

Behavioural Analysis Report



Organisation:

FinxS

Date:

26.09.2023



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Behavioural Analysis Report

Sam Sample

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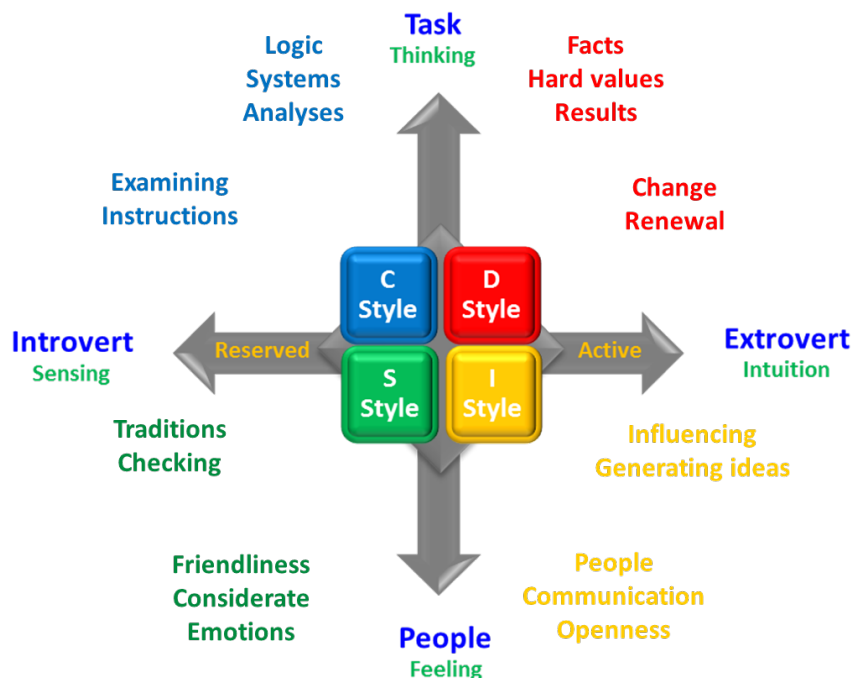
Understand your Behaviour Report

This Behavioural Analysis does not provide results that classify people. There are no good-bad categories and the system does not rank people in any way.

All of the information in this report is derived from your "natural behavioural style". It is a behavioural style that takes the least energy and effort, requires the least amount of concentration, and is usually the most comfortable to you. It is the mode that you normally use to react and is most frequently exhibited outwardly in your behaviour.

This Behavioural Analysis divides all of the different behavioural styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

- **DIRECT** - D styles may be goal driven, decisive and results-oriented.
- **INFLUENCE** - I styles may be talkative, sociable and enthusiastic
- **STEADINESS** - S styles may be calm, helpful and patient.
- **COMPLIANCE** - C styles may be precise, logical and careful.



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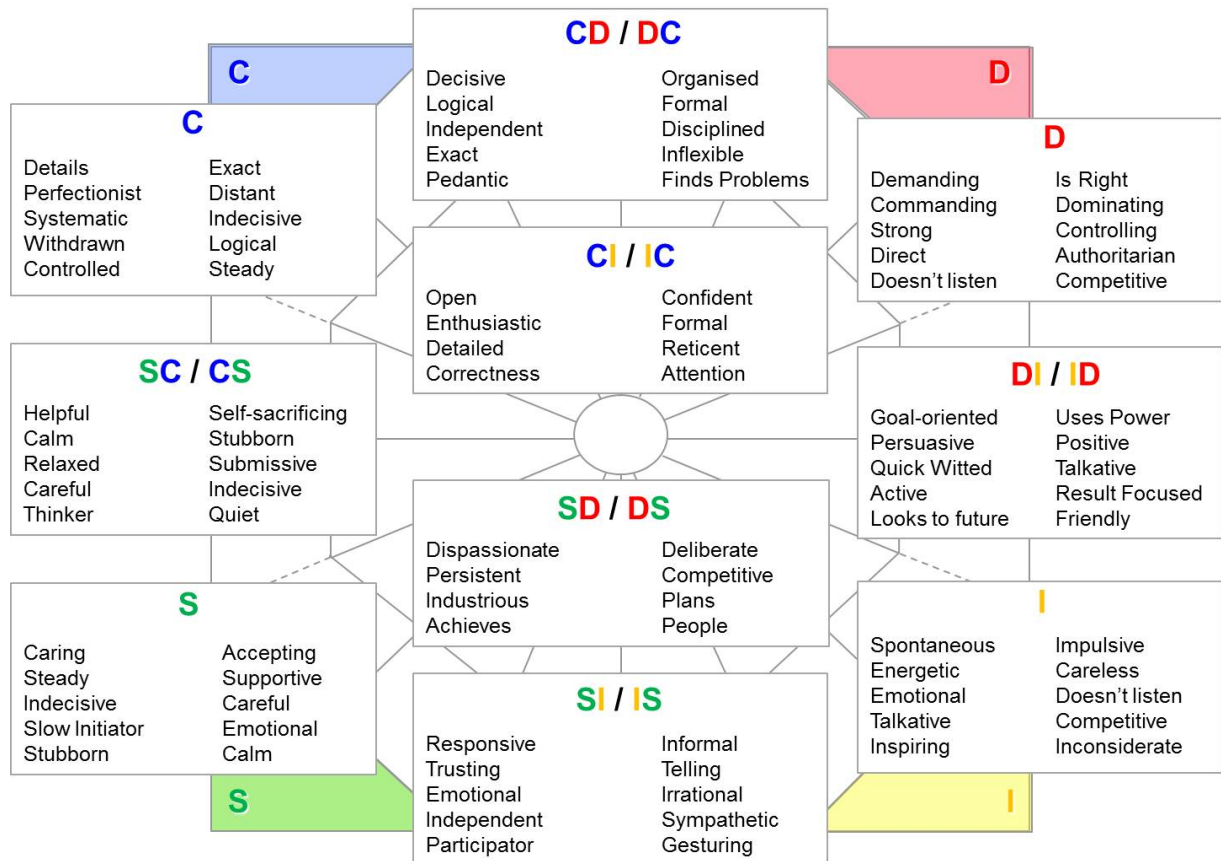
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Styles and the Extended DISC Diamond

Below shows the diamond and adjectives associated with the Behavioural Styles.

The results recognise over 160 different behavioural styles, however the below graphic gives an overview of the adjectives associated with only the eight main styles around the Diamond.



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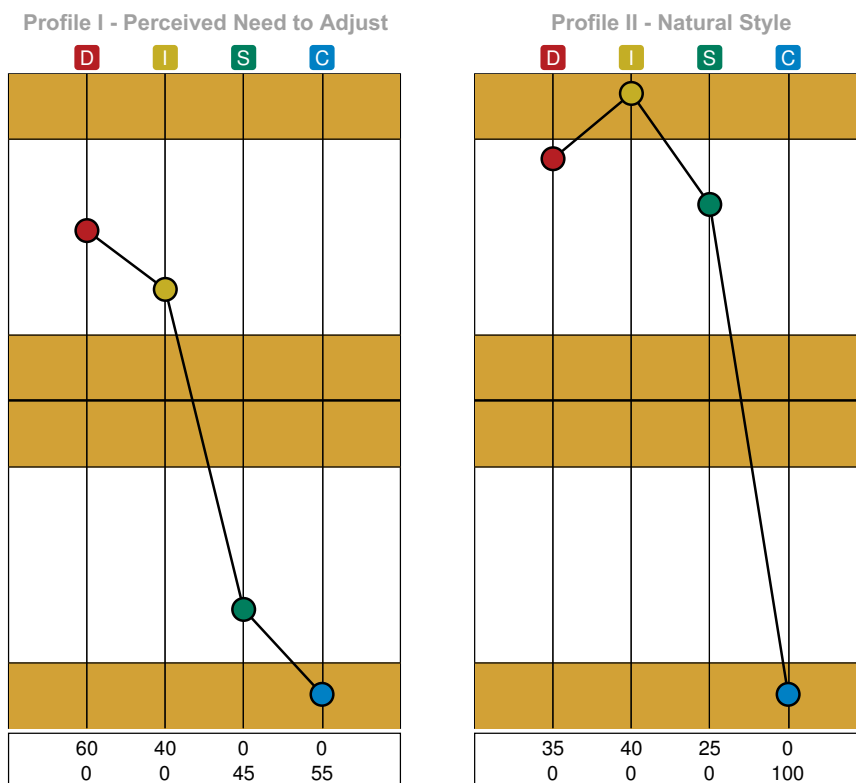
Your Profile

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

Profile I - your adjusted style (conscious behaviour) shows how you believe you must adjust to meet the demands of your present environment.

Profile II - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

There are no good or bad profiles. Just different.



Your DISC style is: IDS (I - 40%, D - 35%, S - 25%)

	D	I	S	C
Profile II	35%	40%	25%	0%

	D	I	S	C
Profile I	60%	40%	0%	0%

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How flexible is your profile?

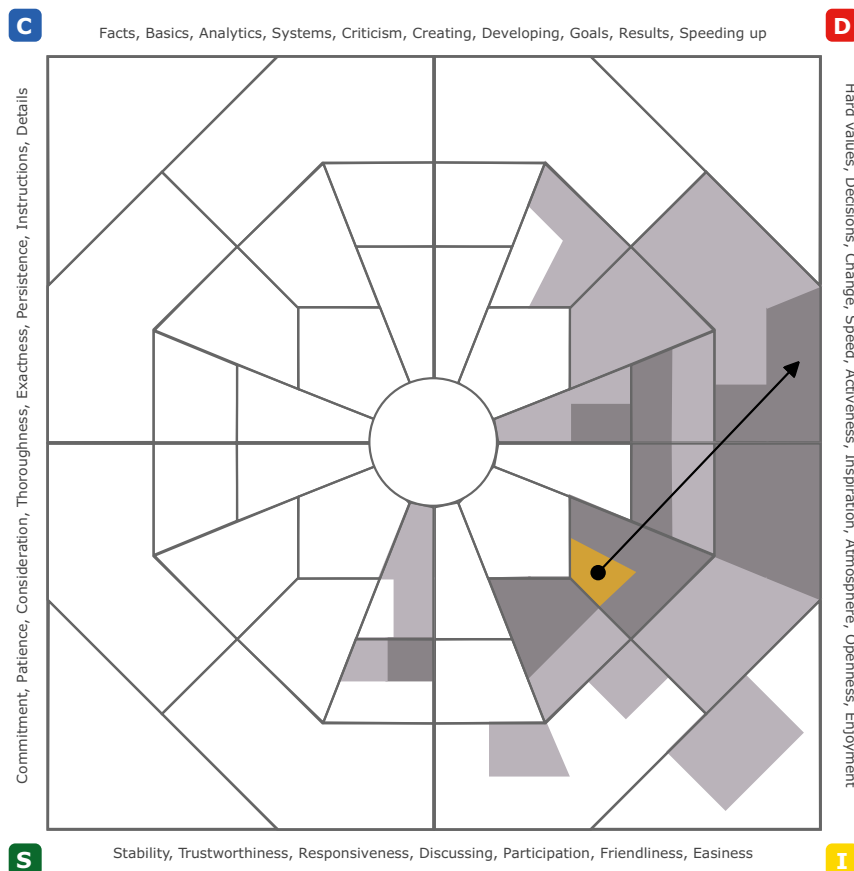
The Extended DISC Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The farther you move from your deepest shade, the more energy required.



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What Motivates and Demotivates you?

What motivates you?

You are more likely to respond positively if these motivators are present or increased in your workplace:

- Good and lively friends
- Positive and excited atmosphere
- Freedom in how to take care of responsibilities
- People who are easy to get involved
- Openness in communication
- Freedom from detailed tasks
- Opportunity to join in
- Free discussion
- Lofty ideas and changes to work with them
- Having own opinion been heard
- New opportunities
- Positive way to promote things

Situations that tend to demotivate you:

Your motivation is likely to decrease if these situations are present or increase in your workplace:

- Dryness and boredom
- Dull routines
- Being separated from people
- Progressive changes being prohibited
- Detailed instructions
- Losing popularity
- Own team breaking up
- Coldness and toughness
- Restrictions
- Facts-oriented thinking
- Getting stuck in one place
- Bad team-spirit

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Strengths and Development areas:

What are your strengths?

These strengths come easily and naturally to you and take little energy:

- Is competitive in a people-oriented way
- Can keep people motivated
- Doesn't crush others when changing things
- Takes notice of emotions
- Can generate ideas
- Has a longer perspective in perceiving things
- Can sell one's ideas to others
- Dares to work without instructions
- Is encouraging and positive
- Can be patient
- Does what is best for the team
- Likes people

Potential development areas (or under pressure):

These reactions to pressure situations may become more evident when you are under pressure or over enthused. These could be some potential development areas for you:

- Makes inaccurate assessments
- Operates superficially
- Allows emotions to influence oneself
- Tries to please too much
- Doesn't behave directly
- Doesn't always expose one's real opinions
- Needs popularity
- Spends too much time with people
- Makes mistakes by being inaccurate
- Thinks about oneself a little bit too much
- Gets excited without proper analysis
- Wants to retain friends at any cost

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How you may come across to others?

This page is a description of how you are typically seen by others. While this page describes your typical behaviour, a person can modify their conscious behaviour to suit a particular situation. When reading this page, it will help you to develop an overall picture of yourself.

Note: It is important to understand that the following comments do not take into account "learned behaviour" as you may have addressed many of the issues a person might observe in your behaviour.

Your attributes:

Social, pleasant, sociable, thorough, organised, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

What motivates you:

Sam is motivated by social human contacts, good human relationships, acceptance in the team and co-operation. Actually he is not a person who could work for others, but he likes to create good environment and enjoys putting people in a good mood. He likes independence inside an organised company. Sam also needs a certain amount of freedom.

What you tend to avoid:

This type of person does not like strict instructions nor chains that make his work boring and limited. He does not like an exaggerated pedantic attitude nor faultfinders. Sam has difficulty approaching people who do not know how to have fun or cannot enjoy each others' company.

When communicating with others:

This person has sometimes been described as a pleasant, people-oriented but purposeful conversationalist. He is able to encourage and inspire people, take the team's interest into account and guide his team towards the goal. He is not so receptive a listener as he seems.

When making decisions:

He can certainly be a good, deliberate decision maker in his field. In new matters, he may superficially analyse the facts and to some extent trusts his intuition. Sometimes he can be cheated by involving emotions.

To manage this person:

His manager/leader should be able to stop and move forwards purposefully. The manager/leader must be able to listen, discuss things besides business and be easy to approach. From time to time the manager/leader has to give him energy, especially when beginning new tasks and when different opinions arise.

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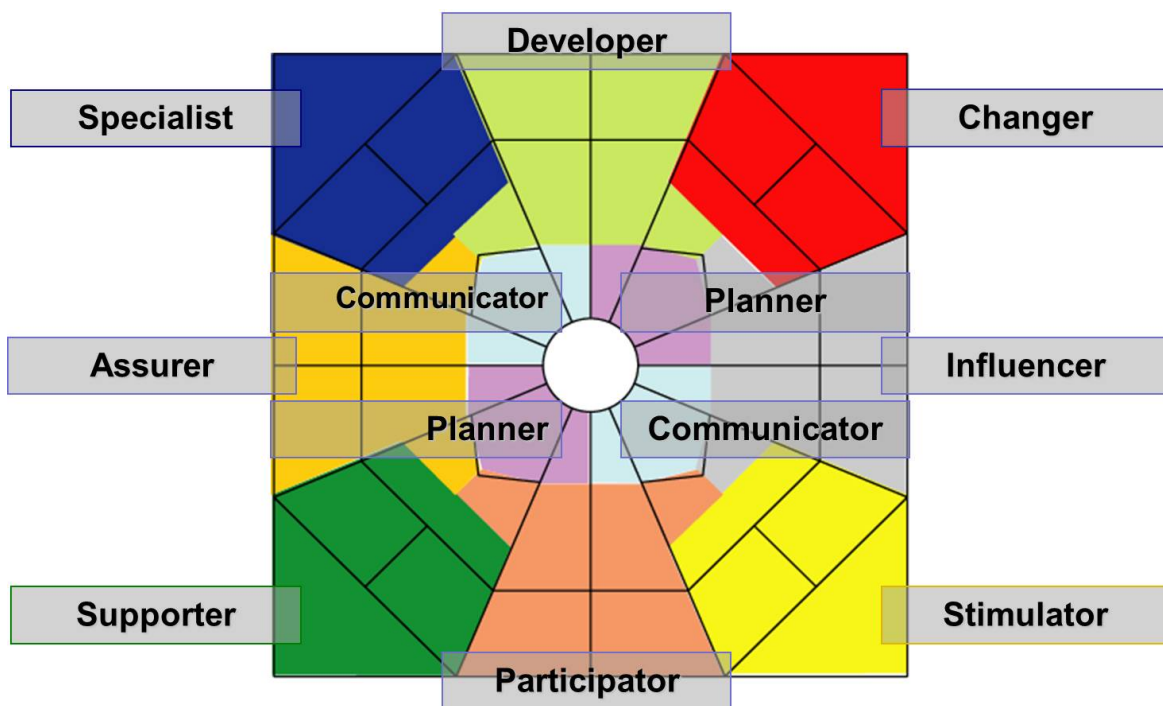
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Behavioural Styles and Job Roles

Important Note:

Extended DISC Team Roles divides team functions into Roles. Each of the 10 Roles has it's special strengths and weaknesses. Please note the Team Role segments are represented in approximates divisions only. At times, the divisions can overlap.

In order to build an ideal team one shouldn't just select one person from each Role but design the ideal team construct based on the requirements for the team.



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In a team environment you are:

An influencer is someone who creates ideas and wants to proceed and who has a good ability to influence the other group members. They don't stay in one place hesitating and deliberating but believe in their own instinct and spontaneity. They like change and taking part in many different kinds of groups, situations and roles. Other group members see them as an open and sociable person but somewhat superficial and self-absorbed. In reality they are just so full of action that they don't have time to stop and deliberate other people's worries, even if they would like to. They like to bring out their own opinions and try to persuade others onto the side of their group. They aren't very patient listeners. They have to stand out in a group somehow; they find it awful to be an average person in an average group. Concentrating on one thing is difficult for them because they are a lot better at thinking up ideas and starting them than finishing them.

Your attitude to team work:

- A means to get people's attention
- A way to get the group motivated
- An opportunity to delegate boring routines away

Your role within the team:

- The one who gives a push to a conversation
- The one who introduces new thoughts
- The one who stops hesitation

Your decision making for the team:

- Wants to make quick decisions
- Brings up decisive ideas
- Doesn't analyse all the alternatives

How you motivate the team:

- Creates group enthusiasm
- Motivates by speaking
- Supports and encourages

How you perform in the team:

- Aims at simplicity
- Does not deliberate for long
- Applies rules

How you benefit the team:

- The group is able to be renewed - doesn't get stuck
- Group's atmosphere stays open
- Includes people

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How you may work within a team

This page describes how you behave in the team environment. It shows how you participate, relate and work with others.

The scales on the left of the zero mark tend to be the behavioural traits that are non-natural while others on the right of the zero mark tend to be those that are natural to you and require little energy:

Being continuously helpful:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Building a team spirit to support each other in achieving goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Creating a positive bond between team members:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking care of the team atmosphere (as a team member):	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being an accurate and demanding emphasiser of quality:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independently developing your own area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Introducing fresh perspectives:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being a lively team member who involves others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Reducing conflicts and guiding others:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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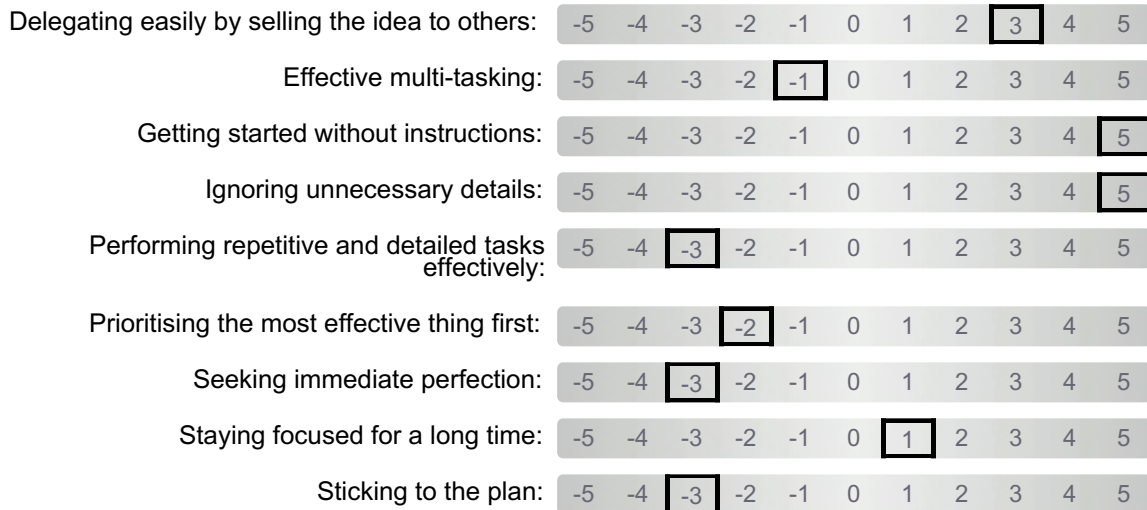
How does your profile fit within your role?

Each slider below shows your flexibility within a variety of competencies. Each competency has been graded on a scale from -5 to 0 or 0 to +5. A lower grade (below 0) would mean this competency does not come as easily to you (does not fall within your flexibility zone), opposed to a higher grade (above 0) which suggests it is natural to you.

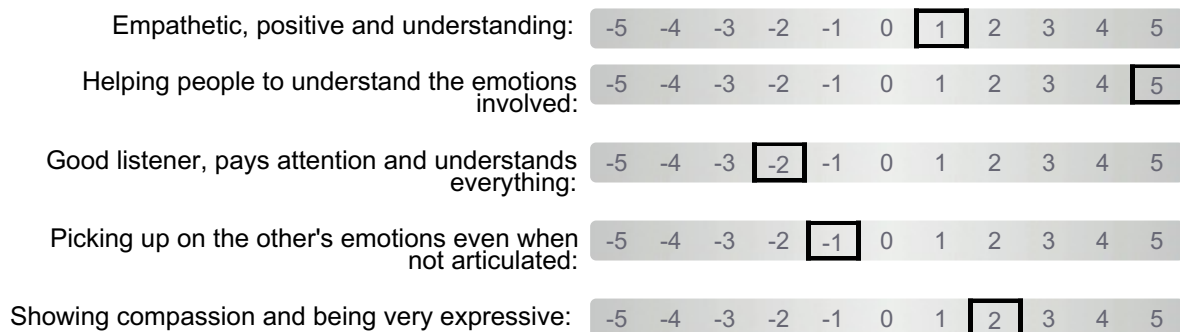
As with the flexibility diamond, this does not mean you are not capable it simply requires more energy.

This is not a "can or cannot" scale!

Time Management



Empathy



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Communication and Listening

Focusing on listening without showing an outward reaction:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Maintaining and extending a conversation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Paying attention only to the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing on the next step and how to proceed:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being able to stop listening to focus on own thoughts and ideas:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Encouraging, participative and inclusive:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wanting to proceed logically and calmly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focusing only on the essential information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Showing interest, listening and participating:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Paying attention to the facts and details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Actively shares positive information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Clear and fact-based:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening to short and exciting stories:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Listening and expressing understanding with body language:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Fact-based, goal-oriented and direct:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicates in a compelling and positive way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thoughtful and fact-based:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Talks about own area of specialisation in a trusting way:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Talks repetitively about the same topic:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Influences people by inspiring and motivating them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Very systematic and focused on the exact topic in hand:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Showing Initiative

Anticipating change in the environment and preparing for it:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Finding new, creative but logical solutions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Independently developing your own area of responsibility:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Knowing when to analyse and when to act:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Managing own time:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Showing initiative in solving problems:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Shows initiative:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking action without existing solution models:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking initiative to achieve goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking the initiative to ask for information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thoroughly preparing for change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Taking into account everyone's needs before deciding on how to change:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Ensuring all details are in place before taking action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Thinking before taking an action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Communicating own special knowledge to others:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Likes to be Supported by:

Requires detailed answers to everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires focus on own role regardless of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires freedom for expressing opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires friendship:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires sincere encouragement:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires lots of positive energy:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires time to analyse and discuss:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Requires thorough explanations and time to think:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Decision Making

Requiring all the details as well as being able to make quick decisions: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Constructively solving daily routine problems: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Checking every detail when making decisions under pressure: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Requires detailed instructions: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Correcting own decisions until they are perfect: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Making considered decisions based on detailed analysis: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Making courageous and risky decisions when under pressure: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Making fast decisions based on achieving goals: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Making spontaneous decisions based on intuition: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Making sudden and emotional decisions when under pressure: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

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Stress and how it might effect you?

The causes of stress are different from one person to another because of who we are. Below are some identifiers that show causes of stress:

Stress Generators

Being excluded from communication:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being forced to follow rules rigidly:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being forced to participate:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Being neglected:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to assume a role you're not prepared for:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to participate in conflicts:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Having to show emotion:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Inability to influence people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Lack of accurate information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing control:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Losing freedom:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Non-challenging goals:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unclear responsibilities:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unexpected changes:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Unfair ways of treating people:	-5	-4	-3	-2	-1	0	1	2	3	4	5
An unfriendly environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
An unorganised way of working:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Under stress or pressure we can revert back to our natural behavioural style because it is the style that requires the least amount of energy. Below are some indicators that may or may not become apparent when under stress:

Signs of Stress

Always fears the worst:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Bases every action on what has been agreed and avoids risks:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes impatient and does things even if they might go wrong:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes irritated, inflexible, blunt and demanding:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly concerned about relationships:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about saying anything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes overly cautious about taking any action:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Becomes very distant and difficult to approach:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focuses solely on achieving the goal, regardless of the consequences:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Focuses solely on non-essential details:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Has strong emotional opinions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is overly interested in the opinions of others:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Is too interested in what other people think of them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Procrastinates and finds excuses:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Questions everything:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Retires, resists, becomes stubborn:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Stubbornly defends the status quo:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Trusts only logic and sense, but is still afraid of the worst:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Wants to take action without being sure of the best thing to do:	-5	-4	-3	-2	-1	0	1	2	3	4	5

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Below are some ways to help alleviate stress:

Stress Release

Agree on important goals and how to achieve them:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow enough time to discuss the situation:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Suggest moving around:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Suggest talking about the problem from different angles:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Create a predictable, familiar and safe environment:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Create enthusiasm:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasise good team spirit in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasise positivity in solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Emphasise what can be achieved by solving the problem:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Provide for the exact following of rules and instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Associate more closely with this person:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Give more room to solve the problem independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Give the opportunity to meet people and hear what they have to say:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Allow time for adjustment to change(s):	-5	-4	-3	-2	-1	0	1	2	3	4	5
Make it all sound logical:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Make sure all details are covered:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Provide an opportunity for them to operate independently:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Provide information, feedback and clear instructions:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Provide all possible information:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Put everything in writing:	-5	-4	-3	-2	-1	0	1	2	3	4	5
Write down clearly what you expect from this person:	-5	-4	-3	-2	-1	0	1	2	3	4	5

Behavioural Analysis Report

Sam Sample

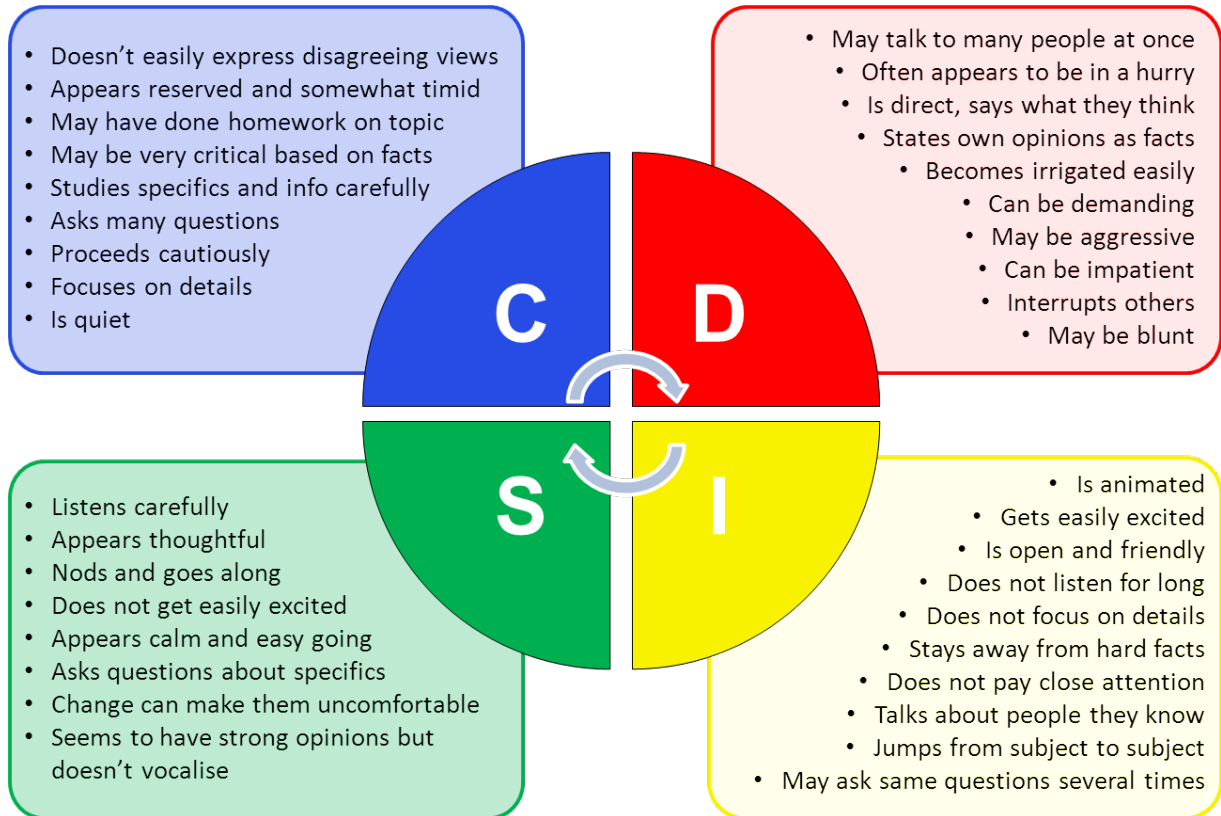
Organisation:

Date:

FinxS

26.09.2023

Recognising other people



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When Communicating with D Styles remember to:-

- Show that you are strong but you also respect their strength
- Summarise the main points that you have discussed and agreed upon
- Focus on the topic in your product presentation
- Justify your opinions to them
- Be very systematic and concise in what you say
- Offer them other topics of discussion but let them decide what to talk about
- Create a friendship that they can control

When Communicating with I Styles remember to:-

- Talk briefly and clearly, offering him/her more opportunities to talk
- Get to the point but do not talk too long
- Try to get him/her to talk
- Let him/her tell the best story
- Make sure that you are not pushy
- Show that you are also interested in the topic and are not just trying to sell
- Be prepared to listen a lot

When Communicating with S Styles remember to:-

- Use a modest tone of voice
- Provide him/her with all of the facts they need
- Provide an overview of what you are going to say before you begin
- Progress step-by-step
- Demonstrate that you are honestly trying to help him/her
- Do not patronise him/her - even if they let you
- Listen carefully to what he/she says

When Communicating with C Styles remember to:-

- Set aside time proving the quality of your product/service
- Maintain the distance he/she wants to keep
- Provide him/her with more facts than they have asked for
- If you require anything from him/her state it well in advance
- Be prepared to present all possible details but do not do it before he/she asks for them
- Cover one topic at a time and do not skip anything too quickly
- Talk more about the product/service than about him/her

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Thank you for choosing PROFILE Coaching Ltd to provide your Extended DISC services.

Please note the following services are available and may be of interest to you in the future.

- Coaching for future development opportunities from your profile. A debrief is the beginning of the journey, the real action and transformation comes when individuals decide what they are going to do with their report and how they will make the most of it for themselves.
- Couples Profiling (for personal relationship development) Each individual receives their own profile then an extra report is provided that has both individuals in it; different competencies are included in the couples report.
- Workpair Analysis Reports (2 people in a workplace) This is beneficial for individuals working closely together and who would benefit from working productively and effectively together.
- Career Profiling (for High School, University graduates and adults)
- Team Development
- Sales Skills

PROFILE Coaching can provide a number of coaches across New Zealand who are all certified to assist with coaching.

For more information:-

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