

Business DNA Natural Behavior Reports - Debrief Checklist & Process

Pre-Work for Debrief

- Read Profile
- Review talents over 60 & under 40
- Prepare key questions
- Review Unlocking guide on profile

Debrief

- Greeting
- Connection to DNA Report - Question (Did you read....how did you relate to it...)
- Purpose of your time together
- Use Unlocking Guide for DNA Background & Context
 - 10 Styles
 - Hard Wired vs Learned
 - No profile is inherently good or bad, just whether it is the best fit for the tasks
 - Equal but Opposite Strengths
 - A strength overused becomes a Struggle; a struggle not managed can become a weakness

Debrief with Either Business DNA Summary Report or Workplace Operations Report

- Which of 10 styles
- Overview of graph on talents – Lower scores below 40 & Highs above 60
- Highlight 2 strongest traits
- Review Work Life Behavioural Attitudes
- Review Business Insights
- Walk through Performance Environment Keys (Strengths, struggles & Performance Keys)
- How they naturally relate to others

Debrief Business DNA Coaching Report

- Overview on Page 3
- Review Page 5 in detail – note below 40 & above 60 sub traits
- Explain pages 6 -10 being Toolkit enablement and walk through example
- Review each factor and sub factors – have question for strengths & struggles of each element/sub factor always seeking alignment and drawing out insights from questions

Wrap Up

- Take questions as they arrive and round off the debrief with summary & open for more questions & way ahead