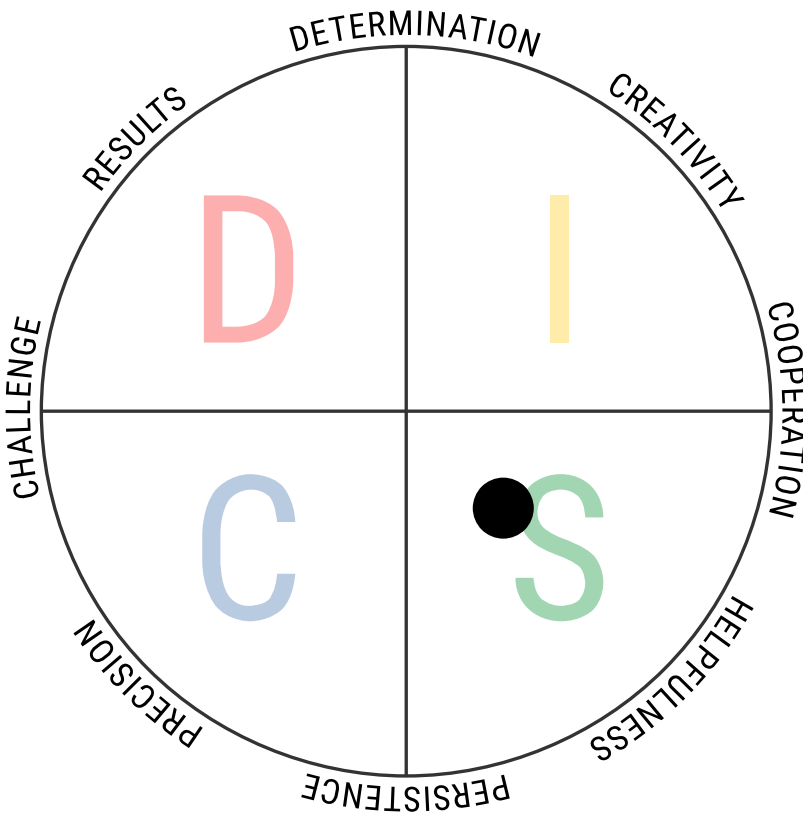


EXTENDED FEEDBACK REPORT (EFR)



Sarah Hansen

Date	01-12-2022	Profile Elasticity	Profile Type
time	09:58	66/96	S
Filled out in	15 min.	High	



Score Table			
Type	Most	Least	Score
S	24	-6	18
I	18	-21	-3
C	18	-21	-3
D	12	-24	-12

How to read your test result.

The test contains **24 questions**. The further away from the center your dot is placed, the higher your score. Your behavior will be more pronounced and evident - the higher your score.

Profile elasticity: The distance between the highest and lowest scores for the 4 profile types. A high score can be interpreted as... you will find it easier to switch between the 4 profile types and can stay there for a longer period at a time, without using too much energy. Your profile type will be harder to identify the higher your Profile Elasticity score.

Profile score: Shows a prioritized order of which profile types you score the highest on. The score is calculated based on the **Score** column. You can have a maximum of **4** letters.

The score table on the right describes:

Type: A prioritized order of your score for the 4 profile types. If the top 2 profile types have the same score, the order is determined by the opposite profile type for the lowest score.

Most: Your score for each time you prioritized the profile type **Most:** (thumbs up) in your answer. The maximum score you can achieve for the respective profile type is: **48 points**.

Least: Your score for each time you prioritized the profile type **Least:** (thumbs down) in your answer. The maximum score you can achieve for the respective profile type is: **-48 points**.

Score: Displays the sum of the columns **Most** and **Least**. The values in this column form the basis for the location of your dot in the diagram.

Test provided by

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Drivers

Drivers refer to what motivates or drives you in relation to your behaviour. Below is a brief overview of your profile's intensity on 8 different drivers.

Determination & action (Moderate)	You make decisions and act even if you do not necessarily have all the information. You take initiative and are able to overcome certain obstacles to your goals. However, your decisions are not always fully thought out, and you may make mistakes along the way or overlook details.	42%
Creativity & enthusiasm (Moderate)	Your curiosity is reasonable and you show a greater willingness to explore and experiment. There is some creativity, but perhaps not quite as consistent or extraordinary. Your emotional register is clear and you bring - at times - a good deal of enthusiasm to projects and task solutions.	47%
Cooperation and inclusion (Moderate)	You have a positive attitude towards diversity and difference. You are open to collaboration and are willing to work together in certain areas. You have a fair degree of respect for the unique perspectives and contributions of others and are happy to listen to suggestions and ideas.	58%
Helpfulness & support (High)	You usually give more than advice by offering practical help or support. You like to actively participate in problem solving or assist with solving tasks to relieve others of their challenges. This is done while showing empathy and understanding for their situation.	69%
Persistence & stability (Moderate)	You are typically able to maintain a reasonable degree of persistence and stability in most situations. You can handle moderate levels of stress and pressure, but extreme challenges require you to focus and make an effort to bounce back from adversity.	58%
Precision & details (Moderate)	You more detail and context. You focus on expressing yourself with a certain degree of analysis and thorough information, but without it being overly technical or complex. You prefer to be allowed to ask in-depth questions when receiving assignments.	47%
Challenges and problem solving (Moderate)	You have a proactive approach and prepare for known challenges and problems. You have a basic plan for dealing with common challenges. You like to take initiative, but may not always respond effectively to more complex or unexpected challenges.	42%
Results and achievements (Low)	You have a varying ability to stay focused on results. You may experience periods of good concentration, but can also be easily distracted. It requires reasonable effort, management and follow-up to achieve results and goals.	38%



General Personal Characteristics (S)

Your profile is often referred to as "the helper".

You are put in the world to help where you can and make sure everyone around you is well. You focus on how others feel and what others think of you.

You are team-oriented and focus on making decisions in agreement. You prefer stability, a predictable everyday life and the days should run relatively evenly.

You focus on the person and are good at sensing moods and emotions. You are happy to listen if anyone needs to tell. You are happy to adapt to the needs of others, as it is important to you that everyone likes you.

You perceive yourself as:

Pleasant, predictable, considerate, discreet, someone who shows care, a good listener, a team player, loyal, reliable, calm, stable, patient & kind.

This Motivates You

You are motivated by security and predictability.

It is important for you to work in a calm and conflict-free environment, where the good atmosphere is the main thing. If your colleagues are sincere at the same time, motivation increases considerably.

You become super happy when you are allowed to help others. The feeling of being useful, making a difference and creating a good atmosphere through help, support and care is energizing.

You prefer to work in groups with happy people who - in a pleasant atmosphere - agree on things.

This Is Stressful For You

A conflict-ridden environment with intrigue and bickering that doesn't look like it will end anytime soon - is a recipe for total failure. You always focus on whether your colleagues are happy. If they are not, it affects you negatively. It's crucial to you, that you and your colleagues are in a good state, and have a good work-environment at all times!

If you are then exposed to many and sudden changes, your secure and predictable foundation will slowly crumble and fade away. An initiation of worrying thoughts - one after another - will then start, and slowly drain you and affect your mood negatively.

This Is How You Communicate

Orally

You are very attentive and respectful in your communication. It is important for you to maintain an open and inclusive dialogue. You are very consensus-seeking and have a strong focus on other people's opinions being heard.

In writing

You spend a lot of time formulating yourself, so that your opinions are certainly objective and impartial. You write with a focus on the person on the other end, and go to great lengths to maintain a friendly, respectful and open tone.

Focus Areas & Development Potential

Begin dialog regarding conflicts early



There's nothing worse than a red-hot conflict - especially if it involves you and emotions. You know very well, that the earlier a conflict is dealt with, the easier it is to "break through" the conflict and have it resolved. But it takes courage!

There is no doubt, that your first thought about a possible conversation with the person involved in the conflict will be very uncomfortable. You may also be right about that. But you could also believe that most conflicts are rooted in misunderstandings or lack of information. You can just tell (factually and very precise) what you perceived to have happened, and then hear their side of the story?

Take good care of yourself

Because it is so important to you that everyone likes you, and you need to help and adapt to the needs of others, you end up compromising yourself and your own needs and values. You've probably said about yourself "I'm really bad at saying NO" - No, you're a world champion at saying no. Because every time you say YES to one of your colleagues - you say NO TO YOURSELF.

Try possibly - Every time you are challenged to say yes (you need to get involved and help) - to say instead...

"That sounds great - can I think about it for tomorrow?"

It will often be easier to say NO the next day.



Claims About Your Profile

- You often use the phrase "Why do we have to change it... It works fine as it is?"
- You don't like conflicts
- It happens that you don't have an opinion about something
- You are not a big talker or struggle with it
- You worry about quite a few things
- You have difficulty making decisions

More Knowledge About DISC

<h2>Dominans (D)</h2> <p>Character traits: Ambitious, determined, enterprising, fast, competition-oriented, result-oriented, independent, time-conscious & strong-willed.</p> <p>Motivation: Results & achievements.</p> <p>Fears: Defeat & loss of control.</p> <p>Needs: Power, authority, freedom to act, prestige, challenges, financial and material rewards.</p> <p>Under pressure: Hard, arrogant, dominant, busy & impatient.</p>	<p>Outgoing Forming</p>	<h2>Influence (I)</h2> <p>Character traits: Charming, enthusiastic, flexible, happy, inspiring, communicative, creative, optimistic, relationship-building & spontaneous.</p> <p>Motivation: Praise & recognition.</p> <p>Fears: Rejection & exclusion of groups.</p> <p>Needs: Popularity, social recognition, people around, freedom, creativity & financial rewards.</p> <p>Under pressure: Hectic, frivolous, superficial, unstructured & uninhibited.</p>
<p>Case-oriented Evaluating</p>		<p>Human-oriented Accepting</p>
<h2>Competence (C)</h2> <p>Characteristics: Detail-oriented, formal, careful, correct, methodical, perfectionist, rational, reflective, quiet & systematic.</p> <p>Motivation: Logic & rationality.</p> <p>Fears: Irrationality & making mistakes.</p> <p>Needs: Limited risk, rules and procedures, insurances, facts, challenges & opportunity for immersion & going into detail.</p> <p>Under pressure: Cool, skeptical, slow, unshakable, distant & secluded.</p>	<p>Reserved Adaptive</p>	<h2>Support (S)</h2> <p>Characteristics: Pleasant, predictable, considerate, team player, listening, reliable, calm, stable, patient & kind.</p> <p>Motivation: Security & safety.</p> <p>Fears: Insecurity & change.</p> <p>Needs: Security, appreciation, stability, sincerity, limited work territory, cooperation & opportunity to help.</p> <p>Under pressure: Giving up, waiting, indecisive, gullible & touchy.</p>