

DISC Flow[®] CORE Report

Sally Sample

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CONFIDENTIAL



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Welcome to DISC Flow®

The DISC Flow® model has been purposely designed to be simple to understand and easy to apply. We've taken the tried-and-tested DISC behavioural model and combined it with the power of emotional intelligence to help people tap into their strengths and build better, stronger and more productive relationships.

Sally, this personalised report uses your assessment data to provide a wealth of information and insights that will help you develop your potential. View this as an opportunity to work on yourself and create a better version of who you already are. One that exploits your strengths, shows you where to focus your energy and take advantage of areas where you are more engaged and effective.

Try to think of the DISC model as a compass for your brain. A compass doesn't tell you where to go, it just points you in the right direction and if you read the signs along the way, you will reach your destination faster and with far fewer problems.

We know that at times, change can be difficult, but the following K-S-S approach provides simple, straight-forward steps toward growth and personal development.

When reading your report think about how to apply these simple concepts to improve your performance in the workplace. Developing key behaviours like the ones outlined below can not only improve your workplace relationships but those in your personal life as well.



K

KEEP doing. Identify what you already do well and KEEP doing them.



S

STOP doing. As you review the information in this report, you may recognise certain behaviours that tend to bring negative results. This may be an indication of something that you should STOP doing.



S

START doing. Identify and START doing things that will positively impact your performance.

We don't claim that this report will give you all the answers, but we do hope you find much to engage your interest and that you find some important insights and useful tips to help you in the near future.



DISC

● Introduction to the DISC Model	4
● Results at a Glance	5
● General Characteristics	
● Prominent Behaviours	7
● Potential Strengths and Limitations	
● Decision Making	8
● How Others Perceive You	
● Personal Development Tips	
● Moving Forward with DISC Flow®	9



EMOTIONAL INTELLIGENCE

● Introduction to Emotional Intelligence	10
● Elements of Emotional Intelligence	10
● Results at a Glance	11
● Self-Awareness	12
● Prominent Behaviours	
● Personal Development Tips	
● Awareness of Others	13
● Prominent Behaviours	
● Personal Development Tips	
● Moving Forward with DISC Flow®	14



DISC & EI

● Integration of DISC & Emotional Intelligence - Introduction	15
● Results at a Glance	16
● Prominent Behaviours	
● Value to the Team	
● Conflict Management	
● Potential Stressors	
● Potential Motivators	
● Communication Style	
● Preferred Work Environment	
● Personal Development Tips	17
● Moving Forward with DISC Flow®	18

APPENDIX: Overview of the DISC Styles	19
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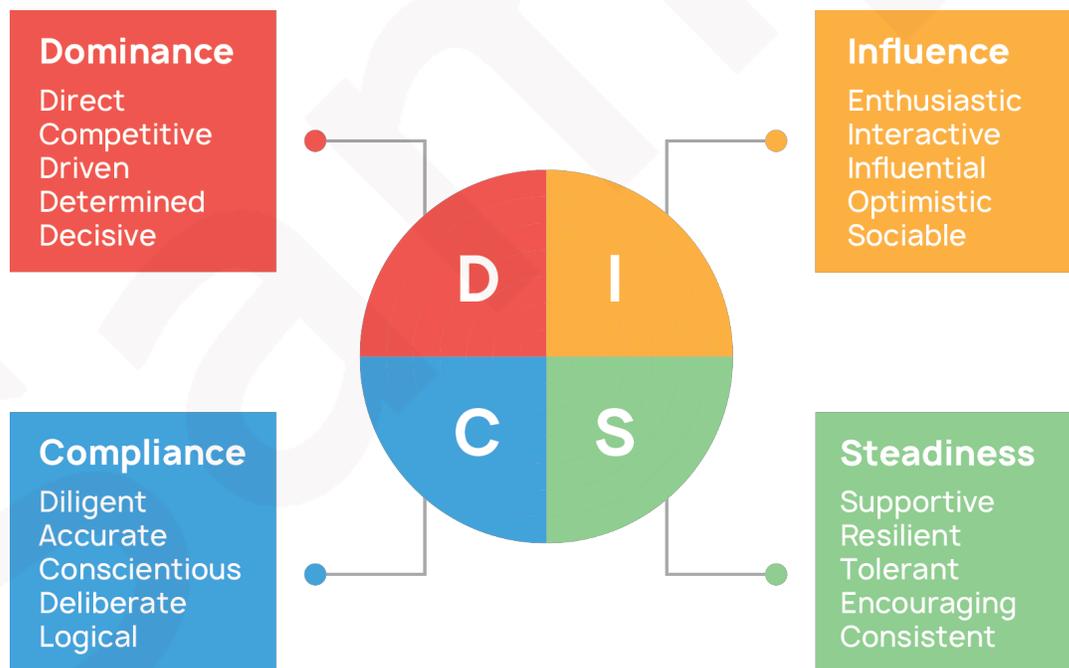
Introduction to the DISC Model

DISC is a highly accurate tool that identifies an individual's preferred behavioural style and communication preferences. It also provides a blueprint to help people understand and appreciate what motivates others.

The DISC model measures and describes four styles of behaviour.
Dominance - Influence - Steadiness - Compliance

When reading your report Sally, it is important to remember that all behavioural styles are equally valuable and that there are no good, bad or best styles. Everyone is a blend of all four styles but most people tend to lean toward one or maybe two of the styles.

By better understanding your own style and recognising the styles of others, you can adapt your behaviour and communication to any situation and get better results



Sally, making sense of your results on the next page is simple. The dots tell you where your score lies for each of the 8 DISC Styles. When looking at the spider graph, keep in mind that the further your dots are from the centre of the DISC Map the more apparent it will be to others that you are displaying the characteristics associated with that particular DISC Style.

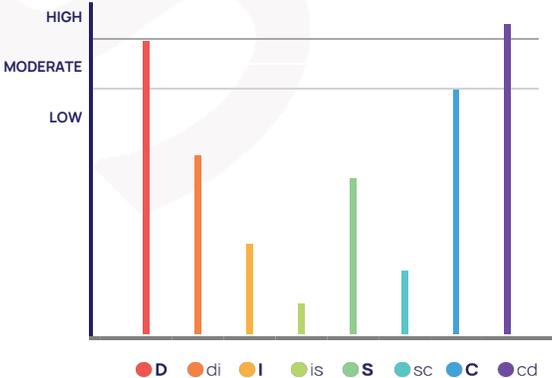
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GENERAL CHARACTERISTICS



Core Style - Compliance-Dominance

Your results indicate that you display a level of intensity in your behavioural characteristics that are considered as **HIGH** relative to others who share the **CD** style.



evaluative
challenging determined
focused relentless
disciplined composed
direct

SALLY SAMPLE

GENERAL CHARACTERISTICS

Overview of the High Compliance-Dominance

Sally, because you have a High Compliance-Dominance style, you probably display a blend of the behavioural tendencies found in both the Compliance and Dominance domains. You are likely to be task-oriented and value delivering high-quality results, on time. You also have a great desire for achievement and are persistent about the accomplishments of your goals. Consequently, you plan your approach and implement your strategy accordingly. You also set high expectations for yourself to achieve. You have the flexibility to respond quickly, or with an element of caution, depending on the needs of the situation.

Unassociated Items

Having high scores for diametrically opposing styles might not make sense at first glance and the theory behind the DISC model determines that this is the least probable outcome. However, this is not uncommon and simply means that a person believes that they exhibit certain traits and behaviours that would not normally be associated with their core style. We refer to these as Unassociated Items and use them to present you with a more rounded version of your behavioural and communication style.

Based on your assessment response, you have identified the following unassociated items:



Influence-Steadiness (IS)

- I am at my best in a harmonious work environment. (4)
- I naturally cooperate with others. (4)
- In most instances, I desire to help my co-workers. (4)

SALLY SAMPLE

GENERAL CHARACTERISTICS



Prominent Behaviours

- You are very keen to set and follow exact procedures to minimise errors in your work.
- Your desire for success can lead you to be very thorough and objective when evaluating facts and data, and ensure that you are on the right track.
- You enjoy an environment that is structured but provides the freedom to ask questions and challenge assumptions.
- You are not afraid to experiment with methods as long as they will ensure the quality of your work.
- You think and act quickly, yet will still explore all options before making a final decision.



Potential Strengths

- You dare to explore new methods outside of your routine.
- You are focused on the task at hand and can analyse data quickly.
- You are strongly driven to deliver a quality task in the agreed time.
- You are meticulous in planning and making decisions.
- You can direct and manage others towards specific objectives.



Potential Limitations

- You may be highly critical of people who do not meet your expectations.
- At times you may display poor social skills.
- You may need to make every effort to relate well with others.
- You are sometimes reluctant to recognise and take into account emotions and beliefs.
- On occasion, you can be overly opinionated and sceptical.

SALLY SAMPLE

GENERAL CHARACTERISTICS



Decision Making

Your decisions are mostly influenced by facts, figures, and logical thinking. As such, you may rarely seek or rely on other people's opinions. You take into account the urgency and importance of the situation and can give prompt decisions when required. On crucial matters, you may be more thorough and objective to arrive at a well-grounded conclusion. You don't like making mistakes, so this makes you very careful when finalising decisions.



How Others Perceive You

You are often perceived as a perfectionist. You want to accomplish tasks on time without compromising the quality of your work. You are frequently seen as someone strict and disciplined when completing tasks and evaluating others. Some people consider you as a very reliable person who delivers consistent results. However, they may also feel that you are hard to please and somewhat intimidating to work with. Your way of thinking and approach to a situation is highly dependent on logic and facts, which may make you appear to lack empathy.



Personal Developmental Tips

- Maintain your drive for quality. Always communicate timelines and expectations clearly when working as part of a team.
- Always manage your expectations. Setting goals without having the necessary time or resources to achieve them will only cause frustration.
- Maintain your well-grounded confidence but make sure to avoid alienating colleagues by appearing to have a know-it-all attitude.
- Set realistic expectations for others. Base your own expectations on the abilities of your teammates.
- Where possible, maintain the focus of the big picture by aligning it to your personal goals. Continue to prioritise tasks in order of importance.

Moving Forward with DISC Flow®

Keeping your results in mind Sally, write down any actions or behaviours which you think you should:



K

KEEP DOING...



S

STOP DOING...



S

START DOING...

"Personal development is a major time-saver. The better you become, the less time it takes you to achieve your goals."

Brian Tracy



EMOTIONAL INTELLIGENCE

Introduction to Emotional Intelligence

Sally, everyone experiences emotions. Often unnoticed, although always present, these emotions impact us and those around us each and every day. In the workplace and in our personal lives, how we think, feel and act defines who we are.

Emotional intelligence describes a way of identifying, assessing and controlling these emotions so that they work for us, not against us. It provides us with insight and awareness, and is responsible for influencing our behaviours and interactions with those around us.

When reading this section of your report it is important to remember that your capacity to recognise your emotions, and how these impact on the way you interact with others, will improve your communication skills and help you build stronger and more productive relationships.

Elements of Emotional Intelligence

Before you proceed to your EI results it is important that you understand how your emotional intelligence has been measured. In this assessment, your overall level of Emotional intelligence has been determined by consolidating your scores from the following dimensions:



Self-awareness is the keystone of emotional intelligence. Before you can make changes in yourself you have to know what there is to work with. Becoming self-aware is about the process of understanding yourself, being aware of the way you feel and the impact your feelings can have on decisions, behaviour and performance.



Awareness of others can be described simply as the ability to understand and respond to the needs of others. Get this right and people feel valued, listened to, cared for, consulted, and understood. Get it wrong and you may be seen as uncaring and insensitive.

SALLY SAMPLE



SELF-AWARENESS



Your assessment results indicate that you may demonstrate a modest level of Self-awareness when compared to the general population of respondents. This means that you may experience some challenges in being able to identify and manage your thoughts, emotions and behaviours effectively.



AWARENESS OF OTHERS



Your assessment results indicate that you demonstrate a higher level of Awareness of others when compared to the general population of respondents. This means that you can relate and respond appropriately to the needs of others and manage your relationship with them effectively.



Consolidated EI Score - Developing

You can modestly evaluate and manage your thoughts, emotions, and behaviour. Generally, you are less likely to take the time to examine your response to situations to gain a better understanding of your behavioural tendencies. You may also have a vague awareness of your positive and negative qualities which may influence how you respond to most situations.

Also, you are very capable of handling your relationships with other people. You manage your communications with other people very well. You are conscious of nonverbal and social communication cues, helping you to adjust your responses and behaviour accordingly. You know how to acknowledge and respect different perspectives without losing sight of your beliefs, preferences, thoughts and feelings.



Prominent Behaviours

- You may find it difficult to get over setbacks or failures.
- You may struggle to acknowledge or accept feedback about limitations in your personal qualities or capabilities.
- You may on occasion encounter some challenges adapting your behaviour to those that are deemed acceptable in the current social climate.
- Sometimes you may have difficulty acknowledging a new perspective or belief that is different from your own.
- It's possible that you pay more attention to other matters without considering your own emotional well-being.

Personal Developmental Tips

- Look at failures as a chance to develop yourself and identify key learning points from them to improve your performance in the future.
- Learn to become more open-minded. Lessen your tendency to look at feedback in a negative light by focusing on the key points and identify ways in which you can improve aspects of your performance.
- Make a conscious effort to pick up on the social and emotional cues from the people around you to ensure that you provide an appropriate behavioural and emotional response.
- Avoid the mind-set that your beliefs are the benchmark of a "good" or "correct" perspective. Keep in mind that beliefs are influenced by the culture and environment in which a person grew up, therefore it is unrealistic to think that others will have the same perspectives as you.
- Make sure that you maintain a balance between your work and well-being. Keep in mind that looking after your emotional needs will help you be more engaged and productive in the workplace.



AWARENESS OF OTHERS



Prominent Behaviours

- You attentively listen to other people's experiences without judging what made them think and behave in a particular way.
- You recognise that it is entirely normal for others to think and feel differently towards certain circumstances than you do.
- Your regard for others is not easily influenced by your personal preferences or biases.
- You often reflect on the thoughts and feelings of others to come up with an in-depth understanding of their situation.
- You are highly appreciative of people and welcoming toward a diversity of ideas.



Personal Developmental Tips

- Your non-judgmental mindset is a real strength. Explore ways in which you may use this skill to help bring out the best in others or in their experiences.
- Continue to be aware of how others express their thoughts and feelings so that you can develop greater insight and have a broader range of appropriate responses to call on during a conversation.
- Remain open-minded and appreciative of others perspectives. Ask yourself, How can you best use this valuable skill to its maximum potential?
- Know how to acknowledge other people's thoughts and feelings without letting these experiences become an emotional burden or stress to you.
- Remaining open-minded and appreciative towards people and ideas will create mutual benefits. Collaborating with people that have different perspectives will increase everyone's skills and knowledge.

Moving Forward with DISC Flow®

Keeping your results in mind Sally, write down any actions or behaviours which you think you should:



K

KEEP DOING...



S

STOP DOING...



S

START DOING...

"The only person you are destined to become is the person you decide to be."

Ralph Waldo



Integration of DISC & Emotional Intelligence – Introduction



HIGH COMPLIANCE-DOMINANCE



CONSOLIDATED EI SCORE - DEVELOPING

Sally, in the DISC Flow® model, your level of emotional intelligence is assumed to be the factor which enables how well you control the behavioural tendencies typically associated with your DISC style. It also determines how you display these behavioural tendencies when connecting with others as well as adapting to your social environment.

It is acknowledged that a person with high levels of emotional intelligence is better able to manage their behavioural tendencies according to the demands of the social environment they find themselves in.

Put simply, by strengthening your emotional intelligence, you will build resilience, become a better communicator, strengthen your relationships with others and improve the overall quality of your life.

And when reading the rest of your report Sally, it's important to remember that while some people naturally have high levels of emotional intelligence, for those that don't, these skills can be learned and continually improved at any stage in life.

High Compliance-Dominance with Consolidated EI Score - Developing



Prominent Behaviours

- You are sometimes receptive to others' input, but you likely maintain a preference for working independently to deliver results.
- Despite your natural inclination to be critical when people do not meet your standards and expected results, there are times when you can be tolerant with your feedback.
- You accept your limitations and are willing to take some calculated risks, especially if it means improving yourself.
- At times you can become frustrated when your performance does not meet expectations.
- You are relatively careful when managing situations and may sometimes consult other people for their perspective to ensure that you have explored all relevant information.



Value to the Team

You have a relative understanding of your capabilities and can utilise others' feedback. Hence, you can take calculated risks, create viable plans, and execute them strategically. You can advocate the best course of action to achieve the desired goals by knowing your abilities and listening to the input of others.



Conflict Management

Generally, you handle misunderstandings straightforwardly and objectively. You seek resolution as much as possible and don't like to prolong the process. You address concerns or issues by revisiting facts and relevant information. You likely generate conclusions or decisions based on an objective examination of the evidence gathered and would rarely be influenced by sentiments of the people involved. You can be somewhat straightforward with your communications, although you may sometimes try to be tactful.



Potential Stressors

Inability to meet expectations can be potentially stressful for you. You may feel disappointed about yourself when things don't go as planned. You may be wary of falling short of what you or other people envisioned things should be. You may feel at a loss when there is no structure in your work environment. You can be overly anxious when there are no objective metrics to which you can compare the quality of your performance.

Potential Motivators



You may seek assurance that there is a clear direction for your efforts. Consequently, you need to have a well-planned course of action, especially when pursuing critical tasks. In most cases, you prefer to work alone and with enough freedom to manage your work. However, if required to work with others, you feel at ease when you know that your colleagues can provide significant and useful input and that they have the same attitude towards work as you. You probably appreciate tasks that will help you push your skills to the limit. You also feel inspired when you know that your ideas have created order and direction to the team effort.



Communication Style

You are likely to be straightforward and direct when speaking with other people. You are generally assertive and will not hesitate to raise questions or ask for clarification about ideas or proposals that you don't understand. You are likely to be critical towards ambiguity during discussions but are generally tolerant with your feedback.



Preferred Work Environment

Your ideal environment allows you to foster friendly competition and challenge as this ensures that you can push yourself to the limit. You prefer to follow a structured system, and you generally enjoy having order in the workplace. Additionally, you prefer to work in an environment that employs an effective feedback system to help you and your colleagues improve performance.



Personal Developmental Tips

-
- Look for relevant feedback from others to help you achieve your goals.
 - Objectively evaluate performance by setting standards or expectations according to the situation and the skills of the people involved. This can serve as a base for deciding when to be strict or lenient with feedback.
 - Continue to explore ways that will aid your self-improvement. However, always keep in mind to balance risk with benefits and consequences.
 - Acknowledge the possibility for errors and unforeseen factors in your plans, and try to develop a resilient attitude towards resolving setbacks.
 - Practise analysing facts quickly, especially if the situation requires a prompt response. Continue with your consideration for both objective and subjective information that is relevant to the job.

Moving Forward with DISC Flow®

Keeping your results in mind Sally, write down any actions or behaviours which you think you should:



K

KEEP DOING...



S

STOP DOING...



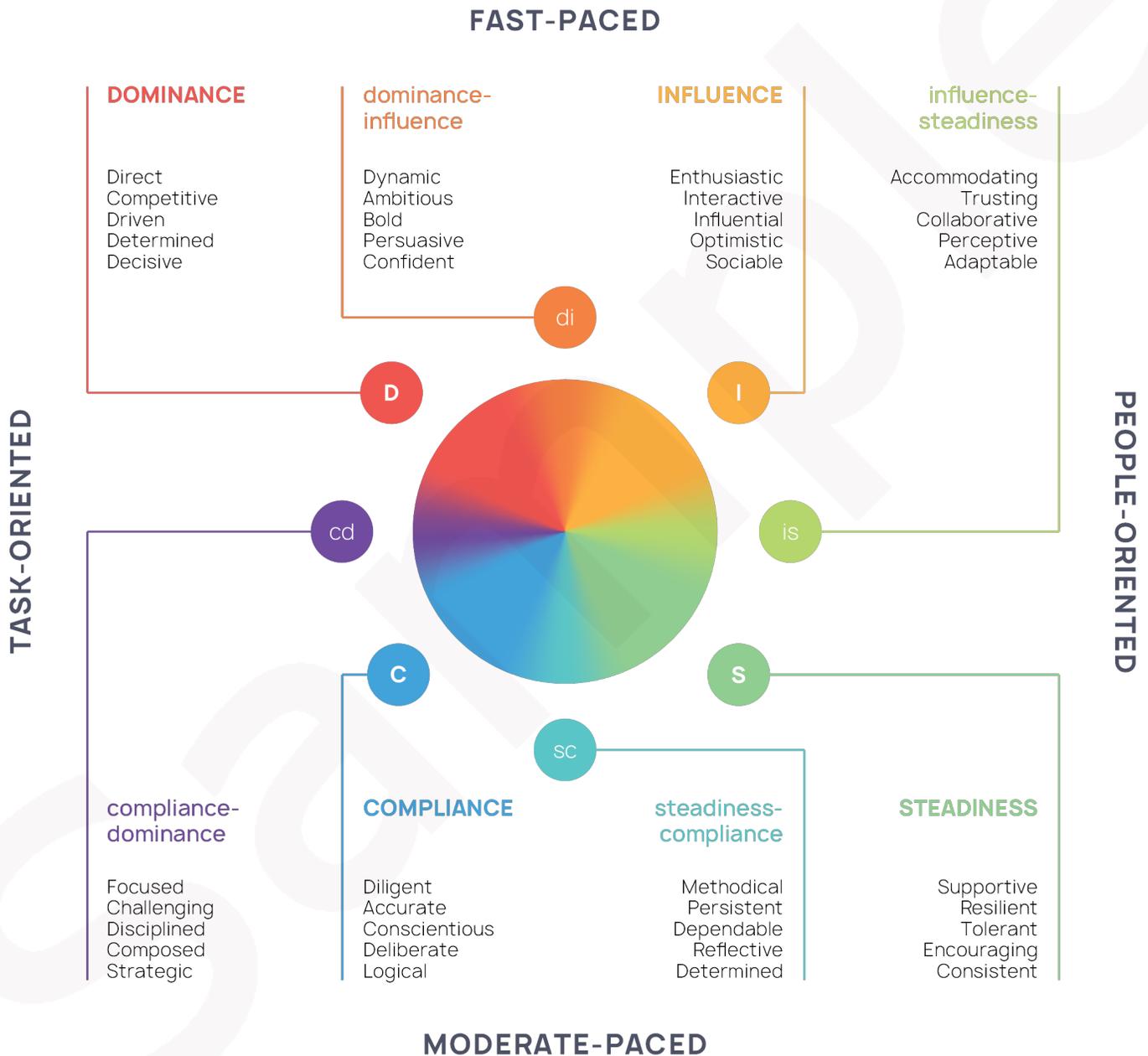
S

START DOING...

"Change equals self-improvement. Push yourself to places you haven't been before."

Pat Summitt

Overview of the DISC Styles



In the DISC Flow® model, we dive deeper than the 4 basic styles to provide you with a more in-depth and insightful understanding of your behaviours. The Flow® model classifies personality into 8 behavioural types:



Dominance (D)

Individuals who sit within the Dominance (D) style are commonly perceived as being direct, determined and decisive self-starters. Given their independent nature, these team members generally prefer to take charge rather than follow someone else's instructions. They are highly driven when carrying out a task and have a preference for dynamic and challenging activities. They usually thrive when set an ambitious goal, preferring action over analysis when they need to complete an assignment. Also, these team members are naturally competitive, which can be attributed to a desire for recognition and authority. They are also highly assertive, especially when pushing for their ideas. Usually, they have a clear picture of how they will achieve their goals; they know what they want, and how to get it. They may appear to other people as overly forceful and might not show consideration toward alternative opinions, especially those that are not in-line with their plans. They can also be impulsive when undertaking a task. Usually, when they state their opinion or ask a question, they mean business.



Dominance/Influence (di)

Individuals who sit within the DI style display a blend of behavioural tendencies found in both the Dominance and Influence personality styles. Generally, they will appear agreeable, dynamic, adventurous and bold. These team members usually know what they want; they are determined and have a clear vision of how to achieve their goals in life. Although they are generally dependable, they have the occasional tendency to take uncalculated risks. This can mean they have too much optimism about their ability to accomplish something at the expense of practicality and following tried and tested methods. DI's are willing to step out of their comfort zone to develop their potential and expand their areas of expertise. They are highly motivated by new adventures and appear high-spirited and full of life in their endeavours. Being so outgoing, they can find it challenging to settle. Also, these team members strive to maintain a balance between their personal and social life. Under pressure, they might come across as self-centred, impulsive, idealistic and unrealistically optimistic.



Influence (I)

Individuals who sit within the Influence (I) style are generally considered outgoing, energetic, sociable and enthusiastic. Usually, they are overflowing with optimism. They are vivacious and love to have fun at work. They are good at engaging with others and are confident communicators who are capable of inspiring and persuading those around them. As they are generally expressive, they appreciate it very much when people pay attention and listen to them. They are usually encouraged by praise, social recognition and acceptance to the point that they may fear isolation and rejection. As a result, they can be more concerned with popularity than delivering concrete results. While their enthusiasm enables them to face difficult challenges head-on, being unrealistically optimistic can make them impulsive when dealing with complex situations. Under pressure, they can become disorganised and may lose focus on more critical tasks. When properly controlled, their social and optimistic nature can be their defining asset. They have a sincere interest in the feelings of others, and many of their strengths lie in their ability to connect with people.



Influence/Steadiness (is)

People who sit within the Influence-Steadiness (IS) style value social interactions and relationships above all else. They will appear trusting, cheerful and have a strong inclination to maintain good relations with others. They are usually good at supporting and encouraging their co-workers and will help ensure the involvement of everyone in a project. Their preference for harmonious relationships may account for their highly perceptive nature towards the feelings and emotions of others. Having a cheerful and friendly disposition, they often bring positive energy and warmth to the people around them. They freely express their ideas and encourage others to open up and share what's on their mind. However, they can sometimes lose their objectivity by becoming too personally involved in a situation. Also, they may not be aware of other people's preferences when communicating and assume that everyone is as open to sharing as they are. They are likely to be most comfortable in a workplace that focuses on collaboration rather than competitiveness.



Steadiness (S)

Individuals who sit within the Steadiness (S) category are known for being calm, tolerant and easy-going. They are naturally warm people who look for similarly supportive, consistent and loyal traits in their relationships. They place great value on stability and security. As such, they are generally content with what they know and can be reluctant to change. They are reliable, dependable and compliant towards authority. They show loyalty to others and are excellent team players. They are supportive of others' ideas, even if it differs from their own. Any abrupt or unexpected changes in the workplace can be uncomfortable for them. However, if change is inevitable, they will try their best to adapt, although it might be a gradual process. They may find it difficult to say no to others and tend to conform to avoid conflicts. Much of their strength lies in their people skills, and they are known for being sympathetic to others' perspectives, as well as having strong, active listening abilities.



Steadiness/Compliance (sc)

Individuals who sit within the Steadiness-Compliance (SC) style are generally known for their calm disposition and exceptional adherence to accuracy and consistency. They usually display an abundance of self-control and patience, whether dealing with people or completing a complex task. They exhibit a cautious nature which may account for their tendency to be meticulous over detail, thoroughly weighing up the options and maximising the time allocated to making decisions. They maintain their composure when faced with challenging tasks but may find it challenging to provide prompt responses, especially when it comes to abrupt or unfamiliar changes in a situation. They prefer carrying out tasks in a systematic manner and also adhere to the standards they set for themselves and others. They are the kind of person who does not stop working until a task is completed. Also, they may prefer to work behind the scenes or let others take control. They tend to be humble and sensitive towards others by nature.

Compliance (C)



Individuals who sit within the Compliance (C) category are considered to be the most analytical and reserved, in comparison to the other styles. They gravitate towards process, structure and rules. They are conscientious when dealing with tasks and are often perfectionists. Typically, they will spend a considerable amount of time analysing data before arriving at a decision. They are more task-oriented than people-oriented. Meticulous by nature, it's natural for them to strive for high-quality output in any task they undertake. They are logical and rely on facts; therefore, any opinion based on gut feel or emotions is questionable for them. They are likely to thrive in an environment that provides time to be alone and study. If they can avoid group work, they would likely do so, as this improves their productivity. They do have the propensity to set unrealistic expectations for themselves and other people and can be hard to please. They can also be overly critical, especially when under pressure. It would also help them hugely if they could improve their social skills.

Compliance/Dominance (cd)



Individuals whose personality blend sits within the CD style are self-motivated, efficient, and accurate. They are often described as critical thinkers, and logic appeals more to them than relationships. As such, they may come across as unemotional and are unlikely to discuss personal matters in the workplace. They are focused on the task at hand and can analyse data quickly. They are highly dependable, can envision a clear goal, and have a critical mind when evaluating information. They have clear goals in mind and are dedicated to working towards the accomplishment of their objectives. They can be blunt and assertive, and will not hesitate to correct others for the sake of accuracy and precision. When communicating with others, they tend to be brief and with the emphasis on work-related matters. On occasion, they can be overly opinionated and sceptical, and they may be highly critical of people who do not meet their expectations.

Quick Tips



DOMINANCE

Conversations should be direct and straightforward, using a confident and assertive tone.

Meetings should be brief, with a specific agenda, and only scheduled when necessary.

Emails should be brief, business-like and concise.

Feedback should be direct, actionable and focused on the most important points.

Conflicts should be addressed objectively and in a timely manner.



INFLUENCE

Conversations should project a casual tone and be full of expressive language.

Meetings should be carried out in a relaxed atmosphere and with a flexible agenda.

Emails should be friendly, casual and personal.

Feedback should be focused on the big picture and delivered with encouragement.

Conflicts should be addressed in a balanced, intentional way to avoid unnecessary or unproductive arguing.



STEADINESS

Conversations should be considerate, calm and with a warm tone.

Meetings should be carried out in a relaxed manner, with a prepared agenda.

Emails should be warm, sincere and expressive.

Feedback should be thoughtfully explained and delivered with empathy.

Conflicts should be handled with care considering this style's vulnerability & tendency to take things personally.



COMPLIANCE

Conversations should be carried out in a formal and business-like manner. Ask objective questions and provide rational answers.

Meetings should be officially scheduled with an organised and managed agenda.

Emails should be factual, comprehensive and well-defined.

Feedback should be precise, thorough and presented in a logical manner.

Conflicts should be viewed objectively to bring essential matters to the surface.



Dominance-Influence

Conversations should be direct, objective, optimistic and open.

Meetings can be spontaneous, but to the point, and with a flexible agenda.

Emails should be relatively concise and include only the most relevant information.

Feedback should be direct, specific and focused on the most important points.

Conflicts should be used to find better solutions.



Influence-Steadiness

Conversations should be considerate of how they are feeling and should contain plenty of emotional expressions.

Meetings should be carried out in a relaxed atmosphere.

Emails should be friendly, casual and personal.

Feedback should be carefully and thoroughly explained & delivered with encouragement.

Conflicts should be approached with patience & thorough contemplation to prevent further disagreements.



Steadiness-Compliance

Conversations should be deliberate, calm and with lots of questions to encourage them to open up.

Meetings should be officially scheduled with an organised agenda.

Emails should be factual and structured.

Feedback should be detailed and come with recommendations.

Conflicts should be handled with caution and must be used to solve pressing problems.



Compliance-Dominance

Conversations should be calm, straightforward and objective. Refrain from making unwarranted statements or claims.

Meetings should be carried out in moderation, officially scheduled and with an organised agenda.

Emails should be factual, comprehensive and business-like.

Feedback should be delivered objectively, logically and in a straightforward manner.

Conflicts should be handled in a reasonable, objective and polite manner.