

Jungle Strategy Behavioural Analysis Report

This analysis is based on the responses given in the online questionnaire. This analysis should not be the sole criterion for making decisions about this person. The purpose of this analysis is to provide supporting information for the respondent and their manager.

Sam Sample

Organisation:

FinxS

Date:

13.02.2016



Jungle Strategy

Business Alchemists

Jungle Strategy Behavioural Analysis Report

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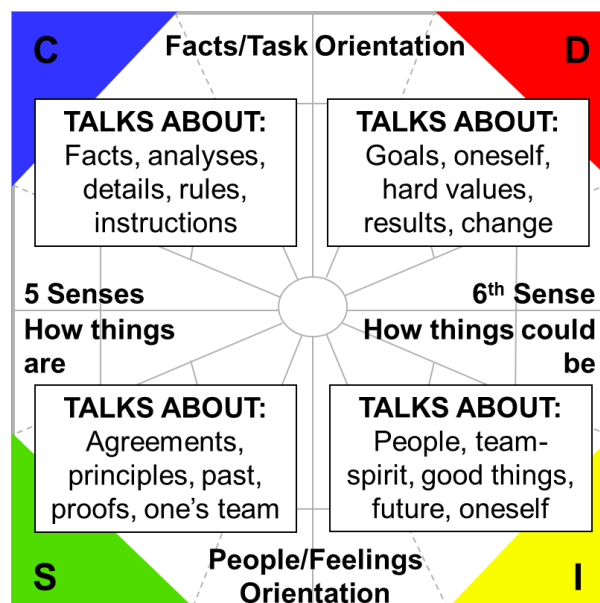
This Behavioural Analysis does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

All of the information in this 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 comfortable to you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behaviour.

This Behavioural 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**ominance - D styles are competitive, aggressive decisive and results-oriented, but can also be impatient, overbearing and even rude.
- **I**nfluence - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.
- **S**teadiness - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.
- **C**ompliance - Precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.

How to identify the Behavioural Styles



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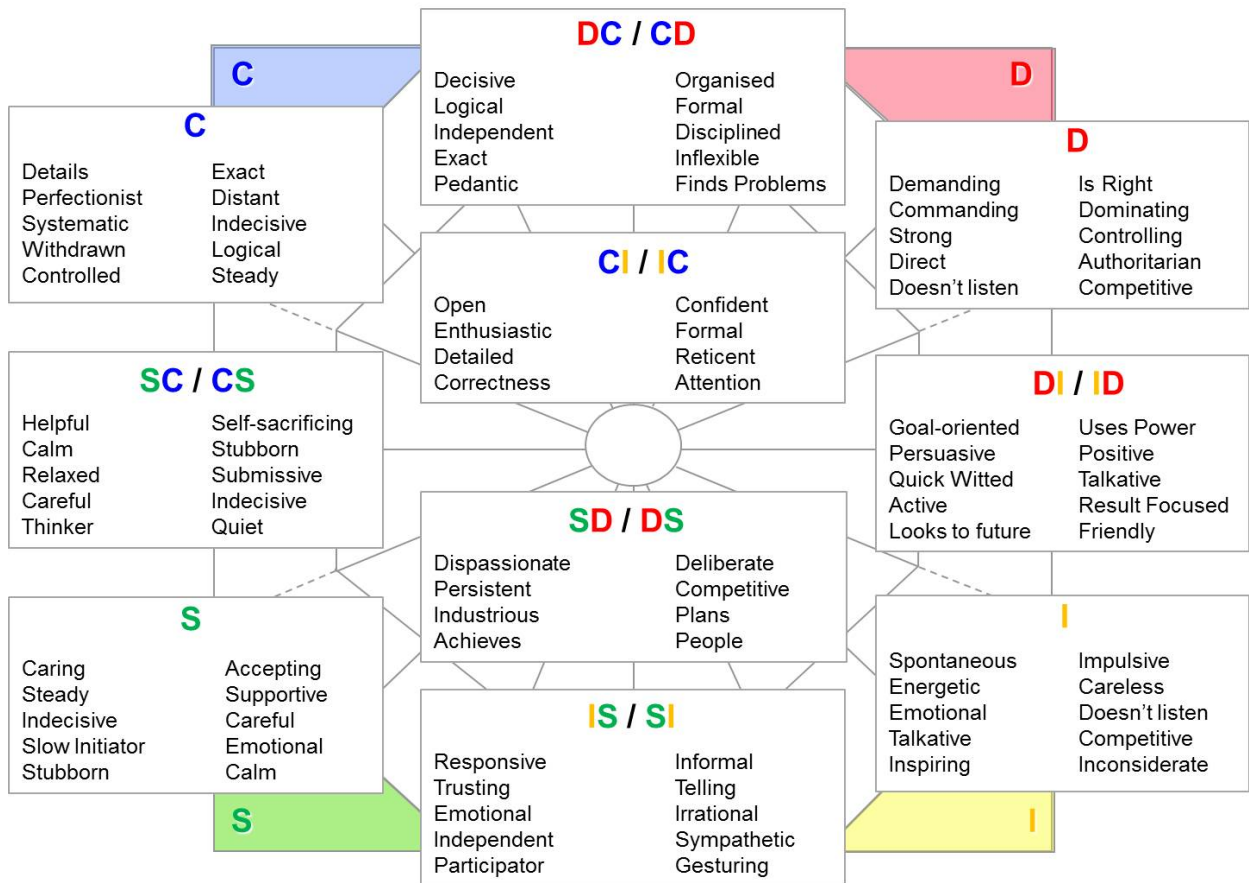
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Styles and the Extended DISC Diamond

Extended DISC identifies and reports on 160 behavioural styles. The below graphic shows the diamond and adjectives associated with 10 of these behavioural styles.



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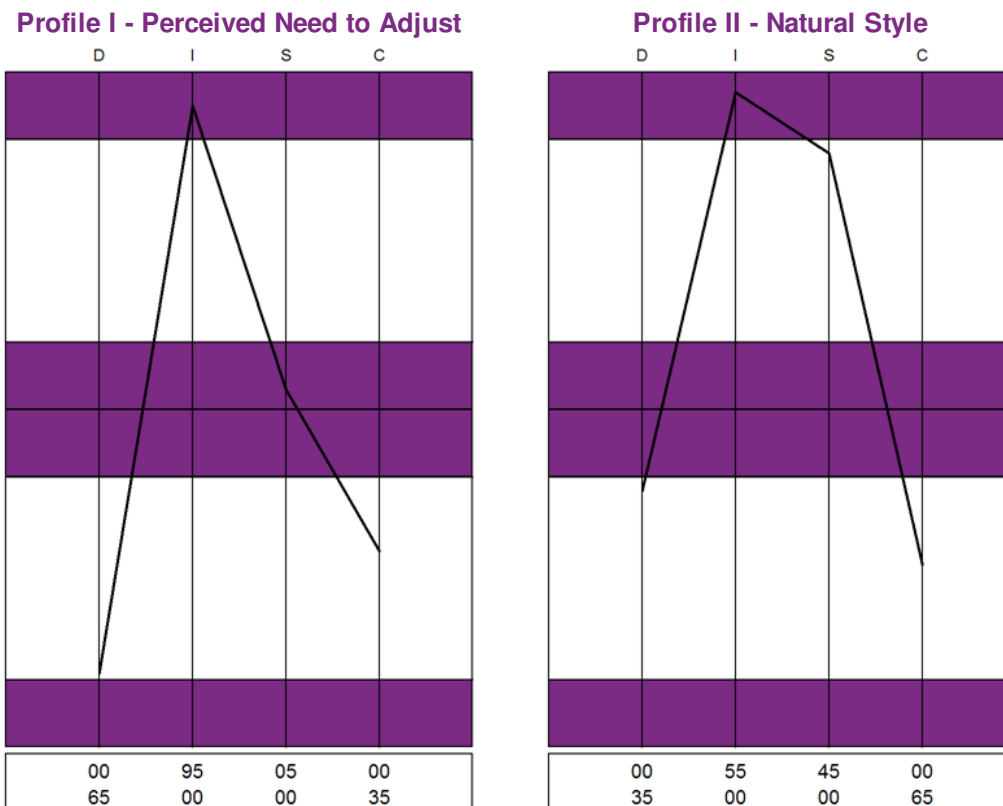
Extended DISC - Profile

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

Profile I - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

Profile II - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

There are no good or bad profiles. Just different.



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Flexibility Zones

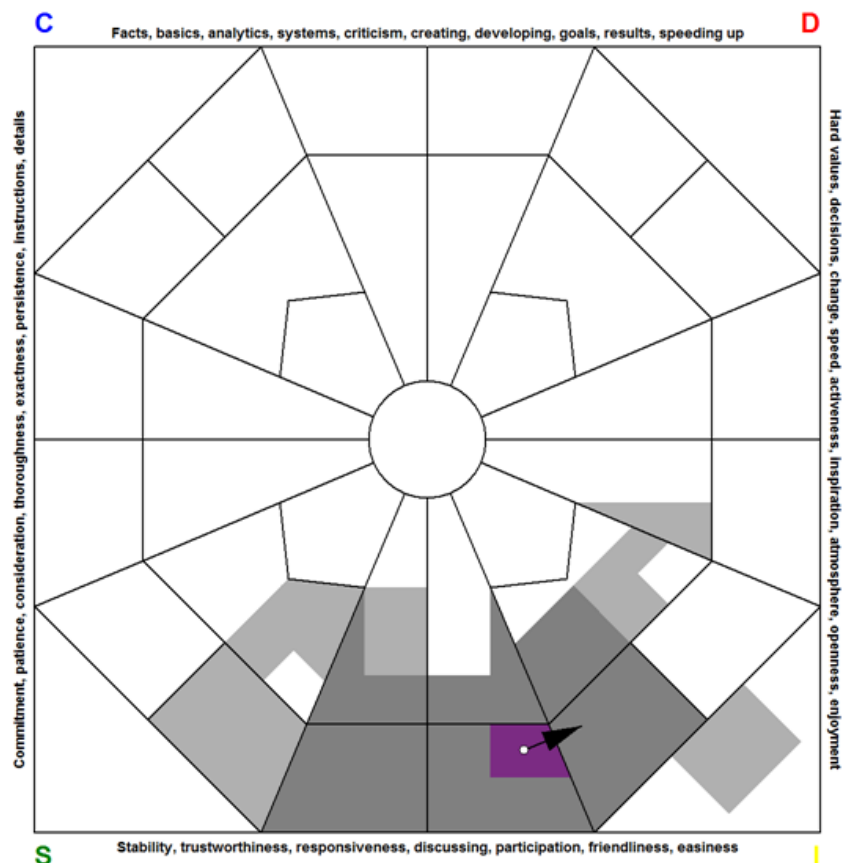
The Extended DISC Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The further you move from your deepest shade, the more energy required.



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Motivators

You are more likely to respond positively if these motivators are present or increased in your workplace:

- Good people relations
- Opportunity to help and be useful
- Diverse discussions
- Open atmosphere
- Real encouragement
- Undisputed environment
- Self-managing team
- Happy and independent people
- Working together
- Appreciation as a human being
- Deciding on one's own work pace
- Working for the common good

Strengths

These strengths come easily and naturally to you and take little energy:

- Encourages people to participate
- Looks for ways to improve pleasantness
- Keeps up the positive growth
- Takes care of all people-relations
- Wants to develop little by little
- Wants to plan one's own work
- Gains easily people's trust
- Is open and works for one's mission
- Can listen also
- Doesn't want to rule other people's lives
- Takes care of friends
- Also has the interests of others in mind

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Situations that reduce motivation

Your motivation is likely to decrease if these situations are present or increased in your workplace.

- Losing good people relations
- Conflicts
- Unpleasant decision that one must make
- Acting against people
- Inhumanity
- Restricted freedom
- Instructions that are too detailed
- Bold thinking
- Restricting people's opinions
- Losing contact with friends
- Chained by bureaucracy
- Insecurity about the future

Development areas

These reactions to pressure situations may become more evident when you are under pressure or over enthused.

- Misses the so-called technical improvements
- Slows down after feeling good
- Makes errors with details
- Cannot be separated from people
- Is not a risk taker
- Is difficult to inspire to a fight
- Cannot change after giving a promise
- Forgets the details
- When looking for a compromise, finds nothing
- Operates emotionally
- Accepts but doesn't follow
- "Soft touch" - overly nice

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How you may come across to others?

This page is a description of how you are typically seen by others. While this page describes your typical behaviour, a person can modify their conscious behaviour to suit a particular situation. When reading this page, it will help you to develop an overall picture of yourself. *Note: It is important to understand that the following comments do not take into account "learned behaviour" as you may have addressed many of the issues a person might observe in your behaviour.*

Attributes

Friendly, open, pleasant, sociable, thorough, listening, understanding, independent, hard-headed, adjustable, helpful, kind, people-oriented, emotional, participating.

Motivators

Sam likes to build a positive working atmosphere, work with people, and values friendliness, socialising, sincerity and good human relationships. For that reason he does not want to irritate anyone nor cause conflicts and always tries to see the sunny side. He also needs security and wants to have a "clear picture" of the future.

Tries to avoid

Although he is capable of completing thorough and repetitive tasks, Sam does not like to be left alone nor feel that he is abandoned. Sam likes to follow given instructions and dislikes tasks that are pedantic or fail to take people into account. He is no good (neither efficient nor fast) at taking risks and usually tries to avoid situations where he feels insecure.

Communication style

Although thorough and organised by nature, he cannot always discuss small details. But he is a very balanced conversationalist, allowing others to speak but taking his turn as well. He does not like to command and does not want to irritate or oppress anybody.

Decision making

He is not considered a strong decision maker, as his decisions are mainly based on his feelings. He works in the name of a good atmosphere, trust, unbroken promises and for people that are important to him. He may need support when he has to make a first-time decision about new, complicated or contradictory matters.

Ideal manager-leader

He gets best results working under a manager/leader who can be a friend and recognises his personality. The manager/leader should never misuse his trust. Work and great results should not be the only things the manager/leader can think about. The manager/leader has to help him to start complicated tasks and offer support when he needs it.

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In a team environment you are:

A participator is a pleasant and friendly conversationalist who likes to be with a familiar group. He/she likes exchanging thoughts and feelings before getting into action. He/she finds it important that everyone in the group gets to perform and tell their own feelings. Other group members find him/her a person who is easy to be with and who is honest towards everyone but also a person who doesn't really tell his/her real opinion. In reality he/she just finds it extremely unpleasant to bring up negative matters which would crush the other person or if he/she had to give reasons for them. He/she likes doing and being together with others. He/she doesn't mind it if he/she has to guide, help or listen to other group members. Setting his/her own advantage as first place is not so important to him/her as the fact that the group works well together. He/she certainly doesn't want to decide on the other group members' matters.

An attitude towards team work

- An extremely important and efficient way to work
- A way to ensure everybody does what they should do
- Making sure that the group stays together

A role in a team

- The one who finds compromises
- A listener and a helper
- The one who participates and is present

A role as a decision maker

- Makes decisions, at most, after having heard others
- Wouldn't want to be in a decision making position
- Makes cautious decisions

A role as a motivator

- Understands people extremely well
- Manages to discuss and listen
- Brings up positive thought

A role as a performer

- Does what has promised to do
- Doesn't always manage to stay away from the others
- Is able to act according to other people's instructions

The advancement the group makes

- Taking notice of everybody's opinions
 - Treating people equally
 - Enough discussion and exchanging thoughts
-

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How you may work within a team

This page describes how you behave in the team environment. It shows how you participate, relate and work with others.

Accurate and demanding emphasiser of quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bringing team-mates toward the goal:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding goal-setter:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Determined speeding up of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent developer of one's area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independent, logical planner:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Introducer of a new perspective:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lively team member who involves others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Organiser and ensurer of the team's duties:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Participative and talkative doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-focused and conscientious doer:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Pleasant in doing routine work and helper of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive change agent, able to eliminate boredom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive guide and advisor:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducer of conflicts and a guide for others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reliable and participating care-taker:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Specialist concentrating on work, alone:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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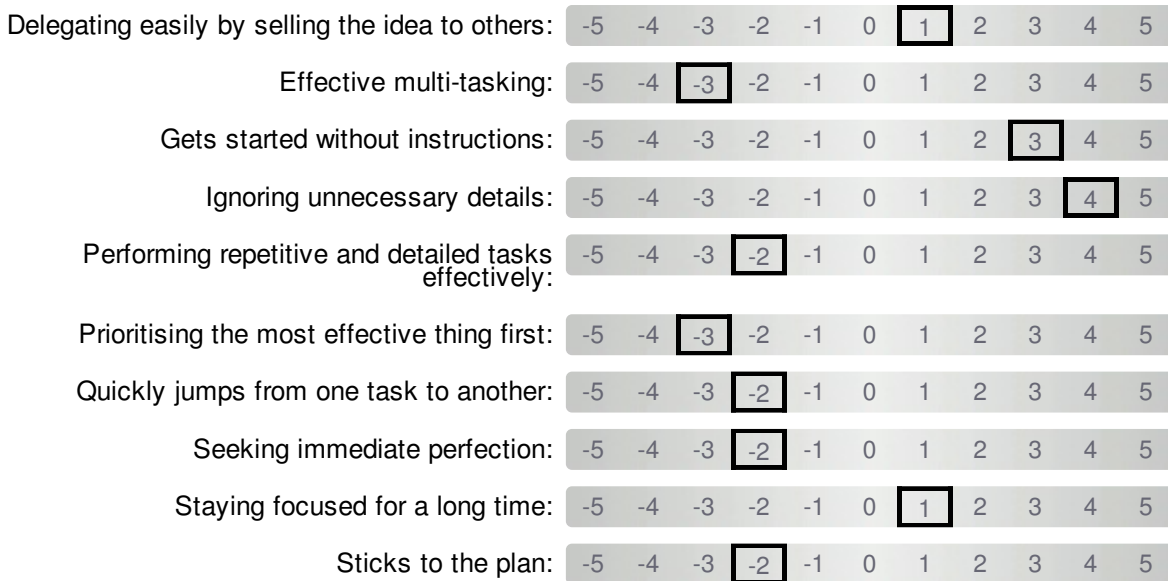
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How does your profile fit within your role?

Each slider below shows your flexibility within the competencies of Time Management, Communication and Management / Leadership. Each competency has been graded on a scale from -5 to 0 or 0 to +5. A grade below -1 means this competency would require more energy. If you score from -1 to 1 this area can be developed comfortably. A score of 2 or more means this competency requires very little energy from you.

As with the flexibility diamond, this does not mean you are not capable it simply requires more energy. *This is not a "can or cannot" scale.*

Time management



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Communication

Considerate and careful communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Direct, goal focused communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participating and involving communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Fact-based goal-oriented and direct:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Goal oriented motivation and influencing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influences people by inspiring and motivating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening, paying attention to and understanding everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Positive, lively and inspiring communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Detailed and logical communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Management / Leadership

Achieving results through and with people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Authoritative use of power:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a demanding, fast-moving creator of resources:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating and explaining new approaches:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating routines and systems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Demanding communication and leading from a distance:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Developing new systems independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a participative and supportive member of the team:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Patiently developing others' professional skills:	-5	-4	-3	-2	-1	0	1	2	3	4	5
People-oriented management style:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Providing guidance and support to experts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reaching perfection by renewing things, systems and methods:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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The causes of stress are different from one person to another because of who we are. Below are some identifiers that show causes of stress:

Causes of Stress and Pressure

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
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 the limelight:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfair way of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unorganised way of working:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Under stress or pressure we can revert back to our natural behavioural style because it is the style that requires the least amount of energy. Below are some indicators that may or may not become apparent when under stress or pressure:

Signs of Stress and Pressure

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 irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about saying anything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly concerned about relationships:	-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
Stubbornly defends the status quo:	-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

Below are some ways to help alleviate stress and pressure:

Stress and Pressure Release

Agree on important goals and how to achieve them: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Allow enough time to discuss the situation: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Create a predictable, familiar and safe environment: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Give more room to solve the problem independently: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Give opportunity to meet people and hear what they say: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Provide an opportunity to operate independently: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Provide information, feedback and clear instructions: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Put everything in writing: -5 -4 **-3** -2 -1 0 1 2 3 4 5



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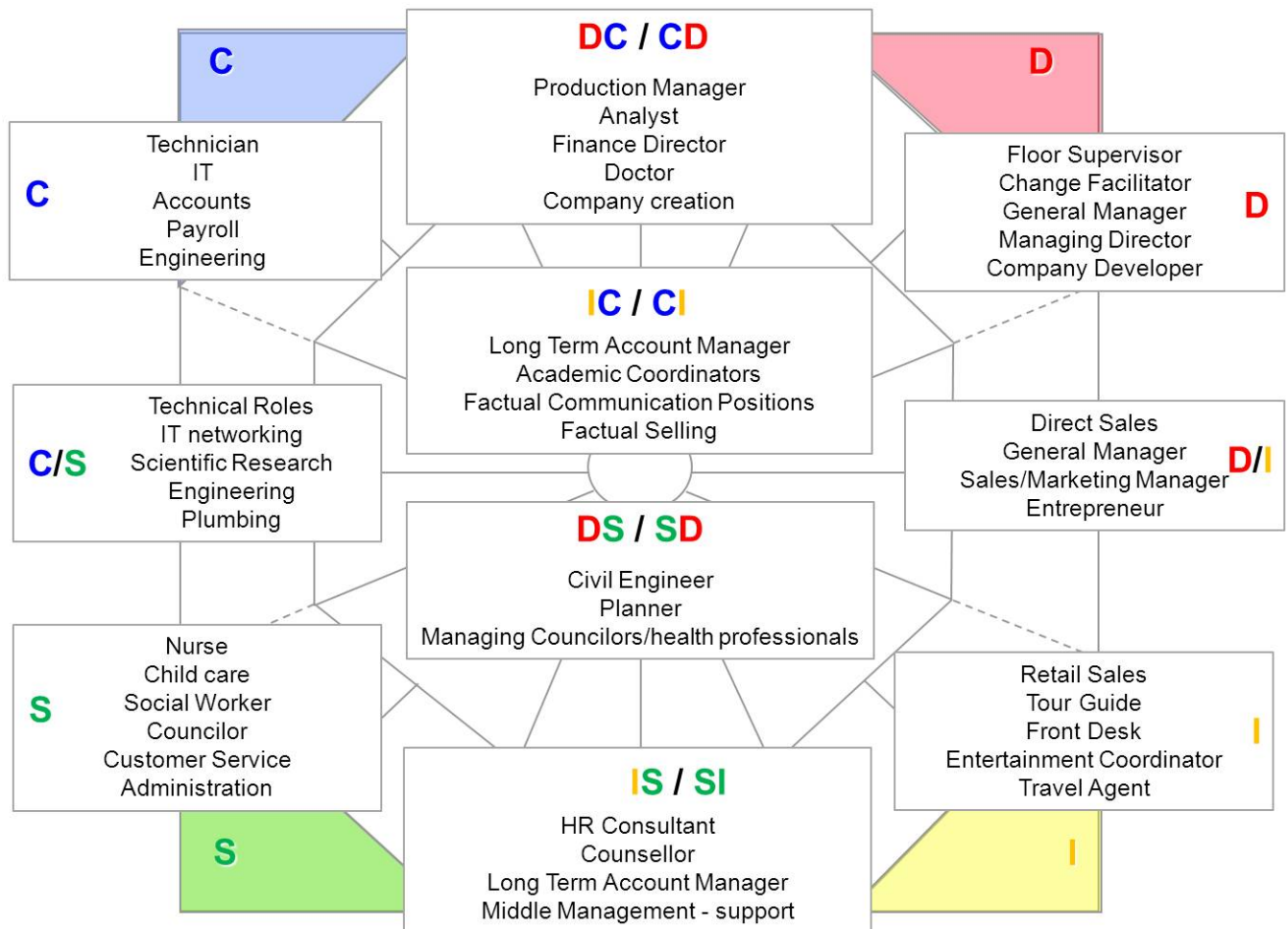
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Behavioural Styles and Job Roles

Important Note:

The following list of suggested vocations is not intended to be specific to the behavioural style and it should be noted that within each occupation or job role, there are specific tasks that can be just as effectively accomplished by people with other styles. Therefore this list should be used as a broad guide only and the job description carefully considered when defining the most suitable style.



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Questions relating to the person's expressed emotions.

He does not feel the need to be tougher or more decisive, and is capable of being his own amiable self. Helping and supporting others may have become more important than in the past. Do you want to take part in decision-making?

At the time of analysis he was strongly focused at acting through, and affecting, people. This is a natural way of behaving for him. Being apart from people would reduce his motivation. What do you get out of working with people?

He aims at being a little more active in his current role, yet not forgetting his basic careful and considering style.

When was the last time you were pressured into being faster than you would like to be?

At the time he may feel slight pressure or the feeling of uncertainty even though he doesn't in any way try to change his own natural behaviour. He should get more freedom by taking control of his own affairs. In what way should you not be restricted?

Questions relating to the person's role

You are normally everybody's friend. Do you give in to your supervisor in order to be his/her friend as well?

You are a good speaker and listener. How do you decide the things you talk about with others?

You aim to be polite. How do you react in situations when others are not polite to you?

You are kind. How can you counter against aggressive competition?

You do not want to be alone. In your opinion, in what situations does an employee have to be alone at work?

Consistency of Results

PPos	PSim	PSiz
4	5	5

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Thank you {{first_name}} for completing the Jungle Strategy online questionnaire and obtaining this report!