

Competency-based Behavioural Analysis

The FinxS Revolution

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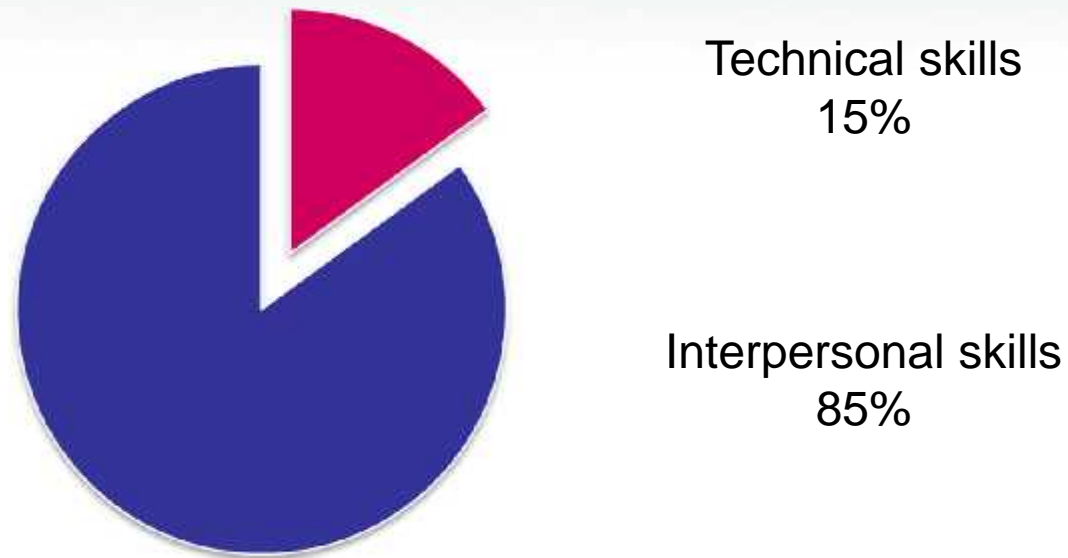
The Distinguishing Factor - People

- Globally more attention is being paid to the 'people' component of competitiveness.
- Your main hope must be the strength of your people and the value that they add.



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Is Culture & Behaviour all that important?



15% of job success was based on **technical competence**
85% was related **to interpersonal skills**

*Stanford, Harvard, Carnegie Foundation Study
Zig Ziglar, Top Performance (New York: Berkeley Books, 1986), p. 11.*



Culture Change via the People Factor

- The issue of **ROLE FIT** is one of the hottest topics in the quest for a competitive advantage.
- Each task is best performed **when given mind sets and skill sets are in place.**
- Linking the appropriate mind set & skill set to roles is a key to success.

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Role Fit: The Winning Strategy

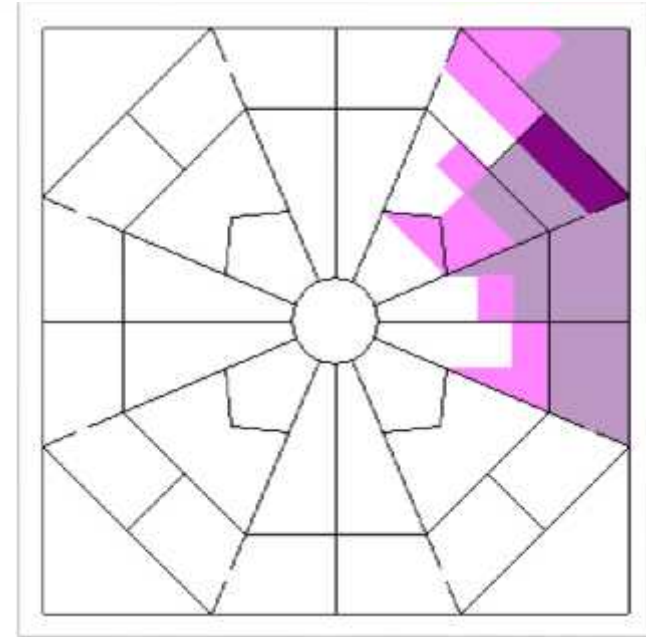


Getting the **right people**
in the **right positions**
applying the **right**
approach
is seen as
holding the key
to **gaining a competitive**
edge.

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Aligning Individual Behavioural Orientation to Roles

It takes **less energy** for you to perform at your best when you operate **within your Flexibility Zone**.

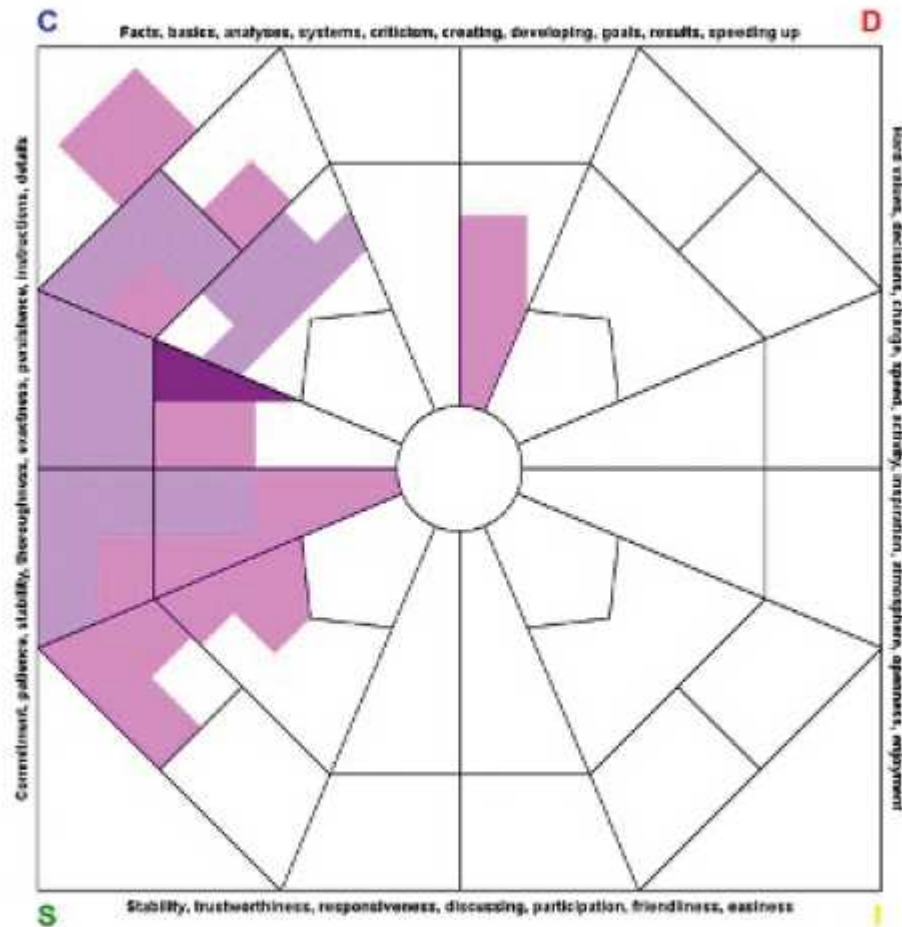


Extended DISC Flexibility Zone Map

Role Fit deals with the challenges that “*square pegs in round holes*” present.

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Behavioural Preference Mapping



Coloured areas reflect Role Fit.

White areas require *more energy*.



Role Fit Must Be All Pervasive

Successful organizations pursue **Role Fit** through all their Talent Management processes:

Job analysis & vision alignment

Recruitment, Selection, Placement & Orientation

Career & Succession planning

Performance Management

Coaching, training & development

Appraisals and rewards

Role Definition Using the **D | S C** Framework

Distance
Logic

Facts
Correctness

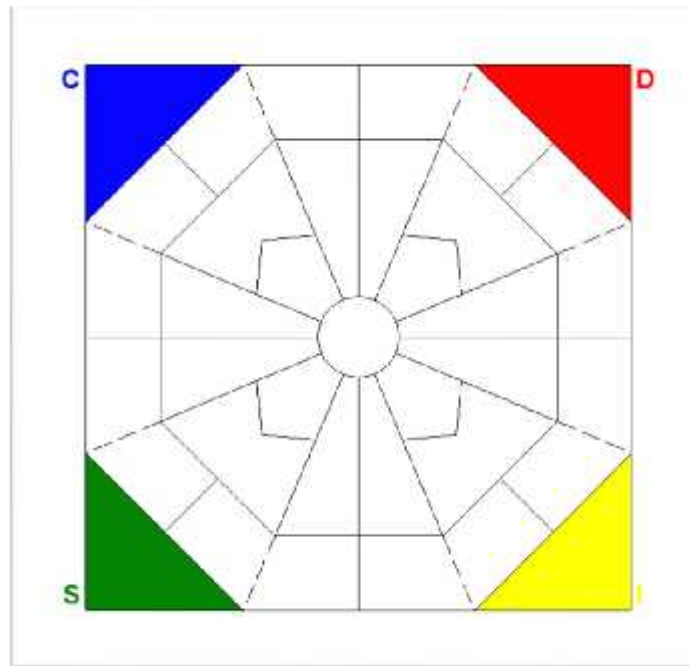
Results
Change

Preciseness
Standards

Influence
Activity

Thoroughness
Patience

People
Optimism



Helpfulness
Friendliness

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About the FinxS/Extended DISC Platform

- Extended DISC has been established as a world-leading provider of behavioural analysis.
- Extended DISC has now developed the revolutionary FinxS platform.
- The FinxS platform incorporates regular Extended DISC reporting features but adds value in many new ways.

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FinxS Offers Extended DISC & More

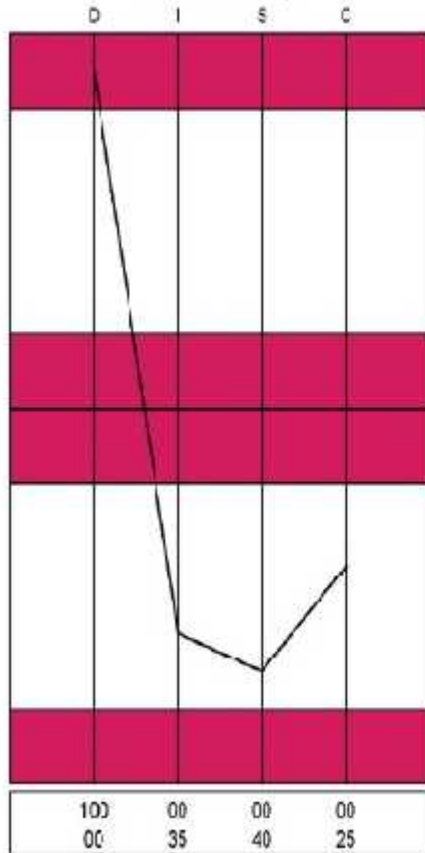
- Large Behavioural Competency Libraries
- Benchmarking against Ideal Templates
- Multi-person Comparative Reporting
- Team Maps
- Customizable format
- Option to include text, images and workbooks

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Extended DISC Twin Profiles

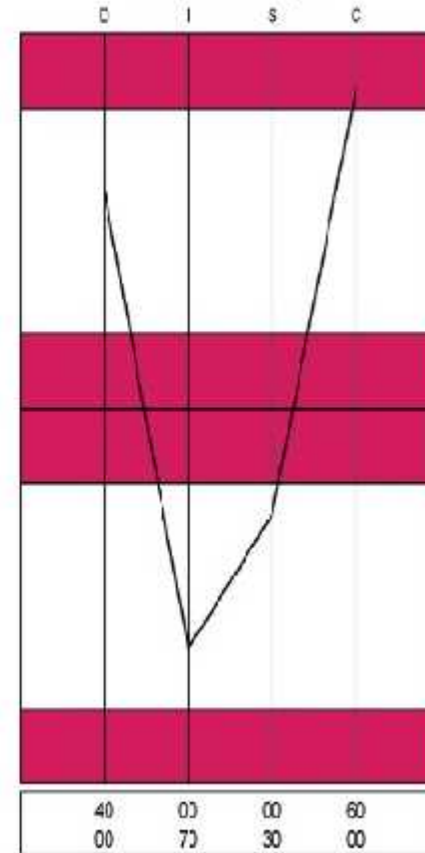
Profile I - Perceived Need to Adjust

Able Amy



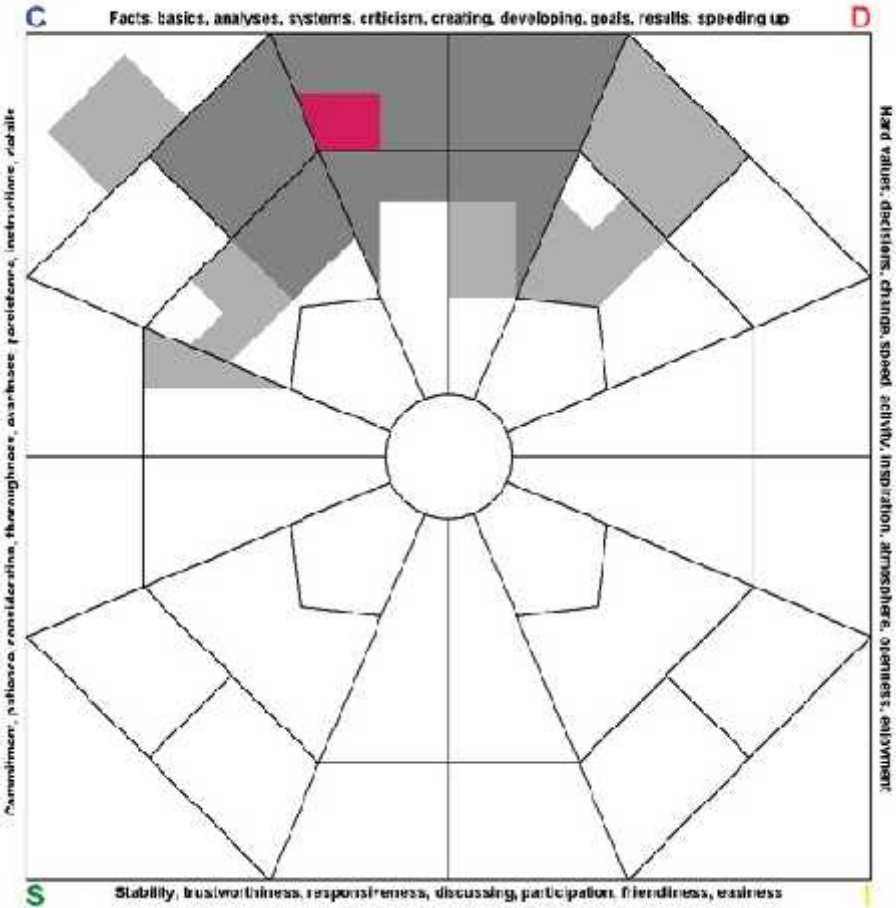
Profile II - Natural Style

Able Amy



Extended DISC Flexibility Zone Map

Able Amy



New Benchmarked Competency-based Analysis

Benchmarks in red.

Active sharing of positive information



Building of new structures and systems



Match Percentage

Able Amy: 56%

Able Depend: 79%

Aide Betty: 56%

Pleasant Carmen: 56%

Service Gary: 75%

FinxS Multi-person Competency-based Analysis

The Success with People Sales DNA Report

Success with People Academy Sales

Organization:

Date:

Success with People Academy

01.02.2012



Listening to the prospect's/customer's needs

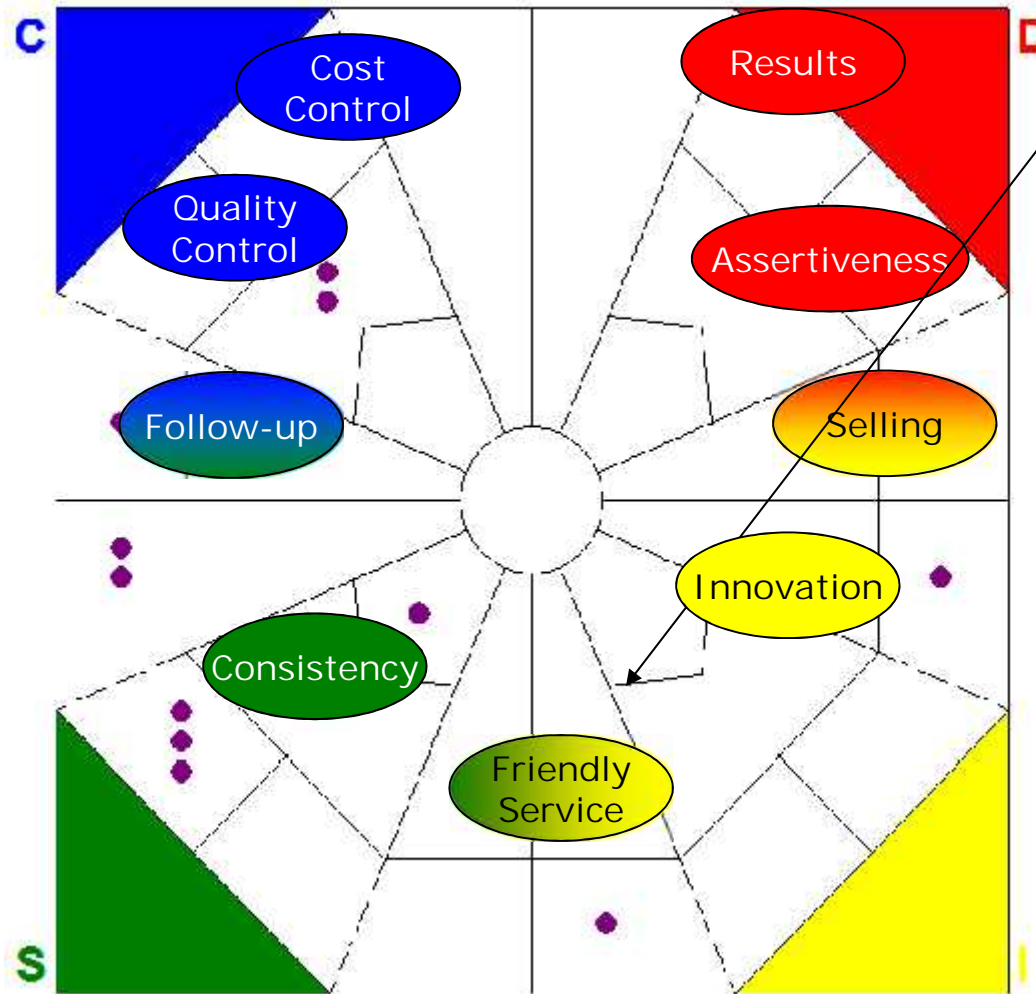
Able Amy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aide Betty:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Iri Sistible:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seller Top:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Service Jane:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Goal-oriented selling while considering prospects' needs

Able Amy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Aide Betty:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Iri Sistible:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Seller Top:	-5	-4	-3	-2	-1	0	1	2	3	4	5

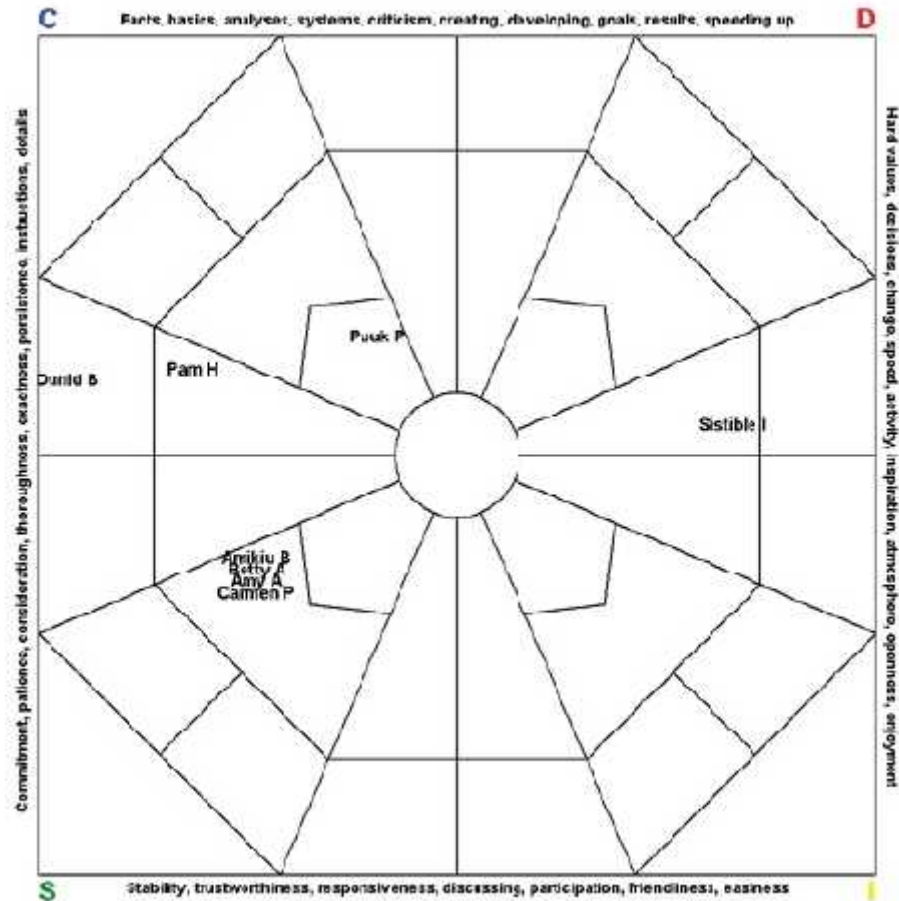
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Matching the Existing Team to the Goals on the Extended DISC Shotgun Map



The dots represent the location of team members on the Extended DISC Diamond. The text boxes reflect the behavioural orientation that best achieves the desired outcomes.

Team Name Map On The Extended DISC Diamond



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Customisable FinxS Reporting

- Comparative results incorporating Extended DISC Profiles and Diamond
- Behavioural Competency Listing include:
 - Communication Style
 - Decision-making & Problem solving Style
 - Potential Response to Pressure/Stress
 - Ideal role in projects/Approach completing tasks
 - Issues that are a turn-off/Stress
 - Ideal Working conditions/Getting Best Results

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Special DNA Role Fit Reports

- Leadership
- Supervisory Management
- Sales
- Marketing
- Customer Service
- Applicant Screening
- Project Management
- Entrepreneurship
- And many more

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Work Pair Compatibility Report Extract

Approach to Decision-Making and Problem Solving

Able Amy

Her strongest quality is keeping things on track. Her best skills shine when she has to plan and develop things that take place in the background. She can separate the essential from the nonessential and facts from feelings. She identifies with given instructions and standards, and plans the work of her unit accordingly.

Iri Sistible

He is quite strong at making decisions. Although he needs detailed background information, he never gets lost in that. Sometimes he may make hasty decisions but these usually do not cause unpleasantness for others. Sometimes his emotional prejudice may disturb his ability to make logical, analytical decisions.

The numbers to the right reflect greater comfort with performing the action.

The numbers to the left reflect less comfort with performing the action.

Thus, the further to the right, the easier it is for the individual to perform the role. The further to the left, the more energy it takes to play the role.

Please note, that the individual might have developed strategies to effectively deal with areas that would normally require more energy.

Detailed analysis of problems

Able Amy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Iri Sistible: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Finding new, creative solutions

Able Amy: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Iri Sistible: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Designing extensive solutions

Able Amy: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Customized Reports to Your Needs – Text, Image, Result

The image below is a quick reference guide to understanding behavioral preferences.

The table below that uses the animal kingdom to compare your orientation to each of the four basic behavioral styles:

Red - Dominance, Direct, Cougar/Rhino

Yellow - Influence, Interactive, Butterfly/Monkey

Green - Steadiness, Supportiveness, Dolphin/Elephant

Blue - Compliance, Cautious, Owl/Fox



Cougar / Rhino

Tim Lee: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Mavis More: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Butterfly / Monkey

Tim Lee: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

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Option to Insert Workbook and Instructions

Success in Marriage_2

Person Analysed

Tim Les

Organization:

SWPA

Date:



Your Success in Marriage WORKBOOK

What is the most revealing insight you gained from this report?

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FinxS/Extended DISC & YOU

- FinxS/Extended DISC offers a range of solutions to support the development of human resources.
- These include behavioural analysis, 360-degree studies in support of applicant screening, coaching, team building, customer service and sales training, leadership & supervisory management training.
- The intention is that there are synergies that could be maximized to the greater good.

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Select Your Graphics

(Flexibility Zones)

FinxS Users ▾ Templates ▾ Reports Projects ▾ Database ▾ Points ▾ Sign out Language ▾ Country A ▾

Graphics

▼ Graphics

- Profile I
- Profile II
- Bot...
- Diam...
- Flexibility Zones**

Flexibility Zones

C Facts, basics, analyses, systems, criticism, creating, developing, goals, results, speeding up D

Hard value, decision, change, speed, activity, inspiration, atmosphere, openness, enjoyment

Commitment, patience, consideration, thoroughness, exactness, persistence

Stability, trustworthiness, responsiveness, discussing, participation, friendliness, easiness

1 Edit +

2 Edit +

3 Edit +

4 Edit +

5 Edit +

Cover section

+

Table of Con...


Sales Proces...

Prior

Selling

Closing

Create Templates For Roles (Job Templates)

FinxS Users ▾ Templates ▾ Reports Projects ▾ Database ▾ Points ▾ Sign out  Language ▾ Country A ▾

Job Templates Name: Guide to New Product Sales Languages ▾

Drag & Drop

Language: English (US) ▾

all behavioral competences with all match percentages

Sales Process - Prior

	-5	-4	-3	-2	-1	0	1	2	3	4	5	
performing repetitive tasks effectively:									3			45%
Getting started without instructions:									3			100%
Prioritizing the most effective thing first:									3			100%
Performing on a completely regulated task:									3			55%
Thorough analysis before taking action:									3			35%
Finding new, creative solutions:									3		5	80%
Active networking with other specialists:									3	4	5	90%

Person score Expectation

1 Edit +
2 Edit +
3 Edit +
4 Edit +
5 Edit +

Cover section
+
Table of Con...
Sales Proces...
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Behavioral Descriptors

New job expectations vs. natural tendencies

FinxS Users ▾ Templates ▾ Reports Projects ▾ Database ▾ Points ▾ Sign out Language ▾ Country A ▾

Behavioral Descriptors **Back** **Preview** Name: Guide to New Product Sales Languages ▾

Attributes **Preview this section** **Copy this section** **Delete this section**

Language English (US) ▾ **Move** **Delete**

Attributes
Active, energetic, alert, inspiring, open, sociable, social, independent, emotional, decisive, ambitious, restless, encouraging, motivating.


Behavioral Descriptor

Motivators **Move** **Delete**

He values variety, human contacts, independence, social challenges and a pleasant atmosphere. He likes to start projects, produce ideas, work among people, complete tasks independently and move around. He needs some attention, cheerfulness and spontaneity. He hopes that other values and not just the facts are taken into account as well.

Behavioral Descriptor

Cover section
+
1 Edit +
Table of Con...
2 Edit +
Sales Proces...
3 Edit +
Prior
4 Edit +
Selling
5 Edit +
Closing



Step into the new world of FinxS
info@swpacademy.com

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