



Introduction to This Behavioural Assessment

The General Profile Report (GPR) is based on the well-known, tried and tested DISC psychometric theory, used by thousands of organisations round the world. The assessment is a personality assessment tool based on the DISC personality theory of psychologist William Marston. Marston's theory centres around four different personality traits: Dominance, Inducement, Submission, and Compliance. This theory was then developed into a personality assessment tool (personality profile test) by industrial psychologist Walter Vernon Clarke (July 26, 1905 - Jan. 1, 1978). The version used today was developed from the original assessment by John Geier, who simplified the test for better, more concise results. DISC assessment is used in many fields to gauge things like work habits, management potential, conflict resolution, and leadership style,

The Natural Profile Character Traits are displayed using the Sten scoring system. Scores in the range of 4, 5, 6 and 7 are considered to be in the average range. Higher and lower scores suggest stronger and weaker traits.

Disclaimer

The results in this report are based on the DISC profiling concept.

The questionnaire is a self-report tool and therefore the results reflect the individual's self-perception. Our extensive research has shown this to be a good indicator of how people are likely to behave in their role. The Fixed Price Recruitment Company has undergone significant diversity testing to try to ensure that the results are a fair representation across gender, racial, ethnic and cultural groups. We do not recommend this report is used in isolation to hire, dismiss, develop, or significantly change an employee working environment.

Primary Characteristics Summary

The Primary Characteristics are derived from the highest and lowest factors in the “Natural” profile graph. These represent a scoring validation based on a consistent choice of answers throughout the assessment.

This candidate has very good people skills. Their naturally friendly and positive character means they will establish rapport and trust quite quickly. Persuasive and relatively confident in style, they find it easy to communicate their ideas in a meeting and bring it to a conclusion. This candidate is likely to be alert and active, always searching for new opportunities. Their self-motivation is usually quite good if working in a positive environment. They find it easy to influence the decisions of others but may be tested if against a very dominant and assertive person. This candidate is always alert, mobile and naturally a good communicator.

Generally, quite accommodating and mild mannered, they may also be seen by others as quite modest. May have high expectations of others, which could result in them feeling the job will be done better if they do it themselves.

How this person may appear:

- Very enthusiastic and friendly
- Positive and verbal, tells stories and anecdotes
- Could appear superficial and impulsive
- Very friendly handshake – pump or hold
- Office may well be untidy and disorganised. May have pictures of self or awards for performance
- Well dressed, stylish, fashionable, gimmicks, executive toys, the latest electronic gadget
- Will talk with their hands, very tactile
- May delay a decision, prefers to persuade or coach rather than confront, or demand

Key Motivators:

They seek and enjoy public praise and recognition, particularly amongst their peer group

Basic Fears:

This candidate is a people person and team player. They do not like rejection, particularly by those close to them.

Natural Profile Character Traits:

The “Natural” profile report presents a view of the person’s core character traits and how they are most likely to behave. Matching a job role to these traits means a person is operating in a working environment that feels natural to them. This generates less stress and dramatically increases the likelihood of success.

Drive	1	2	3	4	5	6	7	8	9	10
• Ambitious and work focussed					■					
• Likely to take control and assert in a leadership role					■					
• Needs to achieve and be highly successful					■					
• Self-motivated, in challenging situation					■					
• Highly Competitive					■					

Communication	1	2	3	4	5	6	7	8	9	10
• Approachable and outgoing										■
• Good at establishing relationships										■
• Natural influential and persuasive style										■
• Positive and optimistic attitude										■
• Good communicator to individuals and teams										■

Support	1	2	3	4	5	6	7	8	9	10
• Compassionate and attentive to others needs				■						
• Amiable, good listener				■						
• Shows Empathy, sympathy and concern to others				■						

Pace	1	2	3	4	5	6	7	8	9	10
• Can be quite restless at times										■
• Prefers a high paced work environment										■
• Has a high activity levels										■
• Ability to cope with change										■

Travel and Working Away	1	2	3	4	5	6	7	8	9	10
• Happy with regular work travel										■
• Able to cope with long periods away										■

Attention to Detail	1	2	3	4	5	6	7	8	9	10
• Suited to technical/complex environment							■			
• Systematic, precise, analytical approach							■			
• Accuracy in detailed tasks							■			
• likes structure and process							■			

Independence	1	2	3	4	5	6	7	8	9	10
• A firm, Independent style					■					
• Ability to work autonomously					■					
• Opinionated and strong-willed					■					

Communication Suggestions for Manager and Colleagues:

- Get them to talk about opinions, ideas and dreams
 - Try to develop mutually stimulating ideas together
 - Try not to argue, instead explore alternative solution you can both share with enthusiasm
 - Summarise in writing what you both agree upon
 - Be entertaining and fast moving
 - They are positively affected if you use testimonials from important people or companies with which they can relate
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Management Style:

They will tend to have a friendly and motivational style of management, which could prove stressful in a demanding environment. It is possible they may find it difficult to lead a team of strong individuals as their natural desire is to persuade rather than direct. This could change if it is a technical product or service, in which case confidence will increase.

They will tend to appear very active and eager in their management style. It could come across as being quite restless and impetuous at times. It is likely they may make others feel they need to work at their high pace.

Homeworking Character Traits:

Communication and interaction are at the core of this person's profile. They will tend to suffer loneliness very quickly and could become depressed if not kept motivated. Homeworking could become challenging and demotivating after a relatively short period of time.

Suggestions to manage and support this person when working from home

- This is a very positive, enthusiastic and friendly group and will feel the isolation of homeworking more than all other groups.
- They are likely to appear the most enthusiastic of all the groups in the idea of transferring to homeworking, but the lack of team interaction will soon take its toll.
- Being very gregarious and tactile by nature, they are likely to leave their work and gravitate towards others in the house.
- Regular daily contact is essential with this group, not only by the company, but also by work colleagues and those in their team. Constant interaction is absolutely key.
- In communication with them, try not to argue or be negative, instead explore alternative positive solutions. Their greatest fear is rejection, which will be heightened when working on their own.
- Video conferencing should be used for communication with work and colleagues when possible.
- Summarise conversations in writing with what you both agree upon.

Graph Meaning

Modified – This shows the person’s current behavioural traits in their working environment. Therefore, the following changes between the Modified and Natural graphs are an indication that the person is currently modifying their behaviour and should be investigated.

“D” = possible change in assertiveness. Lower = less, higher = more.

“I” = possible change in communication style. Lower = less outgoing, higher = more.

“S” = possible changes in pace. Significant changes here can also indicate stress.

“C” = possible changes in attention to detail. Lower = less, higher = more.

Core – how the person reacts under pressure

