

Candidate Behaviour Profile

Fit 2.0 • Candidate Report

CANDIDATE
Sally Sample

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DISC STYLE
High Influence

Discflow® Fit 2.0

How to Use This Report

Every individual brings a distinct style of behavioural preferences, communication tendencies, and emotional awareness into the workplace. These styles influence how work is approached, how interactions unfold, and how organisational expectations are experienced.

Discflow Fit 2.0 is designed to support fair, people-centred recruitment and onboarding conversations by offering descriptive insight into behavioural alignment with role demands and working environments. It focuses on behavioural tendencies, not selection decisions.

The insights in this report should always be considered alongside experience, qualifications, structured interview evidence, and professional judgement.

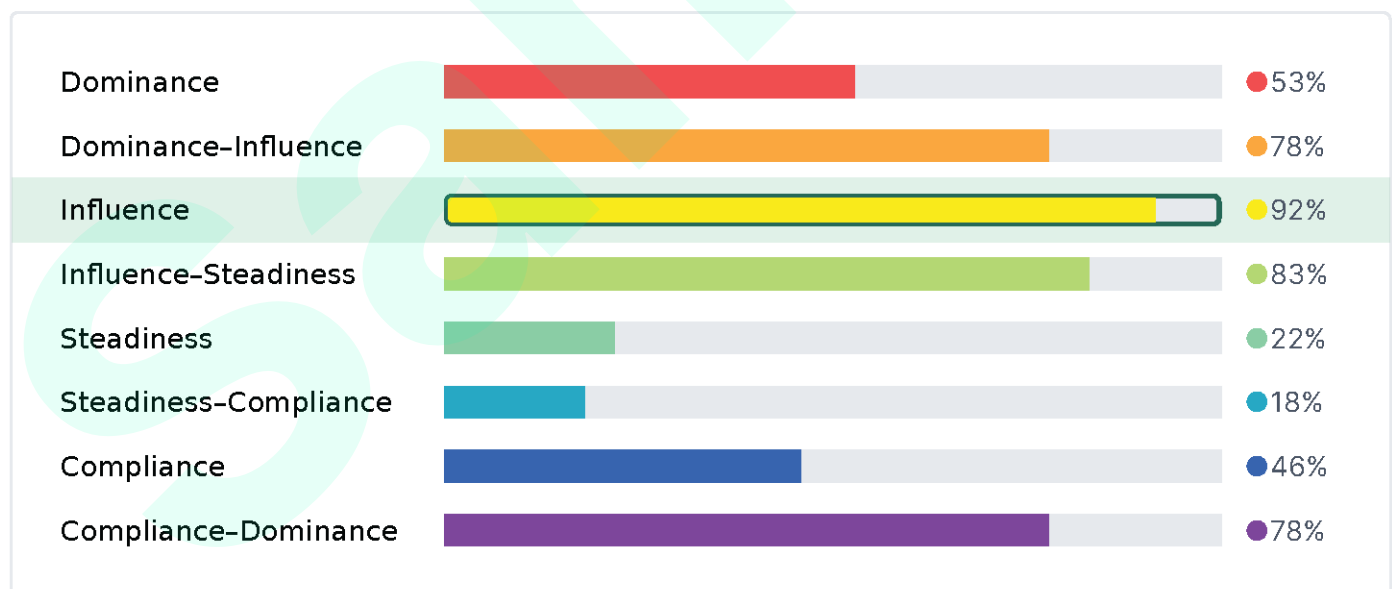
Important Use Guidance

Discflow Fit 2.0 provides descriptive insight into behavioural preferences and emotional awareness in workplace contexts. It does not assess competence, intelligence, motivation, or predict job performance.

The information in this report is intended to support structured discussion and reflection and should always be used alongside other appropriate recruitment and development methods.

DISC Style Profile

Relative Behavioural Tendencies – Indicative profile for this candidate.



Scores reflect relative tendencies. Use alongside structured interview evidence and professional judgement.

Behavioural Overview

About this section

This section provides general context on how behavioural styles influence everyday work and interaction. Behavioural preferences shape how individuals communicate, approach tasks, and engage with others. Understanding these tendencies helps frame how behaviour may show up across different workplace situations

Behavioural Style Insight

The following statements describe tendencies commonly associated with this candidate's behavioural style.

- You'll notice this person builds connection quickly, using enthusiasm and expressive communication to engage others and create a positive, energising atmosphere. They bring energy into conversations while ensuring people feel included, helping momentum build through shared involvement and visible engagement.
- They adjust their communication actively, reading emotional cues and adapting tone, pace, and expression to suit the situation and audience. Under pressure, they maintain positivity while making real-time adjustments to keep others engaged, aligned, and comfortable contributing.

What to Look For

The following highlights practical ways this style may be experienced in workplace contexts.

- Builds strong engagement through energy and connection, so observe how enthusiasm is adapted to different individuals
- Adjusts communication in real time, helping maintain alignment and shared understanding across conversations
- Creates momentum through positivity, which works best when others feel included rather than carried forward

Notes for context

Capture initial observations or questions to explore. Avoid conclusions.

Workplace Fit

About this section

This section considers how workplace environments interact with behavioural styles.

Every organisation has its own rhythm, shaped by pace, leadership style, communication norms, and expectations. Understanding environmental alignment helps explain where engagement may feel more natural or require adjustment.

Behavioural Style Insight

The following statements describe environmental tendencies commonly associated with this style.

- This behavioural style is most engaged in environments that are energetic, interactive, and socially dynamic, where communication flows freely and ideas can be shared openly. Visibility, collaboration, and positive engagement help sustain motivation and momentum.
- Environments with limited interaction, restricted communication, or low energy can reduce engagement and visibility, so open dialogue, regular interaction, and opportunities to contribute help maintain involvement and connection.

What to Consider

The following outlines workplace conditions that may support or stretch engagement for this candidate.

Conditions commonly associated with stronger engagement

- | | |
|--|--------------------------------------|
| ■ High-energy, interactive environments | ■ Open and frequent communication |
| ■ Opportunities for collaboration and visibility | ■ Positive and engaging team culture |

Conditions that may stretch this candidate

- | | |
|---|---|
| ■ Limited interaction or social connection | ■ Restricted communication or feedback |
| ■ Low-energy or highly isolated work environments | ■ Lack of visibility or opportunity to contribute ideas and input |

Notes on workplace fit

Record role-specific factors to explore further during interview or onboarding.

Motivators and Stressors

About this section

This section explores factors that commonly influence engagement and energy over time.

Motivation and stress are shaped not only by role demands, but also by how work environments respond to behavioural and emotional needs.

Behavioural Style Insight

The following statements describe motivators and stressors commonly associated with this style.

- Engagement is strengthened by energetic environments, social interaction, and opportunities to express ideas openly. Motivation increases when they can connect with others, generate enthusiasm, and see their input positively received and acted upon.
- Stress may increase when interaction is limited, ideas are dismissed, or the environment feels flat or overly critical. In these situations, energy may drop briefly but is often redirected through re-engagement, increased communication, or efforts to lift the mood and regain connection.

What to Consider

The following highlights conditions that may increase or drain engagement for this style.

Typically associated motivators

- Opportunities for social interaction and collaboration
- Recognition for ideas, energy, and contribution
- Dynamic, engaging environments with variety

Potential stressors requiring awareness

- Limited interaction, leading to reduced energy or over-talking to re-engage
- Dismissed ideas, triggering repeated attempts to gain attention
- Overly critical environments, leading to defensiveness or withdrawal

Notes on engagement drivers

Capture hypotheses to test through interview questions.

Team Fit

About this section

This section considers how behavioural styles commonly influence group and team dynamics. Teams rely on a mix of styles to maintain performance, trust, and resilience. Understanding these dynamics supports better collaboration and role alignment.

Behavioural Style Insight

The following statements describe team-related tendencies commonly associated with this style.

- Within teams, this behavioural style contributes energy, visibility, and strong engagement. Interaction is used to build connection, maintain morale, and keep people involved in shared activity.
- Influence shows through inclusive communication and active listening, with awareness of group dynamics helping to balance participation and maintain focus.

What to Consider

The following highlights how this style may influence team contribution.

Commonly observed team strengths

- Builds team engagement through positive and inclusive communication
- Maintains energy and morale, particularly during challenging periods
- Encourages participation and contribution across the group

Areas that may benefit from awareness

- Focus may shift toward interaction over outcomes if not balanced
- Discussions may extend beyond what is needed to maintain progress
- Follow-through may benefit from reinforcing structure and priorities

Notes on team context

Consider interaction with the existing team mix.

Learning and Development Preferences

About this section

This section explores how behavioural styles commonly influence learning and development. Learning preferences affect how feedback, challenge, and growth opportunities are experienced and applied over time.

Behavioural Style Insight

The following statements describe learning tendencies commonly associated with this style.

- Learning is most effective when it is interactive, engaging, and allows ideas to be explored through discussion. Energy and connection support strong initial engagement.
- Development improves when feedback is encouraging and clear, with awareness of when to maintain energy and when to refocus on outcomes and follow-through.

What to Consider

The following highlights development approaches that may be effective for this style.

- Use interactive and discussion-based learning formats
- Provide encouraging feedback linked to clear outcomes
- Reinforce focus to support follow-through

Notes on development needs

Highlight area that may need support

Onboarding Considerations

About this section

This section provides practical guidance for supporting early engagement following appointment. Onboarding experiences shape early confidence, connection, and contribution.

Behavioural Style Insight

The following statements describe onboarding needs commonly associated with this style.

- Early engagement increases when there are opportunities to connect, collaborate, and contribute through interaction. Building relationships quickly supports confidence and integration.
- Momentum develops through positive interaction, visible involvement, and shared activity, with effectiveness strengthened when focus is maintained on outcomes.

What to Consider

The following outlines onboarding practices that may support this style.

- Create early opportunities for connection and collaboration
- Encourage visible involvement in team activity
- Use regular, open communication to maintain engagement
- Link activity to clear outcomes to maintain focus

Onboarding notes

Capture practical actions to support early engagement.

Candidate Summary

Applied Interpretations

The following summary reflects how the assessed candidate's behavioural style may show up in workplace contexts.

- This behavioural style thrives in environments where communication, collaboration, and positive interaction are encouraged. They tend to engage others easily, share ideas openly, and contribute energy that supports team morale and connection.
- They are likely to read situations well and adjust their communication style to maintain engagement and alignment. This enables them to build strong relationships while still supporting progress.

Ethical Use Statement

- Discflow Fit 2.0 does not assess competence, technical skill, intelligence, motivation, or job performance, and it does not predict success or failure in any role.
- This report provides descriptive insight into behavioural and emotional tendencies only and must always be used alongside structured interviews, experience, qualifications, and professional judgement. It should never be used as a standalone or exclusionary selection tool.
- The report is confidential and intended solely for professional recruitment, onboarding, and development purposes.



About Discflow Fit 2.0

Discflow Fit 2.0 combines the DISC behavioural framework with emotional intelligence insight to support fair, structured, and people-centred recruitment and onboarding conversations.

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