

# DISC Flow® CORE Report

## Alisdair Ross

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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.

Alisdair, 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.



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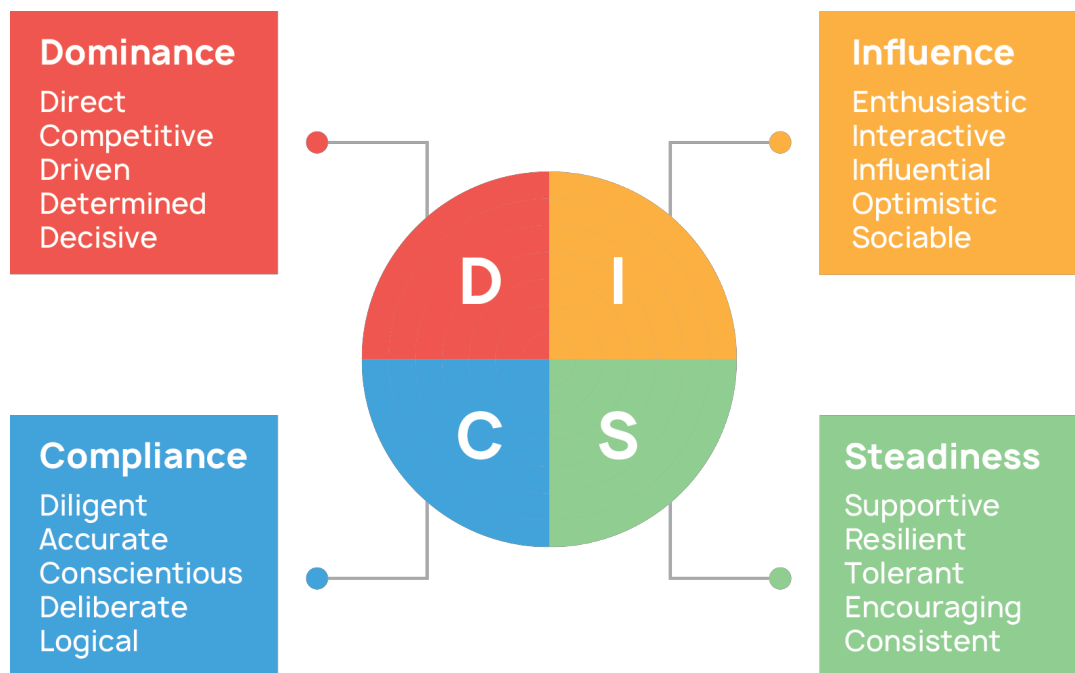
## Introduction to the DISC Model

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 Alisdair, 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.

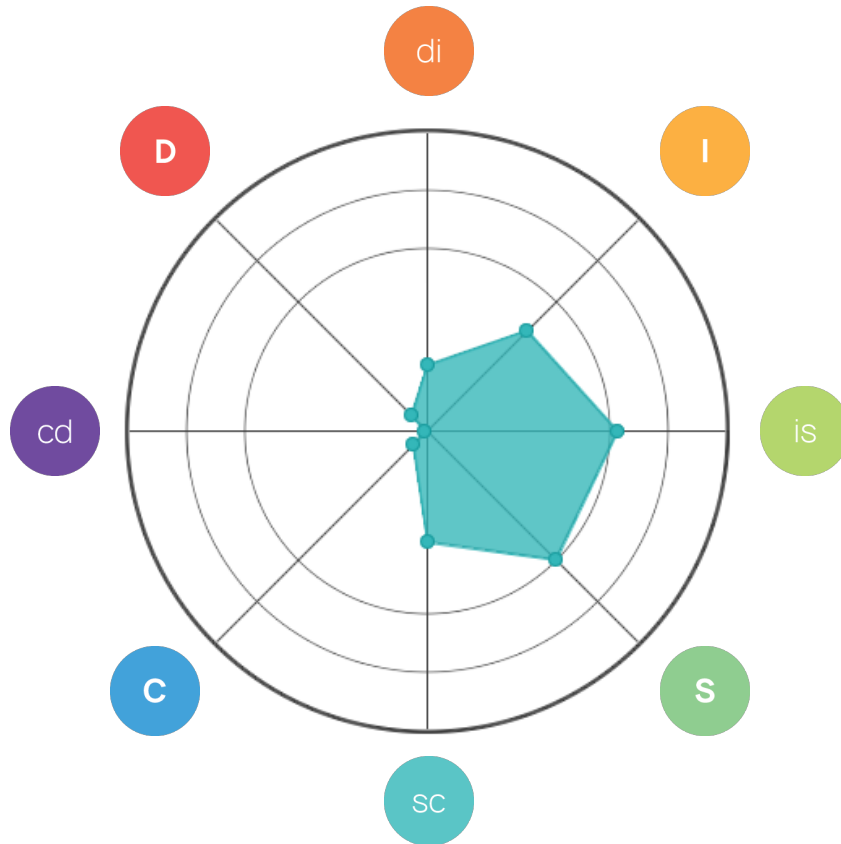
By better understanding your own style and recognising the styles of others, you can adapt your behaviour and communication to any situation and get better results



Alisdair, 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.

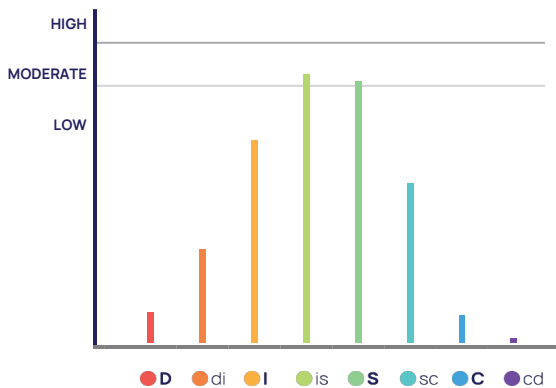
# ALISDAIR ROSS

## GENERAL CHARACTERISTICS



### Core Style - Influence-Steadiness

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



cheerful  
 cooperative persevering  
 accepting insightful  
 emotional casual  
 flexible

# ALISDAIR ROSS

## GENERAL CHARACTERISTICS

### Overview of the Moderate Influence-Steadiness

Alisdair, because you have a Moderate Influence-Steadiness style, you probably display a blend of the behavioural tendencies found in both the Influence and Steadiness domains. You are reasonably oriented towards people and value social interactions and relationships. You are relatively concerned with pleasing and supporting other people. You tend to be reasonably good at understanding other people's thoughts and feelings and can empathise with their experiences. You might sometimes try to avoid communicating any negative feedback for fear of upsetting others.

### 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:



Compliance-Dominance (CD)

No unassociated items found.

# ALISDAIR ROSS

## GENERAL CHARACTERISTICS



### Prominent Behaviours

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- You typically assume the best in others and may prefer not to draw attention to any of their limitations.
- You often demonstrate empathy, are non-judgmental and will usually offer to provide support to anyone in need.
- You are usually well in control of your emotions. However, should your frustration reach a tipping point, you may lash out emotionally and say things you will likely later regret.
- You are willing to negotiate conflict and mediate between others to regain harmony in the workplace.
- You exhibit a secure connection to others and care about their well-being. Sometimes to the extent that you may forget about yourself and your needs.



### Potential Strengths

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- When others struggle, you show concern and offer genuine support.
- You prioritise personal interactions and relationships.
- You provide a calming and supportive presence for others, especially in tough situations.
- You are likely to be comfortable and confident embarking on a new adventure or pursuing a new opportunity.
- You have a knack for seeing the positive in most people and situations.



### Potential Limitations

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- Being accommodating to the needs of others, you may forget to attend to your own needs first.
- You can place less emphasis on the practicalities of a situation.
- You may rely too much on teamwork and collaboration.
- Your willingness to go with the flow may cause you to lose some of your individuality.
- Because you prefer to see the good in others, you may overlook and even justify their shortcomings.

# ALISDAIR ROSS

## GENERAL CHARACTERISTICS

### Decision Making

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You usually take other people's ideas and suggestions into account before coming to a decision. Although you are likely to state your position, where possible, your decision-making approach is based on consensus, collaboration, and compromise. You are likely to involve others in the discussion, and therefore your choices can be sometimes easily swayed by others.

### How Others Perceive You

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You are often considered as a source of positivity in the group. People are comfortable to approach you and ask for assistance because of your warm and hospitable nature. Others often see you as someone who considers their opinions and is willing to spend time providing support. However, in your endeavour to help, some people may believe you become overly involved or overcommitted. When under pressure, you may become frustrated and disengaged from a task if you are not clear about your exact role or responsibility.

### Personal Developmental Tips

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- Acknowledge that people make mistakes. It is better that you help a colleague correct an error rather than simply excuse them. View it as a positive feedback and learning experience.
- Exercise some caution and ensure you set reasonable boundaries when providing support. Understand that some people are overly dependent and will try and take advantage of your good nature.
- Think before you speak. Be mindful of your emotions and how you communicate with others when under pressure. Keep a healthy distance and think before you respond.
- Continue to play the role of a mediator within the group. However, make sure to establish boundaries and ensure that you don't become too involved with the individual emotional aspects of the dispute.
- Caring about others is admirable and makes you happy. However, remember to make time to take care of yourself.



# Moving Forward with DISC Flow®

Keeping your results in mind Alisdair, 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

Alisdair, 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.

# ALISDAIR ROSS



## SELF-AWARENESS



Your assessment results indicate that you demonstrate a high level of Self-awareness when compared to the general population of respondents. This means that you are 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 - Developed

You can acknowledge and manage your thoughts, emotions, and behaviour very well. You are highly aware of your positive and negative qualities and proactively seek ways to improve yourself. You are open-minded towards feedback and display good judgment on discerning those that are relevant from those that are not. This helps you focus on the things that matter and foster a working environment that is open, productive and collaborative.

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.

## Results at a Glance



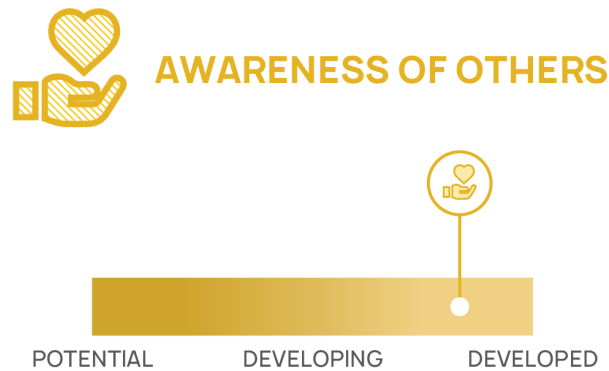
### Prominent Behaviours

- You are able to identify tasks that are compatible with your skills, knowledge and capabilities.
- You are generally at peace with yourself and can easily dismiss unrealistic demands from those around you.
- You often think about your strengths and limitations to derive a better understanding of your capabilities.
- You often reflect on your thoughts, opinions and ideas to better understand and develop your capabilities.
- You measure the quality of your work and results against realistic standards.



### Personal Developmental Tips

- Make sure to communicate your strengths so that you can be allocated tasks that are more appropriate to the level of your abilities.
- Maintain your inner calm and continue to identify and focus on requests that are reasonable to your skills and resources. Ensure that you communicate to others why their demands are unreasonable.
- Further improve understanding of your strengths and limitations by also seeking feedback from other people.
- Continue to self-reflect and understand how your perspectives influence your behaviour.
- If not already in place, you may also try to explore different measurements, e.g. Key Performance Indicators (KPIs) or 360 degree feedback tools, to ensure that your skill level is realistic to the demands of the work.



### Prominent Behaviours

- You show genuine interest in getting to know the thoughts and feelings of others.
- You tend to interact well with diverse groups of people.
- You are able to accurately view a situation from another person's perspective.
- You are highly capable of picking up on social cues (e.g. nonverbal communication) to understand the thoughts and feelings of others.
- You easily recognise the needs of others in a social situation and try to address those needs accordingly.

### 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 Alisdair, write down any actions or behaviours which you think you should:



**K**

**KEEP DOING...**



**S**

**STOP DOING...**



**S**

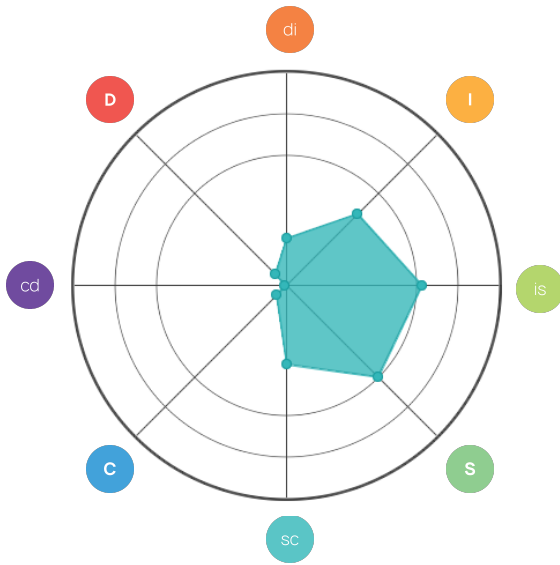
**START DOING...**

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

Ralph Waldo



## Integration of DISC & Emotional Intelligence – Introduction



**MODERATE INFLUENCE-STEADINESS**



**CONSOLIDATED EI SCORE - DEVELOPED**

Alisdair, 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 Alisdair, 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.

# Moderate Influence-Steadiness with Consolidated EI Score - Developed



## Prominent Behaviours

- You usually find it easy to get along with other people, and you enjoy positive and harmonious relationships.
- You are comfortable with others' emotions and are likely to treat other people gently and with empathy.
- You are self-motivated to achieve goals that are aligned with your capabilities.
- You behave in a way that is consistent with how others perceive you.
- Most of the time, you think of others' well-being and would not want to disappoint them.



### Value to the Team

You are reasonably optimistic and friendly towards others. You generally see the good in other people and are open to their experiences without judgement, allowing them to be vulnerable with you. You are typically aware of your strengths and boundaries and are more than willing to improve yourself.



### Conflict Management

Being people-oriented, you may approach conflicts casually and in a friendly manner. You tend to explain your part in the process clearly and sensibly. When arguments arise, you may sometimes resort to giving in to the demands of the other party to maintain the relationship.



### Potential Stressors

Misunderstandings and adverse treatment of others generally makes you stressed. You usually find it uncomfortable to say no to the requests of others for fear of disappointing them. Further, tasks that require forceful interactions and strict deadlines may likely make you anxious.





## Potential Motivators

Working with people who are willing to help each other and maintain a harmonious environment is what motivates you the most. You are enthused by diverse ideas that help you come up with the best decisions. Being able to help those in need inspires you to do more and better work.



## Communication Style

Although you are probably a gregarious person, you usually enjoy and are contented with the company of the people closest to you. Because you have an accommodating and approachable nature, you can tend to say yes to every request. Also, you usually demonstrate recognition of the way you feel and are not hesitant to express your emotions appropriately.



## Preferred Work Environment

You likely thrive best in an environment where positivity and harmony dominate. You are more likely to prefer working collaboratively rather than having to accomplish tasks on your own. You generally possess an open mind, allowing you to be flexible in changing situations and accepting of different opinions.



## Personal Developmental Tips

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- Remain friendly and respectful towards others, despite any differences in perspectives, to maintain a healthy environment.
- When listening to others' sentiments, always try to put yourself in their situation to gain further insight into their experiences.
- Continue to stretch yourself and look for further opportunities to develop your emotional and technical capabilities.
- Always be mindful of your behaviour. Make sure that you behave in a manner that would align with your goals and objectives.
- Set objectives that are in line with your needs before thinking of the perception of others. Keep in mind that you cannot please everyone.

## Moving Forward with DISC Flow®

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



**KEEP DOING...**



**STOP DOING...**



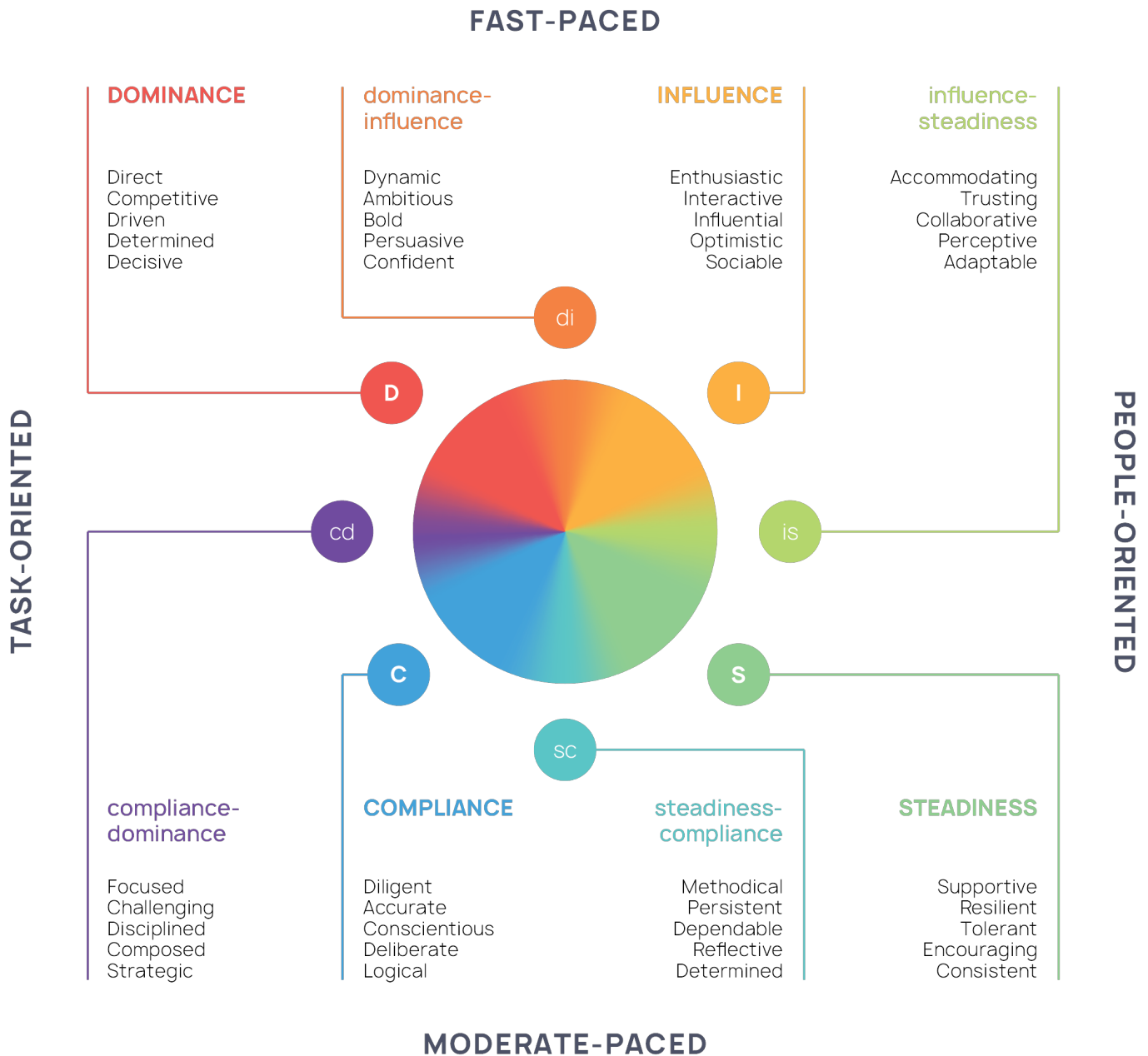
**START DOING...**

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

Pat Summitt

# APPENDIX

## 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

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## 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.



## 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.



## 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.



## 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.



## 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.



## 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.