



DISCPLUS

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This Innermetrix DISC Plus Profile combines the best of two world class profiles. The DISC Index measures your preferred Behavioral style and the Values Index measures your motivational style and drivers. Together they will help you understand HOW you prefer to get things done, and WHY you're motivated to do them. This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.



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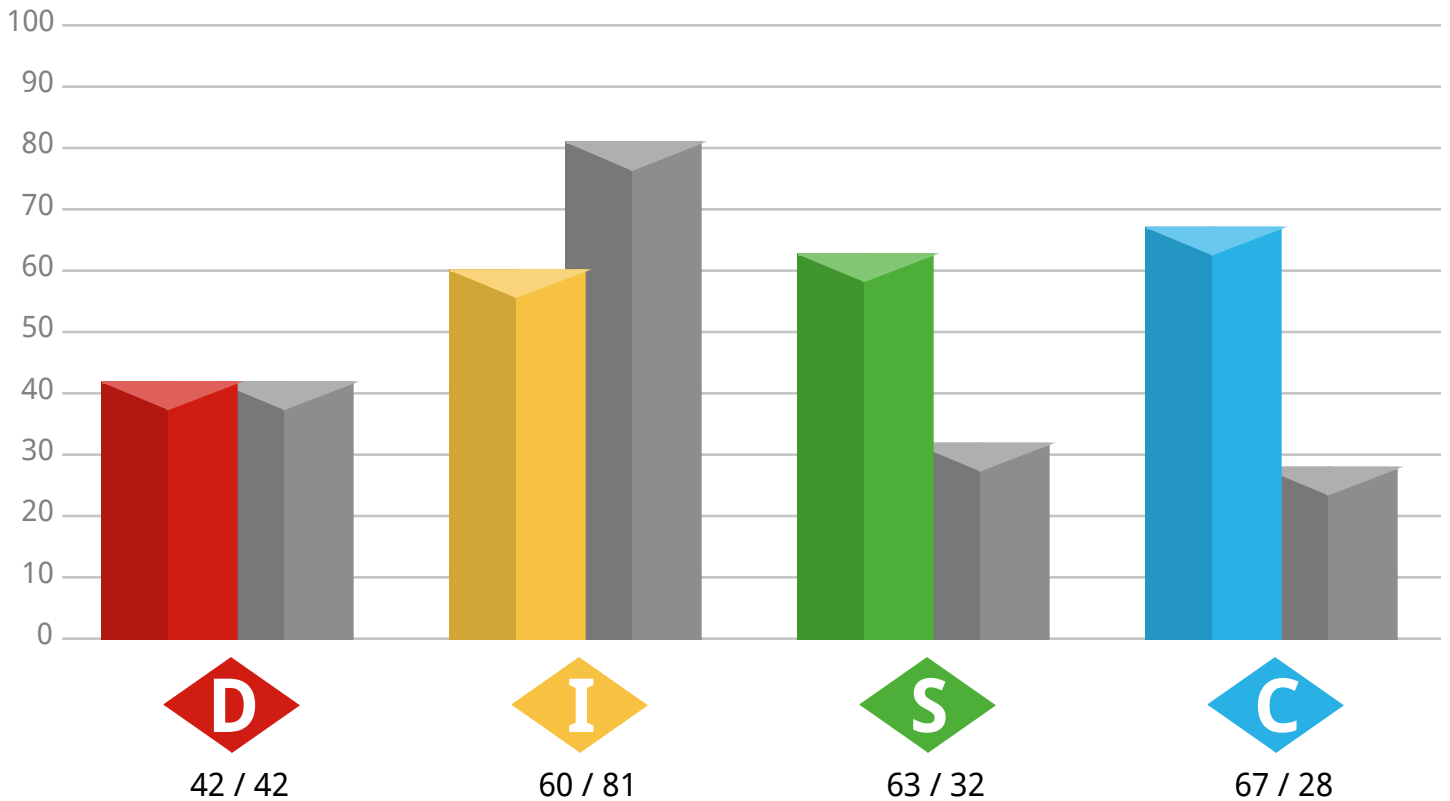


The DISC Index

HOW do you prefer to use your talents based on your natural behavioral style?



Natural and Adaptive Styles Comparison



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Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.



A closer look at the four components of your behavioral style

| Decisive | Interactive | Stabilizing | Cautious |
|---|---|---|---|
| Problems: How you tend to approach problems and make decisions | People: How you tend to interact with others and share opinions | Pace: How you tend to pace things in your environment | Procedures: Your preference for established protocol/standards |
| High D | High I | High S | High C |
| Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive | Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof | Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous | Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant |
| Low D | Low I | Low S | Low C |

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Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- Maintains a stable and predictable pace to complete a complex or specialized project, and demonstrates a tireless work ethic to get the project finished.
- Builds good team relationships without being an extremist.
- Decisions are based on factual data.
- Approach to the job role is systematic, deliberate, and persistent in developing processes or finding solutions.
- If given the responsibility to maintain high standards, those standards will be guarded and maintained.
- Builds confidence in others needing a boost.
- Patient in working with others on the team.
- Provides a high degree of mind-share on projects and processes, alert to the potential problems and controls necessary.

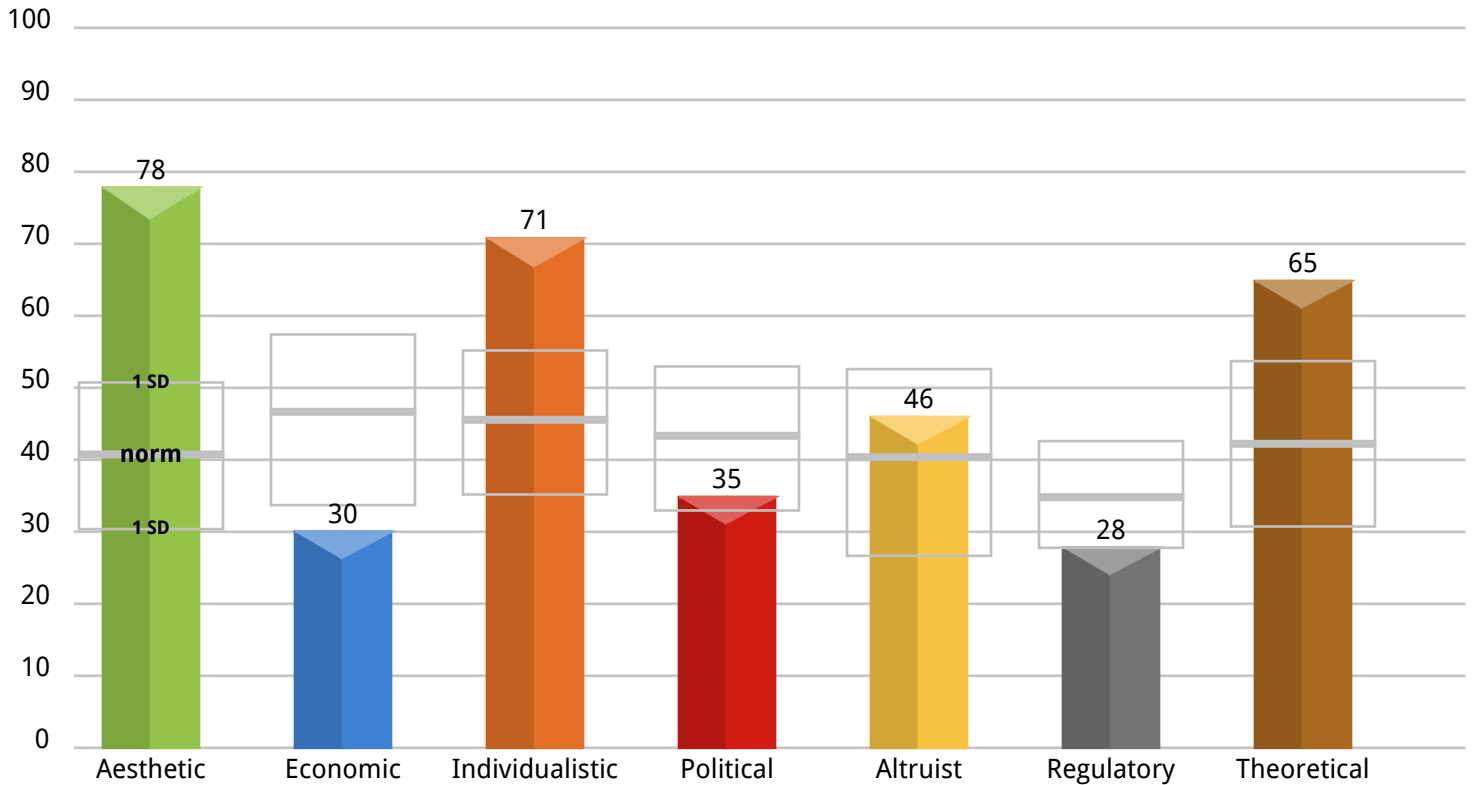


The Values Index

WHY are you motivated to use your talents based on your drivers of engagement?



Executive Summary of Edi's Values



Edi Saksono

| | |
|---------------------------|---|
| Very High Aesthetic | You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression. |
| Low Economic | You are a team player and may put others' needs before self. |
| Very High Individualistic | You demonstrate high independence and project self-confidence. |
| Average Political | You are flexible, able to take or leave the power or clout that comes with the job title or assignment. |
| Average Altruist | You are concerned for others without giving everything away; a stabilizer. |
| Average Regulatory | You are able to balance and understand the need to have structure and order, but not paralyzed without it. |
| High Theoretical | You have a high interest level in understanding all aspects of a situation or subject. |



A closer look at the seven dimensions

Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps to tell you why you prefer to do what you do.

It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

| Value | The Drive For |
|------------------------|-----------------------------------|
| Aesthetic | Form, Harmony, Beauty, Balance |
| Economic | Money, Practical results, Return |
| Individualistic | Independence, Uniqueness |
| Political | Control, Power, Influence |
| Altruistic | Altruism, Service, Helping others |
| Regulatory | Structure, Order, Routine |
| Theoretical | Knowledge, Understanding |