

Amyra Personal Analysis Report



The analysis provided in this report is based on the responses given in the Extended DISC Personal Analysis Questionnaire. This analysis while comprehensive and detailed in addition to providing an objective view about oneself, should not be the sole criterion for making decisions about oneself. The purpose of this analysis is to provide supporting information to the respondent to enable and assist in self-development.

Sam Example

Organization:

FinxS

Date:

03.04.2013



Introduction to Amyra

Amyra offers a broad spectrum of solutions encompassing Business Strategy, Management and Leadership Development, Training & Coaching, Psychometric Assessment & Profiling to enhance the performance of individuals & organizations.

We partner with our clients in developing their business strategy, training & coaching their employees to implement and execute; thus helping them enhance performance. We also provide individuals performance development coaching, executive coaching, goal attainment coaching and life coaching.

Our vision is to outshine as involved learning partners elevating our clients both corporate and individual to the next level of performance. We help people excel in their performance by unleashing the power within.

We at Amyra believe that every individual is seeking to improve himself. We understand this and aim to work with you to meet your individual needs using Psychometric Assessments as a tool to provide you with an objective, reliable and as accurate as possible analysis of your personality and behavioural style. Psychometric assessments can play a significant role in enabling individuals to evaluate their gifts, talents and competencies, enable and assist them in improving their individual effectiveness and strengths while compensating for areas where they may be weak in. Knowledge is power and knowing yourself is the first step to self development.

Some of the ways you can use our psychometric assessments are:

- Performance Development, Executive Development and Self Improvement
- To select the right candidate during recruitment & promotion
- To support career planning and personal development of you or your team members
- Training for your sales and customer service teams utilising their strengths to enable performance
- Providing communication and interpersonal skills training
- To provide executive, performance and life coaching for your key employees
- To build effective high performing teams



About Extended DISC®

The Extended DISC® System is based on a psychological theory developed by Carl G. Jung in his book *The Psychological Types* (Die Psychologische Typen) in the 1920's. His ideas were based on defining two behavioral axes; sensation - intuition and thinking - feeling, and the four main behavioral traits that they composed. The original DISC reference framework was developed at the end of the 1940's and the beginning of the 1950's and used regression analysis to separate the four basic behavioral styles from each other and makes them into independent and even interdependent behavioral styles.

Extended DISC as its name suggests has extended the original DISC framework and taken it ahead. Extended DISC measures the unconscious behavior and compares it with the conscious adjusted behavioral style, allowing the measurement of emotions. It goes way beyond regular DISC in this regard. Extended DISC assumes that an individual has reaction modes for all behavior styles, of which he or she prefers some more than others. Recognizing some 160 different styles, Extended DISC allows an individual to be more flexible and dynamic (adapting) in his or her behavior. Other DISC based programs assume an individual is either a feeling or thinking type, recognizing only four styles. Even Myers-Briggs, one of the best known assessment systems around, recognizes only 16 different styles.

One of the top three companies in the field today, Extended DISC International has spread to over 50 countries, with an annual growth rate of 20-50%. The Extended DISC® System has been translated into 55 languages and was used by over a million people in 2009.

Extended DISC® is designed to provide information that makes an impact, is actionable and, most importantly, has a positive impact on performance. The Extended DISC® Personal Analysis does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

The Extended DISC® Personal Analysis and Individual Assessments success is based on their strong ability to provide information to make better decisions. The Extended DISC® Personal Analysis and Individual Assessments are self-assessments that identify the strengths and development areas of an individual. What makes Extended DISC® different from other assessments is that it is able to measure the hard-wired behaviors to exclude the impact of the environment. In practice this means that the results show who the individual actually is and not what the person thinks he/she needs to be in the existing environment. As a result, the report identifies the true strengths and development areas to allow for real performance improvement.



Natural Behavioural Style

All of the information in the report is derived from your "natural behavioural style". It is a behavioural 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 behaviour. The Extended DISC® Personal Analysis divides all of the different behavioural 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.

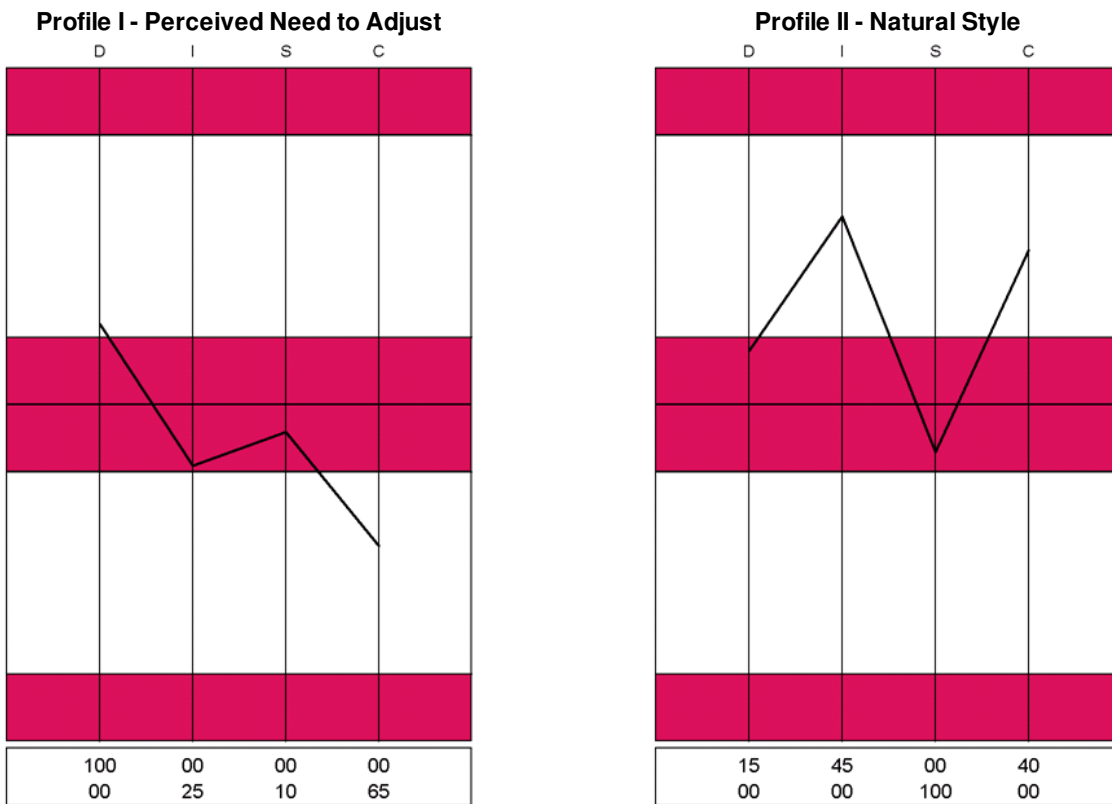
C-styles may also focus too much on the details, becoming nitpicking, slow and losing the big picture. At times they get lost in the analysis, focusing too much on the trees and not the forest. Others may perceive C-styles as too critical, distant, pessimistic, and even cold.



Profile Page

The Profiles provide a graphical representation of an Individuals personality. They are based on your responses to the questionnaire and are visual presentations of your style.

The interpretation of both the Profiles require some training. To interpret the results without an understanding of how to read the information is not recommended because of possible misinterpretations. Kindly use the Profiles presented below as a guide to your "natural behavioural style" and your "current behavioural style"



Profile I - This profile represents your current / adjusted style. How you believe you must adjust your style to meet the demands of your present environment. It tells you how the person thinks he needs to behave in relation to the present environment.

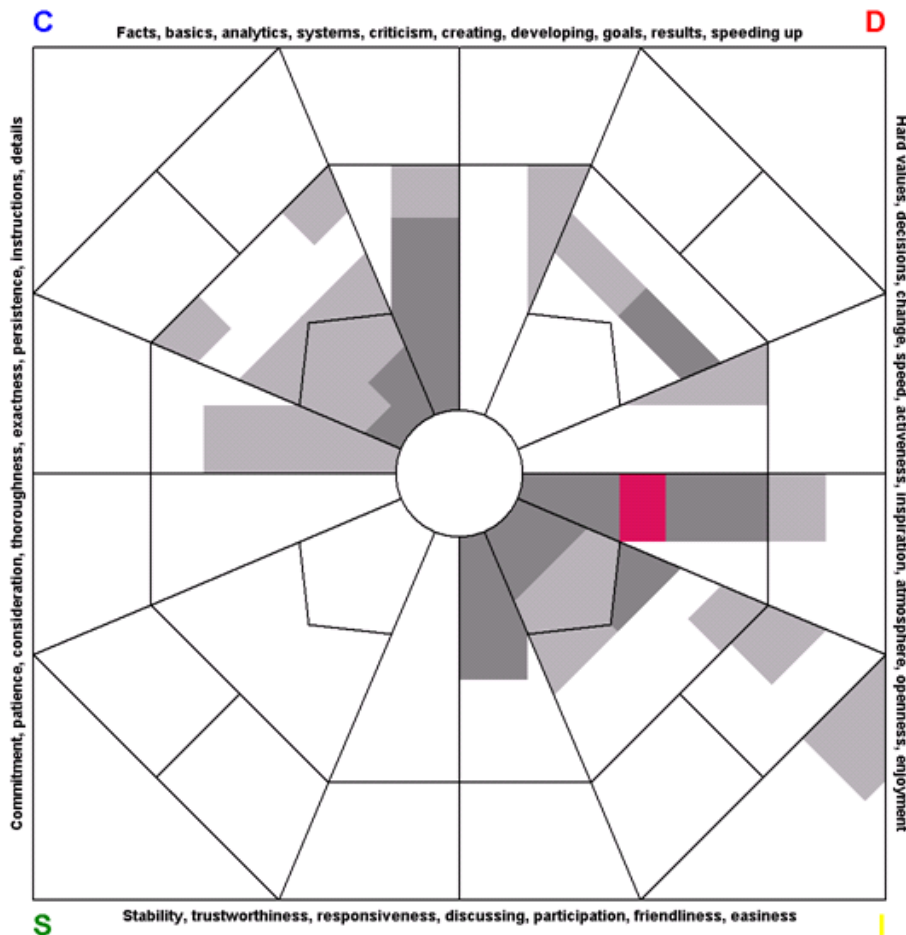
Profile II - This profile indicates your natural style. This is a style that remains fairly stable, but not rigid, over your lifetime. It is the style that is the most comfortable for you.



Flexibility Zones

The flexibility zones is a diagrammatic representation of the Individuals Current, Comfort and Developmental zones. The Flexibility Zones visually shows what behavioral styles are the most comfortable to you and what styles require the most energy from you.

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. Areas in white indicate the most difficult development zone i.e. areas that require stronger conscious adjustment of behaviour.



Sam Example

Organization: FinxS Date: 03.04.2013



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 behaviour. In other words, while the text describes the typical behaviour for individuals with your style, you certainly can modify your behaviour 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 behaviour. You may want to get some input from others (peers, supervisor, coach, etc.) when selecting these items.

Attributes

Extroverted, sociable, social, decisive, hardheaded, active, restless, busy, alert, seeks instructions, communicative, open, cheerful.

Motivators

Sam is motivated by the chance to work with people in various situations. He likes to inspire others and have people like him. He wants work quite independently, but does not mind if he is given instructions.

Tries to avoid

This type of person tries to avoid smaller working units if Sam does not derive enough motivation from the atmosphere or develop good relations with his clients. In a bigger unit, he has a possibility to communicate with many different people. Sam tries to avoid repetitive tasks that demand accuracy because he tends to become careless and make mistakes after awhile.

Communication style

He has no problems with going to the people and telling them about something. He likes practical topics but is able to discuss general things as well. He avoids arguing but can take part in reasonable discussions. He has a talent for describing boring and detailed things in a colorful, inspiring way.

Decision making

Although he is eager to discuss, he does not like to carry responsibility nor express his opinion about things that cause a negative reaction. He also spends time on large financial decisions that deserve a lot of deliberation.



Motivators 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.

De-Motivators = 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.

Motivators

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.

- Good people relations
- Social network
- Varying work responsibilities and environment
- Positive, successful experiences
- Changes
- Moving, freedom and life opening up
- Being part of an organised whole
- Manage without taking risks
- Deliberate decision making
- People-oriented behaviour
- Avoiding mistakes
- Friendly people

Demotivators

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.

- A need to be too careful
- Being set aside
- Slower paced people
- Pressure in making decisions
- Working with pure facts
- Having to be impolite
- Lack of feeling challenged
- Impossibility to experience or learn new
- Disappearing from people's minds
- Impossibility to introduce own ideas
- Bored organisation
- End of open communication



Strengths Description

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.

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.

- Can be happy
- Presents one's case diversely
- Gets involved easily
- Is open to new ideas
- Likes analysing
- Brings forward one's own opinion
- Wants to promote things
- Is able to see the details too
- Follows rules but not strictly
- Gets people into a good mood
- Does many things simultaneously
- Keeps up a positive pace

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 behaviours may become active.

- Spends the important time talking
- Is restless and impatient
- Is not direct; wants to please
- Has no long-range approach
- Doesn't listen
- Takes too long to finish things
- Is overly positive
- Cannot be alone
- Cannot wait
- Wants to change something all the time
- Spends all the time discussing and thinking
- Lives in idealism



Relationship Roles in a Team

Communicator

A Communicator is a sociable and genial person who also has an ability to understand the group's rules and regulations. He has an excellent ability to make boring matters interesting. The Communicator seeks change but not at the expense of people or the organisation. Others find him very genial and easy-going but also a little mysterious and evasive. In reality the Communicator wants to avoid quarrels and does not want to interfere with other people. He is afraid of arguments, which is why he does not reveal all of his own feelings to people. The Communicator likes the fact that people know what they are expected to do. Meeting different kinds of people in positive situations is ideal to him. He enjoys investigating things, deliberating different points of view and creating new ideas. However, he does not always want to advance those ideas aggressively with others.

An attitude toward teamwork

- A pleasant way to meet people
- A place to ask for and get information
- A means to ensure a good atmosphere remains

A role in a team

- The one who corrects errors positively
- Presents a familiar matter in a new way
- Is a team player

A role as a decision maker

- Cautiously and willingly gives responsibility to others
- Emphasises the meaning of information
- They want to hear everybody's opinion first

A role as a performer

- Wants to avoid errors
- May stay to discuss and think
- Gets bored if the job gets too routine

A role as a motivator

- Manages to see things in a positive way
- Guides people and at the same time praises positively
- Brings new ideas



Natural Behavioural Assessment

The following pages uses a 11 point scale, from "Not Natural to Your Style" to "Natural to Your Style". The scale starts from "-5" which represents that this needs the most energy for you and is an area you are least comfortable in. "5" on the scale represents something very natural to your style and you are very comfortable in.

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.

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 behavioural aspect.

Communication

Considerate and careful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Empathic, positive, understanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participating, involving:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facts-based goal-oriented and direct:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inspiring and motivating influencing of people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive, lively and inspiring:	-5	-4	-3	-2	-1	0	1	2	3	4	5
To the detail and logical:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focusing on exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Does not always show if has heard and understood:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Gets bored easily if finds the topic not interesting:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Impatient listener because of own thoughts and ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Interested in the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wants to proceed logically and peacefully:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wants to talk himself:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listens, nods and seems to understand you:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Only interested in the core information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Only picks up the facts and details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows interest, listens and participates:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Job Environment

Avoiding mistakes in details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Broad range, few instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Concentration on facts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Concentration on people encouragement:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conducting repetitious routines:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Conducting systematic planning:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating fact-based new inventional ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasizing positiveness:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Exact following of rules:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Facing tough competition:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Finding a favorable solution:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Following instructions precisely:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Handling a variety of different contacts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Helping and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent, no instructions provided:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Searching for change continuously:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Problem Solving

Actively seeking completely new solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Designing extensive solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed analysis of problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed checking in order to secure quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed preparation of directions for others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Quick reaction time to unexpected and new situations:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking action without existing solution models:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking the initiative to ask for information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thorough analysis before taking action:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Time Management

Easiness to delegate:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Effective multi-tasking:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ignoring unnecessary details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Performing repetitive tasks effectively:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Prioritizing the most effective thing first:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Quickly jumping from one task to another:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Staying focused a long time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Sticking to the plan:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Working under tough time pressure:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Stress - Signs

Bases every action on what is just and fair:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes irritating, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly careful in saying anything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly worried about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes suspicious:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes very distant and difficult to approach:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Defends stubbornly the existing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focuses solely on nonimportant details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Has strong emotional opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is all the time afraid of the worst:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is not able to control emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is too interested in other peoples' opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is too interested in what other people think of him/her:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Questions everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seeks attention from everywhere:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wants action without being sure what is the best thing to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Stress - Possible Causes

Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to participate in conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to show emotions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to make decisions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Limited room for flexibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing position in limelight:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Non challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unclear responsibilities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unjust way of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unorganized way of working:	-5	-4	-3	-2	-1	0	1	2	3	4	5



Question Yourself

We hope the report has helped you to identify the main items that you believe would have a positive impact on your performance if you were to consciously modify your behavior. Use the questions below as a guide to analyse yourself better...

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?



A Focus on Improvement

There is no one best style. Each style has advantages and disadvantages. Depending on your style, below are some of the most important things you could do to use the strength of your style and compensate for some areas of improvement.

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.

Sam Example

Organization: FinxS Date: 03.04.2013



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.

Sam Example

Organization: FinxS Date: 03.04.2013



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.



Thank You

We hope you find the information and analysis provided in this report helpful and informative.

If you are interested and would like to get additional insights; we have several options available to ensure that you have the information you need. You can select any of the following assessments as an add-on to your report:

Extended DISC® Sales Assessment

Extended DISC® Management Assessment

Extended DISC® Leadership Assessment

Extended DISC® Customer Service Assessment

Extended DISC® Administrative Assessment

Extended DISC® Team Member Assessment

Extended DISC® Project Assessment

Extended DISC® Entrepreneurial Assessment

Extended DISC® Training Assessment

How Can We Help You?

We provide you detailed consultation basis your report if you need in-depth insights on your behavioural style and competencies.

We do provide coaching services if you would like to work with a coach to develop yourself and reach your goals.

If you think AMYRA can help you in these areas, or even if you are not sure, please contact us and we will be happy to discuss your needs and advise you on how our experienced team can help you.

Contact us

Website: www.amyra.in
Email: contactus@amyra.in
Phone: (+91) 22 65268170