



FinxS[®] Online Platform

Extended DISC[®]

Assessment Suite for Teams

Extended DISC Team Analysis

From CEOs to front line employees, Extended DISC® Team Analysis is everyone's favourite. It is a powerful tool that has many applications and yet, is so easy to use and understand.



The Team Analysis provides a clear, easy-to-use framework to understand complex issues quickly, to solve problems and to improve performance. It also presents a safe environment to discuss challenging topics productively. The Team Analysis provides the big picture that enables decisions to be made with confidence.

What is the Extended DISC® Team Analysis?

The Extended DISC® Team Analysis is a tool that combines all of the individual assessment results into one report. It shows the team dynamics, the strengths and development areas of the team, and illustrates how the team members are adjusting their behaviours in the existing work environment.

While team applications are the most popular uses of the tool, Team Analysis is capable of assessing a large number of individuals. As a result, it enables our clients to perform various, more complicated analyses very cost effectively. Some of these applications include identification of the effective behaviours (leadership, management, sales and customer service), succession planning and strategic decision making.

How does the process work?

Extended DISC® Team Analysis is extremely easy to use. Once the participating individuals have completed the Extended DISC® Behavioural Assessment Questionnaire, you simply select the members from the database and generate the report. That's it! No additional questionnaires to complete. The process takes just seconds.

Additional Team Features

Online features of the FinxS System enable an organisation to gain additional insights about their teams, all **at no additional cost!**

Select from features such as:

- **Open Preview/FinxS Playground**

There are three options available to gain invaluable insights and learn so much more about your team:

- Behavioural Competencies - where you can view snapshots of how your team compares against individual competencies from the system resource of approximately 1500 competencies divided into 42 categories!
- Job Templates - where you can measure the team against an existing template in your FinxS account or alternatively, create a new one specific to the team's expected outcomes for the organisation;
- Graphics - which allow you to view your team's profiles so you can identify any patterns emerging, view their 4 Quadrant Team member styles, Leadership styles or even their Overused styles!

- **Team Database**

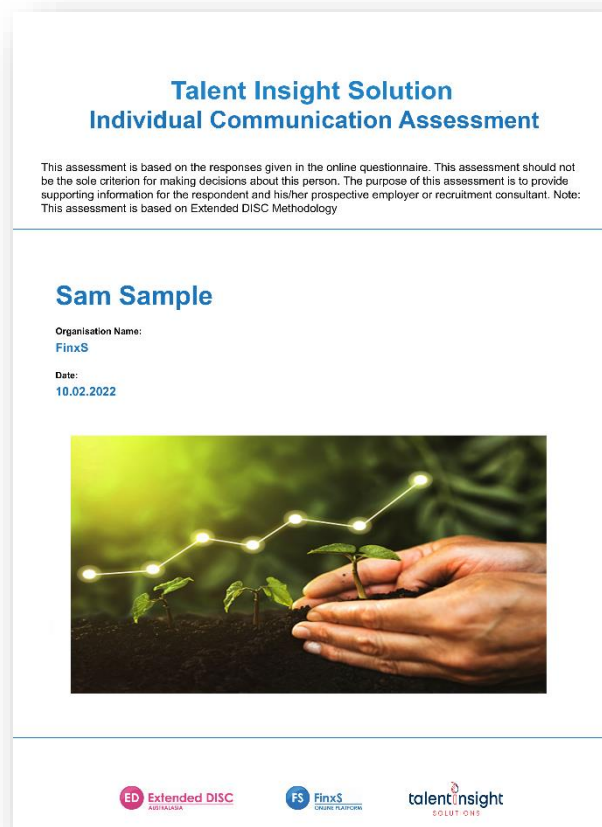
Set up and save a team in your FinxS admin account for future use. View and print the teams' results against the Open Preview/FinxS Playground feature outlined above using Behavioural Competencies, Job Templates and Graphics. The versatility of the system allows you to add and delete Team Members as you wish.

Team Communication

Communication is an important aspect of any business. Being able to effectively communicate with team members can greatly improve the success of the business as well as the bottom line. In addition, employees feel more engaged and motivated when the lines of communication within the business are open and clear and their job roles have been successfully communicated.

We recommend integrating our Communications Assessments into the Team Analysis to understand:

- How an individual can better communicate with the other DISC styles
- How the other DISC profiles perceive the communication style of the individual
- The strengths of the individual's communication style
- Aspects of communication the individual needs to develop



How are Organisations using Team Analysis?

Some of the most common applications for Team Analysis are:

- Team building and development
- Ensure team roles align with team members strengths
- Strategic decision making
- Identification of the effective behaviours
- Leadership development
- Understanding complex issues
- Organisational development
- Succession planning
- Turnover reduction
- Conflict Resolution



How can I learn more?

Insights into Teams

Self-Awareness and awareness of others is crucially important in Team Environment. Not only does this allow for a culture of cohesion, it also helps build a tolerance of each other and a shared understanding.

To understand more about how a Team & Build Assessment can help enhance Self-Awareness and build high performing teams, we recommend watching our free webinar, "Insights into Teams," available on our website or YouTube Channel.

For more information, to receive a sample report, or to test-drive Extended DISC Team Analysis, please contact us.

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