description of how others typically see individuals with your style. Read the text as such and use it to develop an overall picture of your style. In evaluating specific sentences, it is important to consider your conscious ability to adapt behavior.

In other words, while the text describes the typical behavior for individuals with your style, you certainly can modify your behavior to fit the needs of a particular situation or individual(s). Also, you may have already addressed the development areas by learning new skills.

If you find a statement that you believe does not accurately describe you, ask others for their feedback before you dismiss it. This may be a great opportunity for you to further improve your performance.

Identify the main items that you believe would have a positive impact on your performance if you were to consciously modify your behavior. You may want to get some input from others (peers, supervisor, coach, etc.) when selecting these items.

Worksheet

Identify what you believe to be your greatest strengths. How are you using them in your current position?

Should you adjust your style to improve your performance? If yes, how?

Are there statements that you do not think describe you?

Is this something you have learned to do or to avoid?

Why do you think you may not see this in your behavior?

What about others? Can they see it in your behavior?

Motivators and Demotivators Page

This page highlights dimensions that are typical for the individuals like you. Be sure that you do not focus too much on the bottom halves of the Motivators pages - many people do. Make sure you are taking advantage of the strengths of your style.

Motivators = You tend to like and feel comfortable with these items. Are you taking advantage of comfort areas?
Situations that Reduce Motivation = You tend not to like these items as much.

Note! This is not a "can - cannot do" scale. In other words, it does not mean that you cannot excel in the items on the bottom halves of these pages. It simply indicates that these areas typically require more energy and concentration for individuals with your style.

Select one to three items that you believe will have a positive impact on your performance if you were to consciously modify your behavior. Ask for input from others.

Worksheet

Identify two *Motivators* that are being fulfilled in your current position:

How can you increase their effect on your performance? Be specific.

Identify two *Situations that Reduce Motivation* that create the greatest challenges in your current position:

How can you decrease their effect on your performance? Be specific.

Strengths and Reactions to Pressure

This page highlights dimensions that are typical for the individuals like you. Be sure that you do not focus too much on the bottom halves of the Motivators pages - many people do. Make sure you are taking advantage of the strengths of your style.

Strengths = These items require less energy from you.

Reactions to Pressure Situations = These items require more energy from you. Some of the items relate to you using your strength so much that it becomes a weakness.

Note! This is not a "can - cannot do" scale. In other words, it does not mean that you cannot excel in the items on the bottom halves of these pages. It simply indicates that these areas typically require more energy and concentration for individuals with your style.

Select one to three items that you believe will have a positive impact on your performance if you were to consciously modify your behavior. Ask for input from others.

Worksheet

Identify two *Strengths* that you can capitalize upon in your current position:

How can you maximize the impact of your Strengths? Be specific.

Identify two *Reactions to Pressure Situations* that you can work on that will have the greatest impact on your performance in your current position:

How can you develop in these areas to improve your performance? Be specific.

Behavioral Competencies

This page uses a 1-10 point scale, from "Not Natural to Your Style to Natural to Your Style".

Natural to Your Style - most on the right. These items require less energy from you.

Not Natural to Your Style - most on the left. These items require more energy from you.

The rectangles in the bar graphs indicate how natural a particular behavioral dimension is to your style.

The arrows (Optional – your report may not include the arrows) indicate how you perceive you want or need to adjust your style to perform even better in your existing environment. An arrow toward the right indicates that you perceive a need to increase the behavioral dimension. An arrow toward the left indicates that you perceive a need to decrease the behavioral dimension.

Note! This is not a "can - cannot do" scale. In other words, when one of your dimensions is on the left side of the scale, it does not mean that you cannot do very well in that area. In fact, you might excel in that area. The results simply indicate that you must spend more conscious effort, concentration and energy with that particular behavioral aspect.

Select one to three items that you believe will have a positive impact on your performance if you were to consciously modify your behavior. Ask for input from others.

The Behavioral Competencies - Narrative highlights eight items to assist you in performing even better. The first four items do not require much energy from you to perform well. For this reason, be careful that you do not over-emphasize these strengths too much as they may become weaknesses. Carefully consider, and periodically review, how you could benefit from the suggestions relating to each of these four items.

The last four items require a lot of energy from you. Consider if you could improve your performance by consciously adjusting these behavioral dimensions with the help of the provided suggestions.

Worksheet

Job Environment:

Identify two areas that are comfortable for you in your current position:

Identify two areas that are less comfortable for you in your current position:

Based on the above, how can you adjust your style to improve your performance?

Worksheet - Behavioral Competencies Page

Decision-Making:

Identify an aspect of your decision-making style that is the most comfortable for you. What impact does it have in your current position?

Identify an aspect of your decision-making style that is the least comfortable for you. What impact does it have in your current position? What can you do to improve?

Communication:

Identify an aspect of your communication style that is the most comfortable for you. What impact does it have in your current position? How can you capitalize on it more effectively?

Identify an aspect of your communication style that is the least comfortable for you. What impact does it have in your current position? What can you do to improve?

Is Motivated By:

Identify your greatest and lowest motivator from the five motivation factors.

How can you capitalize on your greatest motivator?

Do your current responsibilities require behaviors that relate to your lowest motivator? How can you reduce its impact and/or adjust your style accordingly?

Sales Competencies Page

Interpret Sales Competencies Page just like the Behavioral Competencies Page. The page also uses 1-10 point scales, from "Not Natural to Your Style to Natural to Your Style".

Natural to Your Style - most on the right. These items require less energy from you.

Not Natural to Your Style - most on the left. These items require more energy from you.

The rectangles in the bar graphs indicate how natural a particular sales behavioral dimension is to your style.

The arrows (Optional – your report may not include the arrows) indicate how you perceive you want or need to adjust your style to perform even better in your existing environment. An arrow toward the right indicates that you perceive a need to increase the behavioral dimension. An arrow toward the left indicates that you perceive a need to decrease the behavioral dimension.

Note! This is not a "can - cannot do" scale. In other words, when one of your dimensions is on the left side of the scale, it does not mean that you cannot do very well in that area. In fact, you might excel in that area. The results simply indicate that you must spend more conscious effort, concentration and energy with that particular behavioral aspect.

When using the additional pages, select one to three items that you believe will have a positive impact on your performance if you were to consciously modify your behavior. Ask for input from others.

The Narrative page highlights eight items to assist you in performing even better as a salesperson. The first four items do not require much energy from you to perform well. For this reason, be careful that you do not over-emphasize these sales strengths too much as they may become weaknesses. Carefully consider, and periodically review, how you could benefit from the suggestions relating to each of these four items.

The last four items require a lot of energy from you. Consider if you could improve your sales performance by consciously adjusting these behavioral dimensions with the help of the provided suggestions.

Worksheet – Sales Competencies Page

Identify three Sales Competencies you believe are the most critical in your current sales position:

Why are these three the most important? Be specific.

How natural, or not natural, are you with these three Sales Competencies?

Based on the above, how can you adjust your sales style to improve your performance?

Based on the above analysis, what will you start doing now?

Based on the above analysis, what will you stop doing now?

Additional Assessments

Your Extended DISC® Sales Assessment focuses on your sales behaviors. Extended DISC offers several other individual assessments. Among the most popular are:

- Extended DISC® Leadership Assessment
- Extended DISC® Customer Service Assessment
- Extended DISC® Entrepreneurial Assessment
- Extended DISC® Management Assessment
- Extended DISC® Team Member Assessment
- Extended DISC® Information Technology Assessment
- Extended DISC® Project Assessment
- Extended DISC® Administrative Assessment
- Extended DISC® Training Assessment

Other popular assessments include:

- Extended DISC® Work Pair Analysis
- Extended DISC® Team Analysis
- Extended DISC® Organizational Analysis

Improving Your Sales:

There is no one sales best style. Each style has advantages and disadvantages. Depending on your style, below are some of the most important things you could do to improve your performance.

D-style:

Slow down, be more patient.
Do not jump to conclusions or snap decisions.
Listen to others more.
Be more aware of how you impact others.
Do not overreact.

I-style:

Talk less, listen more.
Do not react emotionally.
Do not over promise.
Focus more on details.
Follow-up.

S-style:

Be more assertive and aggressive.
Speak out.
Act now, think less.
Keep your emotions under control.
Do not be afraid of change and new things.

C-style:

Talk more.
Decide and take action faster.
Do not be afraid to make mistakes.
Do not lose the big picture.
Accept ambiguity.

How to Identify Others' Styles:

Once you know what your style is, you need to know the other person's style in order to make the appropriate adjustments in your style. Below you will find a helpful checklist.

D-style:

- Often appears to be in a hurry.
- Is direct, says what he/she thinks.
- May be blunt.
- States own opinions as facts.
- Interrupts others.
- May talk to many people at the same time.
- "What's the bottom line?"
- Is aggressive.
- Is demanding.
- "How does this benefit ME?"
- Very impatient.
- Becomes irritated easily.

I-style:

- Is open and friendly.
- Talks a lot.
- Gets easily excited.
- Is animated.
- Talks about people he/she knows.
- Does not focus much on details.
- Does not listen for long.
- Does not pay close attention.
- May ask same questions several times.
- Jumps from subject to subject.
- Stays away from hard facts.

S-style:

- Appears calm.
- Does not get easily excited.
- Listens carefully.
- Nods and goes along.
- Is easy-going.
- Asks questions and inquires about the specifics.
- Seems to have strong opinions but does not express them vocally.
- Appears thoughtful.
- Completely new ideas/things seem to make him/her uncomfortable.

C-style:

- Appears reserved and somewhat timid.
- Is quiet.
- Focuses on details.
- Asks many questions.
- Studies specifications and other information carefully.
- Proceeds cautiously.
- Does not easily express disagreeing views.
- May have done homework on the topic.
- May be very critical; criticism based on facts, not opinions.

Communication Considerations:

Effective communication is critical in all types of interactions. Below you will find a helpful checklist to assist you in improving your effectiveness with the different styles.

When communicating with D-styles:

- Be direct and specific.
- Provide alternatives.
- Ensure he/she "wins".
- Disagree only on facts.
- Enjoy the battle.
- Do not be emotional.
- Do not dominate.
- Act quickly, he/she decides fast.

When communicating with I-styles:

- Be a friend, do not ignore.
- Schedule time for chatting.
- Have fun and act silly.
- Let him/her speak.
- Give recognition.
- Speak about people and feelings.
- Remember to follow up.
- Move closer.

When communicating with S-styles:

- Slow down your presentation.
- Build trust.
- Focus on people.
- Provide the information he/she needs.
- Present issues logically.
- Secure commitment piece by piece.
- Be sincere, do not dominate.

When communicating with C-styles:

- Provide facts.
- Do not touch.
- Be patient, slow down.
- Give plenty of detailed information.
- Control your own activity.
- Do not talk about personal issues.
- Do not pressure.
- Focus on issues.

Dos and Don'ts with the Styles:

Below is a checklist of what to do and what not to do with the different styles:

D-style:

Do:

- Be direct.
- Provide alternatives.
- Ensure he/she "wins".
- Give immediate feedback.
- Concentrate on subject.
- Act quickly.
- Let him/her speak and listen.
- Focus on issues.
- Show interest.
- Provide direct answers.

Don't:

- Go into all the details.
- Provide too much information.
- Try to control the situation.
- Talk too much.
- Lose focus.
- Slow down.
- Take issues personally.

I-style:

Do:

- Maintain positive atmosphere.
- Help to achieve popularity and recognition.
- Allow to express him/herself.
- Take time to chat and talk.
- Be more expressive.
- Be more enthusiastic.
- Focus on the big picture.
- Focus on the people aspects.
- Get involved in the process.

Don't:

- Talk about too many details.
- Fail to socialize.
- Bring up negative issues.
- Fail to have fun.
- Set restrictions.
- Be too practical.
- Be pessimistic.



Dos and Don'ts with the Styles:

Below is a checklist of what to do and what not to do with the different styles:

S-style:

Do:

Proceed in logical order.
Ask specific questions to find out true needs.
Provide support.
Provide precedents to reduce uncertainty.
Remember fairness and justice.

Don't:

Forget your promises.
Make unexpected changes.
Be unreliable.
Forget to provide enough information.
Move too fast.
Be impatient.

C-style:

Do:

Listen carefully.
Answer questions calmly and carefully.
Be thorough; remember to include all relevant information.
Slow down your presentation.
Utilize written supporting materials.
Find out what the key issues are and focus on them.

Don't:

Move too fast.
Spend too much time with small talk.
Move too close.
Lose patience in providing all the requested information.
Expect decisions right away.

Extended DISC Sales Assessment

Situational Questions

Person analyzed

Khaksari, Esmaeil

Organization

Innography

Date

14.01.2013

Questions relating to the person's expressed emotions:

He does not feel any significant need to slow down or give up his goals. He believes that he will find the challenges he wants in his current surroundings.

Describe an incident when you felt like you exceeded your level of authority?

Presently he aims at being more extroverted, open and bolder in expressing himself than his natural style is. He may not be able to do his work as peacefully as he would like to.

What diminishes your concentration toward your work?

This kind of a person appreciates independence, freedom, moving and change. He does not like routines or bureaucracy. Current surroundings seem to give him a possibility to be free of their distracting effect.

How do you recognize that tasks have become routine?

For some reason he feels that he should be a lot tougher, more direct, active, independent and spontaneous than he naturally is. The situation may cause pressure.

In your opinion, what kind of things demand courage in your job?

Questions relating to the job

You aim for perfection. Do you have a tendency to teach others as well?

You are happy to work alone. May others in the team find it difficult to approach you?

You set goals for yourself. Tell about an incident when you reached your goal.

You demand a lot of yourself. How do you relax and what are your weaknesses?

You do not trust people who are not profound. Will a customer notice that you do not trust his/her abilities?