



# Discovery<sup>®</sup>

## Full Circle Evaluator

### Introduction

This Evaluator enables you to provide feedback about the Profile Recipient. There is no right or wrong way to respond, the Evaluator simply records your perception of the preferences of the Recipient.

### Instructions

Find a time and place where you will not be interrupted.

- In each frame, read each statement carefully. Select the one statement that MOST describes the Recipient in his/her work environment and circle M next to this.
- From the remaining three statements, select the statement that LEAST describes the Recipient in his/her work environment and circle L next to this.
- For each of the remaining two statements circle a weighting from the values 1, 2, 3, 4 and 5, where 1 represents 'not likely to describe him/her', and 5 represents 'very likely to describe him/her'. Please do NOT choose the same weighting twice. Select those weightings which you believe best represent the relative intensity of the description in the Recipient's working personality.
- Continue until all 10 frames have been completed. Please ensure every frame has been scored. Every word-pair must be allocated either an M, or an L, or a different weighting selected from 1, 2, 3, 4 or 5.
  - Remember, there are no right or wrong answers.
  - Respond to the evaluator based on your perception of the Recipient. Please do not discuss your choices with others.
  - Choose your responses quite quickly, as your first impression is often best. As a guide, this Evaluator typically takes between 5-10 minutes to complete.
- There are three questions at the end of the evaluator frames, which are optional to complete. Please provide feedback for the Recipient in an open, honest and respectful way.

### Your Details

Anonymous (please tick) Yes  No

Date

First Name

Last Name

E-mail

Your relation to the Recipient (I am their...)

Manager  Peer  Team Member  Customer

Your conscious Discovery colour scores (if known)

Blue  Green  Yellow  Red

### Recipient

First Name

Last Name

Gender (please tick) Male  Female

E-mail

Department

Company

Event Date

Reference

1. Example Statement A L 1 2 3 4 5 **M**
- Example Statement B L 1 2 3 **4** 5 M
- Example Statement C **L** 1 2 3 4 5 M
- Example Statement D L **1** 2 3 4 5 M



GLOBAL HEADQUARTERS

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# Insights Discovery® Full Circle Evaluator

- |                              |               |                                 |               |
|------------------------------|---------------|---------------------------------|---------------|
| 1. Calm and even-tempered    | L 1 2 3 4 5 M | 2. Confident and vigorous       | L 1 2 3 4 5 M |
| Determined and dominant      | L 1 2 3 4 5 M | Orderly and concise             | L 1 2 3 4 5 M |
| Cheerful and sociable        | L 1 2 3 4 5 M | Familiar and stable             | L 1 2 3 4 5 M |
| Exact and precise            | L 1 2 3 4 5 M | Talkative and genial            | L 1 2 3 4 5 M |
|                              |               |                                 |               |
| 3. Sensitive and diplomatic  | L 1 2 3 4 5 M | 4. In-charge and firm           | L 1 2 3 4 5 M |
| Precise and deliberate       | L 1 2 3 4 5 M | Reserved and cooperative        | L 1 2 3 4 5 M |
| Encouraging and valuing      | L 1 2 3 4 5 M | Outgoing and gregarious         | L 1 2 3 4 5 M |
| Results-oriented and fast    | L 1 2 3 4 5 M | Meticulous and detailed         | L 1 2 3 4 5 M |
|                              |               |                                 |               |
| 5. Personal and calming      | L 1 2 3 4 5 M | 6. Strong-willed and purposeful | L 1 2 3 4 5 M |
| Open and empathetic          | L 1 2 3 4 5 M | Reasoned and particular         | L 1 2 3 4 5 M |
| Observing and diplomatic     | L 1 2 3 4 5 M | Eager and engaging              | L 1 2 3 4 5 M |
| Active and controlling       | L 1 2 3 4 5 M | Concerned and sensitive         | L 1 2 3 4 5 M |
|                              |               |                                 |               |
| 7. Systematic and principled | L 1 2 3 4 5 M | 8. Persuasive and animated      | L 1 2 3 4 5 M |
| Fun-loving and popular       | L 1 2 3 4 5 M | Decisive and immediate          | L 1 2 3 4 5 M |
| Steadying and moderating     | L 1 2 3 4 5 M | Discreet and analytical         | L 1 2 3 4 5 M |
| Fast and reinforcing         | L 1 2 3 4 5 M | Tolerant and laid-back          | L 1 2 3 4 5 M |
|                              |               |                                 |               |
| 9. Systematic and prepared   | L 1 2 3 4 5 M | 10. Organised and thoughtful    | L 1 2 3 4 5 M |
| Courageous and independent   | L 1 2 3 4 5 M | Patient and supportive          | L 1 2 3 4 5 M |
| Responsive and extraverted   | L 1 2 3 4 5 M | Strong and well-argued          | L 1 2 3 4 5 M |
| Counselling and caring       | L 1 2 3 4 5 M | Interacting and open            | L 1 2 3 4 5 M |

Q1 - What behaviours do you most admire in this individual?

Q2 - What behaviours would you encourage this individual to develop to be more successful in their role?

Q3 - Are there any additional comments that you would like to make?