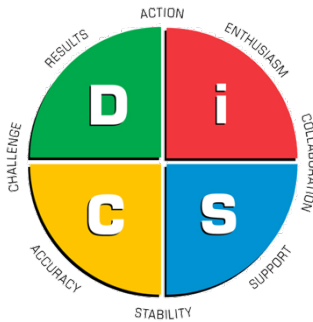


Personal Profiles for Individuals & Managers

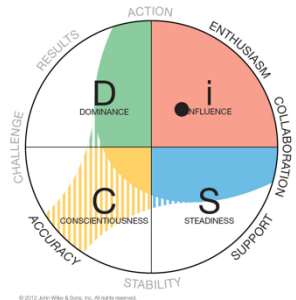


The DiSC® model provides a common language that people can use to better understand themselves and adapt their behaviors with others, for example within a work team, a sales relationship, or a leadership position.

The DiSC® profile is a non-judgemental tool used for the discussion of people's behavioral differences, following completion of a questionnaire that delivers a detailed report based around the following four behaviours: Dominance; Influence; Steadiness; Conscientiousness.

A profile is topic-specific and will provide individuals with in-depth information, including tips, strategies, and action plans to help them become more effective.

The DiSC® profile style is represented as a dot on a circle rather than on a graph. Each profile focuses on a specific context, helping individuals to improve in that particular area (i.e. management, leadership, sales, workplace relationships)



DiSC® Profiles can help an individual and their team to:

- Increase their self-knowledge: how they respond to conflict, what motivates them, what causes them stress and how they solve problems
- Improve working relationships by recognising the communication needs of team members
- Facilitate better teamwork and minimise team conflict
- Develop stronger sales skills by identifying and responding to customer styles
- Manage more effectively by understanding the dispositions and priorities of other staff and team members
- Become more self-knowledgeable, well-rounded and effective leaders

TYPES OF PROFILES

Everything DiSC® Workplace Profile

The Everything DiSC® Workplace Profile is an ideal profile for team building and mediation. It can be used by anyone in an organisation, irrespective of their title or role, to improve the quality of workplace relationships.

This personalised Profile helps colleagues to: discover their DiSC® Style, understand other styles and build more effective relationships by developing strategies to work more effectively with others.

Everything DiSC® Management Profile

This profile is ideal for helping managers bring out the best in their teams. It provides a 26-page personalised profile that focuses on:

- Understanding an individual's strengths and challenges as a manager and how to adapt to meet the needs of the people they manage.
- How to direct and delegate in ways that maximise employee engagement and productivity.



- How to increase motivation by creating an environment that meets needs and preferences.
- How to develop others by helping people to identify, manage and build on their strengths.
- How to work more effectively with their own manager.

Everything DiSC® Sales Profile

This Profile is ideal for helping individuals connect better with their customers. It focuses on:

- Understanding the DiSC® Sales style of the individuals including strengths and challenges
- Recognising and understanding customer buying styles
- How to adapt the sales style to specific customers

Everything DiSC® Work of Leaders Profile

Based on best practice, Work of Leaders connects to the real demands and pressures faced by most leaders, and provides opportunities for leadership development and a clear path for action.

This profile approaches leadership as a one-to-many relationship, as opposed to the one-to-one relationship explored in Everything DiSC® Management. It focuses on tangible steps directed at leading a group or organisation toward desired outcomes.

Using the framework of **Vision, Alignment, and Execution**, Work of Leaders encourages leaders to understand their own leadership behaviours and how they impact upon their effectiveness.

Rich, compelling narrative adds depth to the data and strong visuals support the learning process by illustrating key messages.

Everything DiSC® 363 for Leaders Profile

Everything DiSC® 363™ for Leaders combines the best of 360s with the simplicity and power of DiSC, and gives a leader three personalised strategies for improving their leadership effectiveness.

Leaders are given a two-part online assessment: The Everything DiSC® assessment and the Leadership Behaviour section about how they tend to lead.

Raters are given a two-part online assessment: the same Leadership Behaviour section that the leader takes and a Leadership Requests section that asks which leadership practices they'd like to see the leader do more of. Raters are categorised as: Direct Reports, Peers, Manager and Other. Any combination of groups may be used and leaders can have an unlimited number of raters.

Everything DiSC® - Follow-Up Reports

Everything DiSC® Comparison Reports

Created from any two Everything DiSC® profile reports, these are excellent for enabling people to understand their similarities and differences so that they can work together more effectively.

Everything DiSC® Customer Interaction Map

These personalised follow-up interaction maps help sales people navigate from their sales styles to their real-life customers' buying styles.

Everything DiSC® Group Culture Report

This report helps to determine the group's DiSC® culture, explore its advantages and disadvantages, discuss its effect on group members, and examine its influence on decision making and risk taking.