



DISC Fundamental



REPORT

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TEST REPORT

DISC Fundamental is a tool to study a person's interpersonal style, including individual behaviour and communication. Different styles mean different needs, motivators and inclinations whose recognition and satisfaction is the essence of effective communication and cooperation between people. The questionnaire distinguishes 75 individual types resulting from a combination of four basic types.



Every human being has qualities of all interpersonal types. As a rule, the characteristics of one or two types dominate in a given person, making him or her act in this way not another, communicating with others in a certain way and adapting to situations or people, also individually.

Four different interpersonal types build relationships in different ways and communicate differently with the world around them. Knowledge of your interpersonal type will help you to develop by learning about your strengths and weaknesses. It will be supportive in improving your interpersonal relationships by matching up your communication style and reflecting your behaviour in both private and professional life in a better way.

Remember that there is no single perfect type.

Everyone has advantages and disadvantages - everyone has areas to be proud of and to improve. In this report you have the opportunity to look at the main types in terms of their strengths and weaknesses, their motivators and demotivators of taking action or the way they speak or listen.

The report you hold in your hand presents your typical ways of behaving, feeling, thinking and communicating with others in different life situations.

The results are accompanied by recommendations for conscious and effective communication with others and conscious management of your behaviour in various social situations.

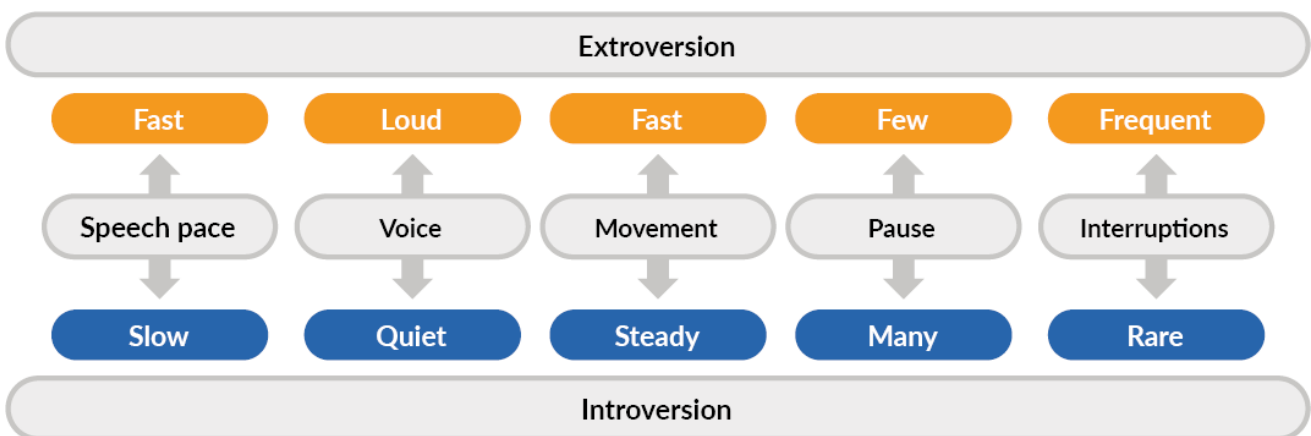
MAIN INTERPERSONAL TYPES

GENERAL CHARACTERISTICS

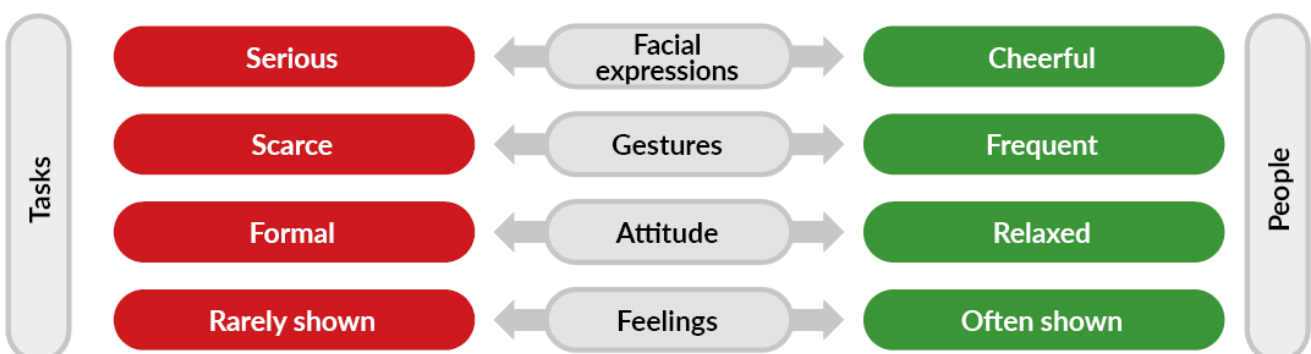
The identification of the main interpersonal types is the result of the analysis of two basic categories which differentiate people:

1. Direction of energy expenditure
2. Dominating orientation of the mental process

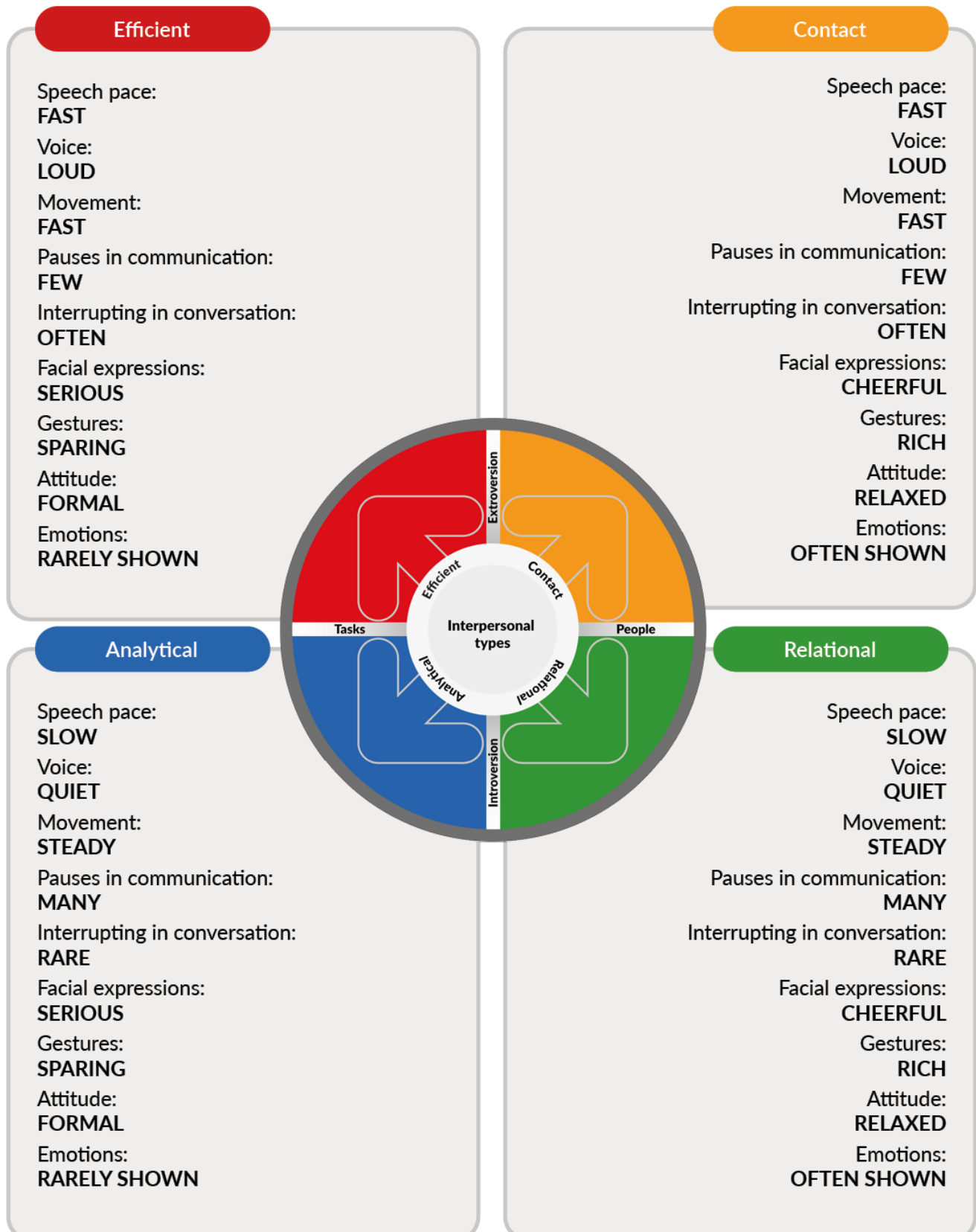
Taking into account the direction of energy expenditure, we distinguish extroversion and introversion.



Taking into account the dominant orientation of the thought process, however, we distinguish between the relationship-building and task-accomplishment orientations.



These two categories designate four main interpersonal types, which are:



Persons who are representatives of the Efficient and Contact types, as well as of the combined type, EfficientContact, are typical Extraverts. Persons who are representatives of the Analytical and Relational types as well as the combined type, Analytical-Relational, are typical Introverts, while those who are representatives of the combined types, Relational - Contact or Efficient-Analytical, are Ambiverts.



Extroverts are persons who need contact with other people. Staying in a bigger company gives them. They are open, energetic and optimistic about life. They stand out for their vividness. Thanks to their go-getting nature and charisma they usually dominate in the group. Their life is full of events which they are happy to talk about. They often act on impulse, they speak before they think, which they sometimes regret later.



Introverts are persons who appreciate peace and moments of solitude. They avoid places which are noisy and loud. They are reflective and their decisions are preceded by an analysis. They are rather quiet and shy, they talk less and listen more. They need peace around them in order to concentrate and do the job well. As a rule, they do not like to play first fiddle. They avoid situations in which the attention of others is to be focused on them. Introverts take care of their privacy and they rather talk very little about themselves.



Ambiverts are persons who combine the typical characteristics of a muted and reflective introvert with those of an open and agitated Extrovert. The strength of these traits is smaller in an Ambivert, so a typical Ambivert is neither extremely euphoric nor detached. This gives them exceptional communication skills. They can naturally adapt in communication and build a relationship with both loud and go-getting as well as with quiet and withdrawn people.

INTERPERSONAL TYPE

EFFICIENT

The Efficient Type persons are very fast and dynamic. This is also what they expect from the people around them. In their efficiencies they are focused on tasks which are clearly defined in time. Their main goal is to quickly move on to key issues and resolve them.

They feel very good after the decision has been made, and even better after the task has been completed.

In their decisions and efficiencies they demonstrate great confidence and decisiveness. They make decisions rationally and quickly, and they move to efficient just as quickly. They can be counted on in situations when none of the options is perfect, as they live according to the principle „a bad decision is better than no decision at all“.

The Efficient Type persons are very demanding. They radiate great energy and easily take command in efficiencies, projects or tasks.

They are leader types who know what to do. Sometimes they are authoritarian - then they can lose contact with people in the team.

They are very assertive - they can take care of their rights, privileges and awards.

They communicate clearly and directly with others, naming their needs and expectations in a straightforward way.

They can be perceived as arrogant or too self-confident. However, they know what they are striving for and they are doing it at a fast pace.

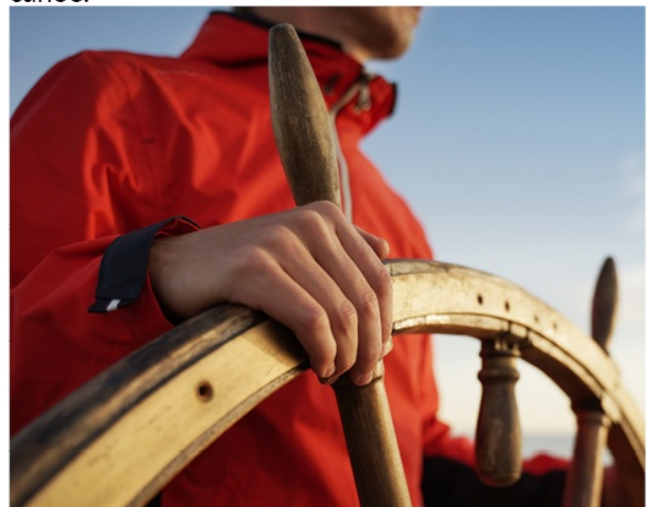
Enthusiasm, energy of efficient and a strong will cause that the Efficient Type persons are perceived as go-getters who take matters into their own hands and achieve their goals.

Their dynamism impresses others, but sometimes their ruling nature can estrange them from the people around them.

The Efficient Type persons have a strong inner motivation to act. They are goal-oriented, not distracted by trivialities and are not held back by obstacles - they even treat them as challenges.

The Efficient Type persons have a fairly formal and official style of behaviour. They are less likely to have a smile on their faces, and are more likely to look serious. During a conversation with others they maintain eye contact and expect the same from their interlocutors. In communication with others, they focus on facts and details, they do not accept bloviating, they become quickly impatient and are opinion-forming. Their voice is loud and firm. In their answers they are quick and concrete.

They value time and the freedom of choice above anything else. That is why they use their time to study and work to the maximum, sometimes considering rest as unnecessary. The freedom of choice gives them energy. The Efficient Type persons need to control their life, they need to paddle their own canoe.



INTERPERSONAL TYPE

ANALYTICAL

Persons of the Analytical Type are task-oriented and focus on the involved details. They are excellent analysts considering all possible options with a focus on possible threats. They take a calm, analytical and critical approach to decisions.

When deciding, they see an infinite amount of data for analysis. Each option has advantages and disadvantages and additionally positive and negative advantages as well as positive and negative disadvantages.

They are often perfectionists, who find it difficult to complete their research, make a final decision and move on to efficient. Prior to starting their work, they create a plan and run a thorough analysis. They show great consistency in pursuing a goal. They are precise, accurate, systematic and logical. They work slowly but precisely, according to the schedule. They are sometimes perceived as formalists, but impartial. They can be distanced and objective, without involving their own emotions to judge the situation.

They don't like changes, and certainly not those they don't understand. They are the type of people for whom logic is very important, so they look for it everywhere and in everything they come into contact with. They are not interested in illogical things. As typical scientific minds, they like rational things, they make decisions based on facts, not intuition or emotions.

They appreciate their inner world, their own reflections and thoughts. They do not need a crowd to be around - it virtually takes away their energy. They are rather distanced in his relations with others.

In communication they are concrete and accurate, and at the same time very detailed. They require logic and focus on rational premises and facts. In speaking they are rather slow, in attitude they are static and formal. In life they value safety and stability. In their efficiency they like order, discipline and clear rules. They get lost in chaos. They can control their emotions by themselves and require this in contact with others. They rather rest alone - they „recharge their batteries“.

They appreciate factual knowledge in others and seek out knowledge authorities. They also appreciate factual criticism. In their assessments they are accurate, systematic, diplomatic and analytical. Other people describe them as pedantic, inflexible, cynical and conservative.

Their formal style can also be seen in their behaviour and even in their outfit. There is rarely a smile on the face of an analytical type, more often it looks serious. Their facial expression is not very lively and their gestures are sparing. They do not like to maintain eye contact, nor do they require this from their interlocutors. They are balanced and quiet when speaking. They weigh their words as every word has a meaning. Their statements are governed by order and logic. They use frequent pauses, they do not answer immediately - they need time to think and prepare their answers. In a conversation they ask very specific and detailed questions. They are not interested in general facts, but in all the details. They are tactful but distant in their behaviour, they prefer formal rather than casual outfit.



INTERPERSONAL TYPE

RELATIONAL

Relational type persons place importance on the relationships with other people. They are always helpful and cooperative. They are empathic, able and willing to listen to others. In life they value safety, silence and a few proven friends.

They are extremely tolerant - they accept almost everyone, but also expect the same from others. They do not like judging. They offer emotional support to others - they are able to listen, understand and comfort. Because of their focus on other people, they sometimes give up their own needs for the benefit of others. They should think about themselves more often.

They are quiet and reflective types. Their inner world is for them a source of energy and a safe zone, which they often enter. They happen to be seen by others as nice, sensitive, empathic and rather shy.

Above all, they like peace. Pressure blocks them. They don't like to be suddenly called up for answers, they don't need to be highlighted in the forum either.

They react extremely badly to aggression and even hostility from the other side. They can treat raised voice as an attack on themselves.

Masters of the background - they don't like to be in the centre of attention or play first fiddle, however, they feel great as team members. They care about the good atmosphere in the group they join. They are experts in conflict resolution and in building positive relations.

When making decisions, they switch on emotional aspects. Therefore decisions about people become problematic and they go through them slowly and carefully.

In their assessment they are loyal, able to work in a team and reliable. They are sometimes perceived by others as amenable, submissive and even exploitable.

He often have a smile on their faces. In communication they are focused on listening, rather quiet and compassionate.

When talking to others, they usually avoid eye contact, the whole body is calm - there are no excessive gestures. There is composure on their faces.

Reflectiveness can also be seen in the pace of speaking which is rather slow. The opinions they express are well-thought-out. They use frequent pauses in their statements and speak rather quietly. In their behaviour they are rather informal, flexible and adapted to others.



INTERPERSONAL TYPE

CONTACT

Persons of the Contact Type are energetic, enthusiastic and optimistic about life. In their decisions and efficiencies they pay attention to people who have an important place in their hierarchy.

They are emotional and emotions can be seen in the whole body. You can read everything from their faces like from an open book.

They are the type you can see and hear - they like to stand out and they are often called the „Stars“. They are colorful and expressive. They like to be in the centre of attention, eager to be praised, preferably in public.

Their optimism and sociability make people cling to them. They have a sense of humour and create a light, pleasant atmosphere. They like to act and work in teams. Loneliness is rather difficult for them and may cause loss of form. The Contact Type persons draw energy from their relationships with others and lose it when they are alone. They are perceived as enthusiastic, cheerful, visionary and sociable people. They make friends easily and are often the life and soul of the party.

They are a multithreaded and multi-tasking type - they do not like boredom, stagnation and repetitiveness. While looking for new challenges, they make „something“ happen. They read several books at the same time, they are passionate about many tasks, sometimes completely divergent. They get a „bird's eye view“ of things. Engaging in many tasks, they are able to make a synthesis, find a non-standard solution combining facts from different areas. However, being in many tasks at once it is difficult to be deeply involved in each single one. So by nature, people of this type do not like details, they are more visionary than meticulous. They are also inconsistent and waste their time because of short-lived energy.

In communication, they like speed and a focus on concrete things but embellished with digressions. They are fast in thinking, speaking and acting. They make decisions quickly, often impulsively and intuitively. They do not always listen. They ask

questions, but they happen to have them answered by themselves. This is often an expression of their lack of patience.

In their own eyes, they are full of ideas, spontaneous and emotional. They are sometimes perceived by others as scatter-minded and unreliable. In their own opinion, they are talkative but in the eyes of others they happen to be indiscreet. They often say something they regret later. Unfortunately, reflection often comes after the efficient.

Nonverbal speech of the Contact type people also shows their approach to life. They often have a smile on their face and have lively facial expressions and gestures. When they share a story with others, they need a lot of space. In interpersonal contacts, they shorten the distance and prefer informal style. In a conversation, they maintain eye contact and expect this from their interlocutors. They act, walk, speak and think fast. They rarely use pauses in their statements.

They are always eager to make sudden changes, always looking for an innovative solution and to get a way out of a situation. They are flexible, they do not like rigid rules and principles. They like to compete, but always have to win.

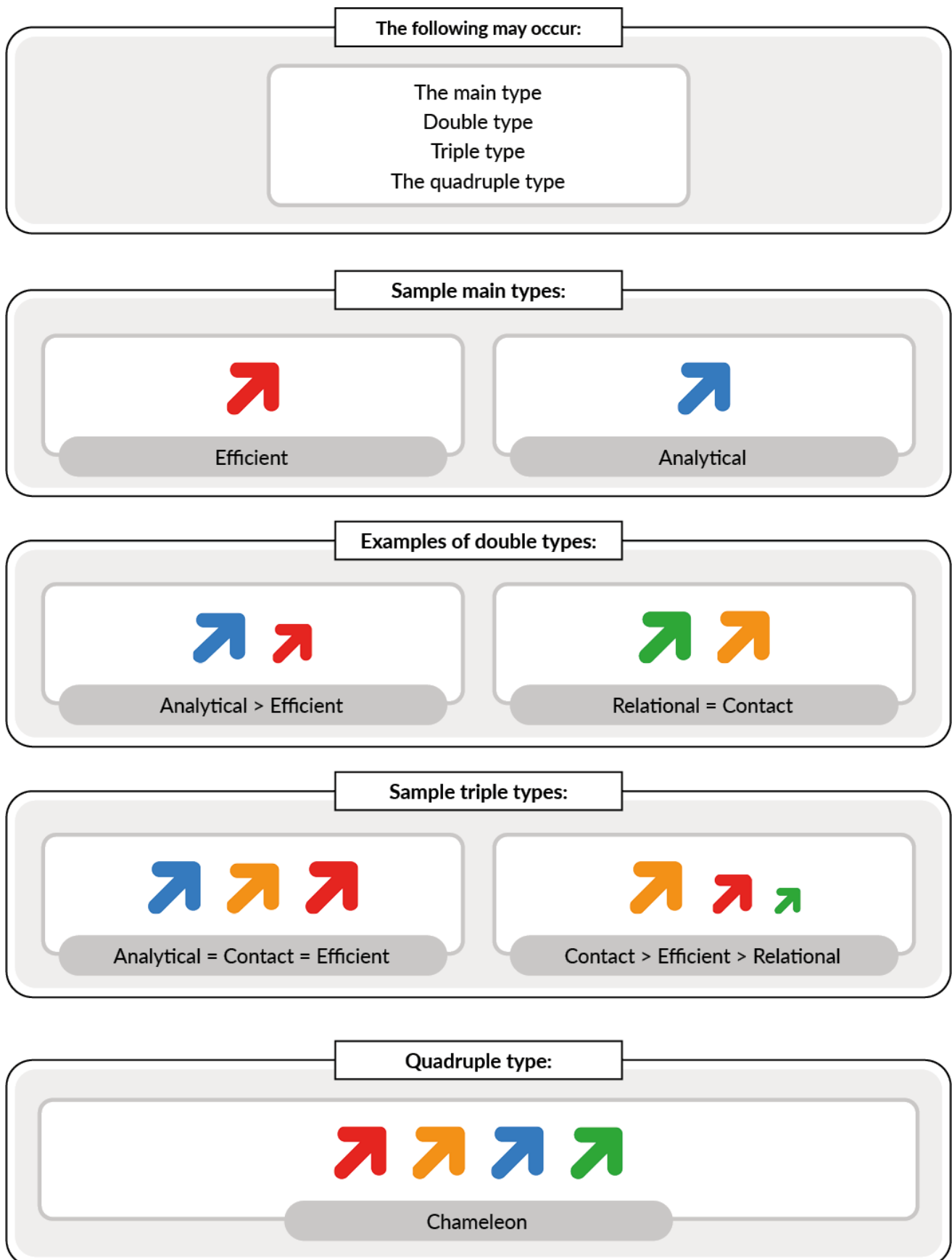


COMPARISON OF FOUR INTERPERSONAL TYPES

The four types differ in their approach to everyday life. They differ in their needs, their motivators, how they behave in a relationship and how they speak. Below you can compare all types in terms of different areas.

	Efficient	Contact	Analytical	Relational
Values	Result	Appreciation	Safety	Peace
Need	to decide for loyalty for achievements	for attention for approval attachment	for silence for accuracy for order	for acceptance for respect for harmony
Speciality	Control	Social life Inspiring	Technical matters	Support
Strength	Quick decisions Responsibility Energy Efficiency	Optimism Creativity Energy	Precision Details Consistency	Sensitivity Empathy Listening
Areas of improvement	Impatience Self-assertion Impulsivity	Inaccuracy Lack of conscientiousness Hastiness in decision making	Procrastination Resistance to change Sarcasm	Assertiveness Retreating into yourself
Motivators	Goals Effectiveness	Tight team Praise	Precisely delegated task Rules	Good atmosphere Tight team
Relation building	Self-centred	Energetic	Formal	Relational
Critical behaviour	Autocratic	Attacking	Avoiding	Submissive
Negotiation style	Tough Winning mindset	Flexible Winning mindset	Formal Based on details	Soft Win-Win
Speaking	Fast and loud	Fast and loud	Peaceful and quiet	Peaceful and quiet
Listening	Evaluating Often no active listening	Evaluating Often no active listening	Active Focused on details	Active Empathic
Messages	Prescriptive	Multithreaded	Detailed	Taking care of the interlocutor
Derailers	Arrogance	Fatasizing	Perfectionism	Lack of assertiveness
Relief	Getting out of trouble Starting a new project	New task Relaxation	Planning Analysing	Conflict resolution Relaxation

Your result can be one of four types or a compilation of them, depending on how strong your particular characteristics are.



INTERPERSONAL TYPE

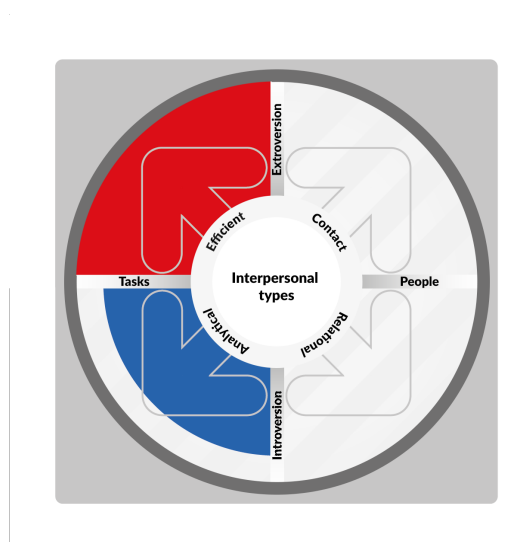


Your interpersonal type is a combination of two of the four main types.

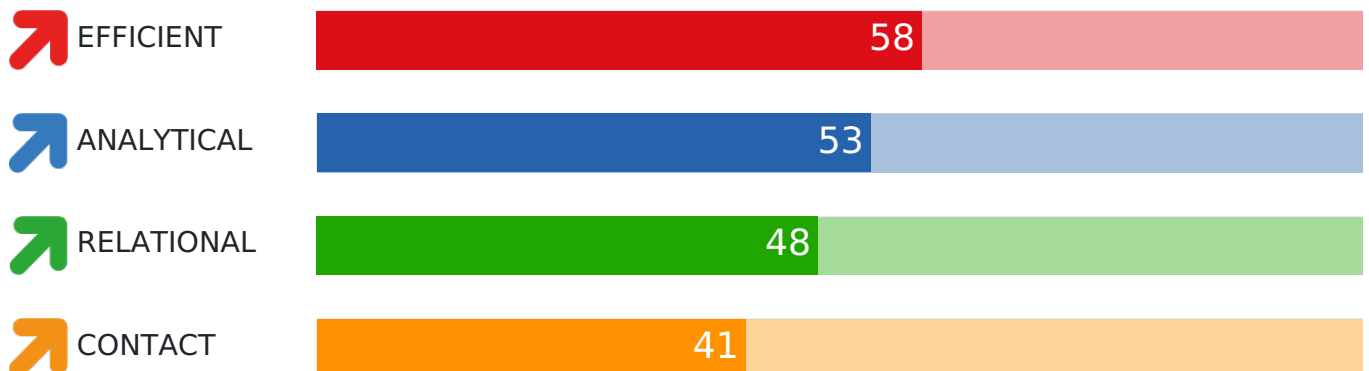


Your individual style of behaviour and communication is the result of obtaining the highest number of points for the Efficient Type and a little less, but equally important, for the Analytical Type. The Efficient - Analytical Type brings together people who are focused on clearly defined, measurable and precise goals.

YOUR DIAGRAM



YOUR RESULTS



What your type says about you

Above all, you are a person focused on goals and tasks that are clearly defined in time. Your main goal is to move on to key issues and solve them.

You are an ambivert who can adapt your energy level to the requirements of the environment. If you are among typical extroverts, you act like them and with similar energy you achieve your goals. If you are among introverts, you can calm down, slow down, and function like them. Whether you decide to act faster or slower depends on it. Your decisions to act faster or slower depends on that. Also decisions whether to analyse everything carefully and in detail or just follow the milestones.

However, regardless of the energy that accompanies you, you are a very demanding person both towards yourself and towards others. You have the knowledge and confidence to act, so you take command of the task.

You are both a strategist, focused on the future and the milestones needed to achieve your goals, and an analyst investigating possible risks.

You consider the remote opportunities and benefits, as well as all possible risks.

You usually make decisions quickly and always critically. Your actions are preceded by a plan. Sometimes it is general, sometimes very detailed. You are very consistent in pursuing your goals.

You are accurate, systematic and logical. You act according to the schedule. You are able to be an emotionless person and objectively assess the situation without involving your emotions.

You are the type for whom logic is very important, so you look for it wherever you are and in everything you come into contact with. You are not interested in illogical things. You like rational things, so you make decisions based on facts, not intuition or emotion.

You have a strong inner motivation to act. You are goal-oriented, you are not distracted by trivialities.

How you behave

You have a fairly formal and official style of behaviour. In your posture, gestures and voice you can be sure of what you are doing and the directions you heading towards. You are very firm in your decisions and actions. Sometimes you behave authoritatively. In such situations you may lose contact with people. You are an assertive person so you can easily take care of your points, privileges and rewards.

You value your inner world very much, your own reflections and thoughts. In relations with others you are a rather distant person.

In your actions you like order, discipline and clear rules. You get lost in chaos. You can control your emotions and that's also what you require in contacts with others.

Your formal style of behaviour can also be seen in your clothing. You value suits, uniforms and classic cuts more than loose clothing. You rarely get a smile on your face, more often than not, you are serious. Your facial expression is not very lively and your gestures are modest. Your posture is static and formal.

Your speed of everyday activity depends on the goals, tasks and requirements. Your behaviour is usually dynamic. You perform tasks quickly, you even walk fast. However, when it's needed, you act more calmly and more reflectively, which is mirrored in your posture, pace of walking or speaking.

How you communicate

In communication, you are a concrete, accurate person, sometimes detailed. You don't tolerate "waffling", you get impatient quickly. You require the interlocutor to be logical and focus on the goals and on the rational premises and facts.

In your speech you are a prescriptive, demanding and concrete person. In your statements there is order and logic and every word you say has a meaning.

You are an opinion-forming person. Your voice is firm and pretty audible. When you want, you answer right away. In a conversation you ask very specific and detailed questions. You are not interested in generalities, but details.

You communicate clearly and directly with others, naming your needs and expectations directly. Sometimes you can be perceived as arrogant. However, you know what you are striving for and you are doing it regardless of the obstacles.

Favourite words and phrases:

- Organisation
- Action
- Precision
- Quality
- Logic
- Accuracy
- Let's get down to business
- Let's review this again

Main features	Main motivators	Main predictors	Main demotivators
<ul style="list-style-type: none"> • Strategist • Organiser • Accuracy • Perfection • Precision 	<ul style="list-style-type: none"> • Leadership • Trust • Discretion 	<ul style="list-style-type: none"> • Action • Analysis • Objectives 	<ul style="list-style-type: none"> • No control • No sense of security • Life without purpose

Your strengths

The following are your strengths, which you can use in your daily life and work.

- Pursuing a goal
- Consistency in action
- Discipline
- Planning
- Taking responsibility for tasks
- Fact-based decision making
- Regularity
- Focusing on the goal
- Focusing on the result
- Controlling

Your areas for improvement

The qualities, behaviours and attitudes listed below are areas for you to consider and decide which of them are most important for improvement.

- Self-assertion
- Not noticing people
- Lack of attention to someone's ideas
- Low emotionality
- Lack of empathy
- Low ability to listen to others
- No consideration
- Infallibility

Derailers

Below you will find a set of behaviours distinctive for your interpersonal type that may potentially hinder action or develop into distractors in building and maintaining interpersonal relationships.

- Focusing on the task - Being indifferent to the emotions of others
- Focusing on the result - Lack of attention to the needs of others
- Focusing on the task - Ignoring people
- Focusing on evidence and facts - No use of intuition

Communicating - your needs / expectations

In communication with others you need:

- To get to the heart of the matter as soon as possible
- To focus on your goals
- Shortness of speech
- Talking about facts, not emotions
- Logical and concrete arguments
- To stick to the planned conversation structure
- A structured and orderly speech
- Interlocutor's involvement
- A proactive attitude of the interlocutor

Communicating - what you don't like

In communication you don't like:

- Discussing irrelevant matters
- Wasting time
- Chaos in the statements
- Lack of logic in the statement
- Efforts to create a personal relationship with you
- Promising the impossible
- Manipulations
- Advice and instructions
- Transferring responsibility to others

Communicating - how others perceive you

Your characteristics, the dominant behaviour you exhibit, and the attitude you have towards others make your environment perceive you as a person with the following qualities:

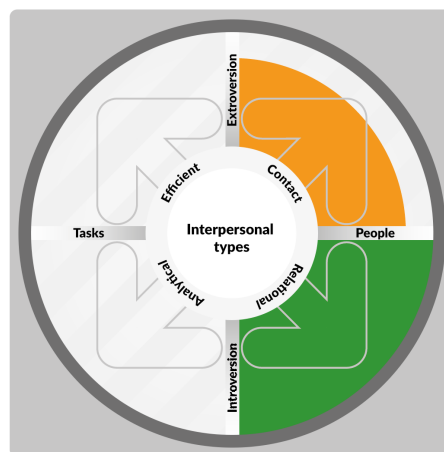
- Goal-oriented
- Dominating
- Authoritarian
- Accurate
- Private
- Emotionless
- Always prepared to work
- Interrupting others
- Deaf to others



COMMUNICATING WITH THE OPPOSITE STYLE

Your communication needs in relation to others are not reflected in their own needs. An individual's strengths, areas for improvement as well as needs and motivators change depending on the interpersonal type. It is important to recognise the communication needs of people around you and adapt to them. Due to this, you will become more similar to your interlocutors and you will be able to influence them even more.

The best way to learn about interpersonal differences is to look at the antagonistic types as opposed to yours. The opposite type to the Efficient- Analytical type is the Relational - Contact type.



Talking to the Relational-Contact Type:

- Focus on building a good relationship with them
- Talk to them about people
- Support their emotions
- Reflect the emotions
- You can afford to have a bit of loose atmosphere during the conversation
- Listen to them
- Make sure you understand their needs and expectations
- Let them come up with their own ideas
- Creatively stimulate them to take action
- Be casual
- Be reflective
- Be spontaneous
- Create a nice atmosphere at the meeting

ADAPTING TO THE OPPOSITE TYPE

Relational-Contact Type	
Use	Avoid
<ul style="list-style-type: none"> • Break the ice by building a personal relationship • Give more time to small talk. • Show genuine interest • Be honest and open • Be informal • Limit the conversation about details • Listen and react • Ask for ideas • Ask questions to get their opinion • Provide support • Support their ideas 	<ul style="list-style-type: none"> • Getting straight to the point • Holding on to business only without paying attention to the person • Talking only about the logical aspects of the case • Being cold and emotionless • One-upmanship • Correcting their statements • Interruptions • Being dogmatic • Exerting pressure • Holding on to principles too much

ADAPTING TO THE MAIN TYPES

Contact Type	
Use	Avoid
<ul style="list-style-type: none"> • Break the ice by building a personal relationship • Take more time for small talk • Be informal • Limit the conversation about details • Ask for an opinion • Ask for ideas • Talk about personal gains • Support their ideas 	<ul style="list-style-type: none"> • Getting straight to the point • Holding on to business matters only without paying attention to the person • Talking only about the logical aspects of the case • Being cold and distant • One-upmanship • Correcting their statements • Interruptions • Being dogmatic

Relational Type

Use

- Break the ice by building a personal relationship
- Show a sincere interest
- Be honest and open
- Listen and react
- Ask questions to get their opinion
- Be informal
- Clearly define the limits of responsibility
- Provide support

Avoid

- Getting straight to the point
- Holding on only to interests without regard for personal matters
- Forcing them to make a quick decision
- Exerting pressure
- Shouting
- Raising the tone of your voice
- Excessively holding on to the rules
- Being violent
- Correcting their statements
- Interrupting

Efficient Type

Use

- Speak plainly about what you want and what you mean
- When you talk, focus on the facts
- Talk about opportunities in the future
- Use specific, condensed communication
- Maintain visual contact
- If you're talking about a problem, come up with solutions
- Focus on objectives and results
- In case of conflict, focus on the task and not on the person

Avoid

- Persuasion based on emotional decisions
- Talking about emotions and feelings
- Wasting time
- „Waffling“
- Being unprepared
- Chaos in the conversation
- Unprofessionalism in behaviour
- Focusing on the past
- Focusing on the problems
- Being malcontent

Analytical Type

Use

- Be formal
- Stick to the main topic
- When you talk, focus on the facts
- Give evidence
- Use specific, condensed communication
- Focus on the results
- In case of conflict, focus on the task and not on the person
- Talk about safety
- Analyse the risks involved
- Keep the logic of speech
- Don't shorten the distance
- Do not use diminutives
- Speak in a neutral way
- Give time to answer

Avoid

- Talking about emotions and feelings
- Persuading on the basis of emotional decisions
- Wasting time on personal matters
- „Waffling“
- Being unprepared
- Chaos in the conversation
- Unprofessionalism in behaviour
- Too much gesticulation
- Excessive exaltation
- Making a few points at a time
- Rushing
- Raising the tone of your voice
- Using unreliable sources
- Exerting pressure

Developmental recommendations

- Be more open to people
- Show your emotions more often
- Allow yourself less formalism
- Allow yourself more spontaneity in action
- Listen more