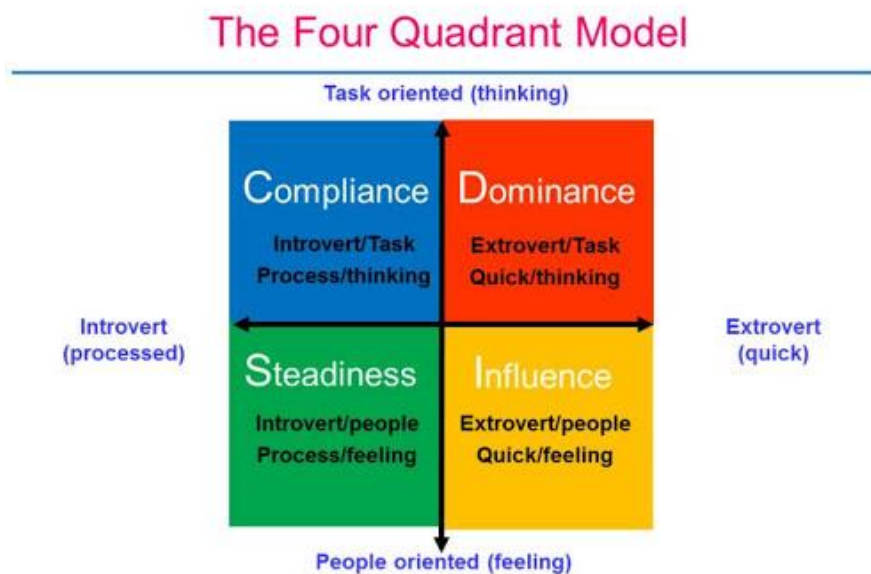


## Extended DISC© Behavioural Assessment Tool

### What is Extended DISC?

DISC is a behavioural self-assessment that measures how an individual prefers to interact with others at work. DISC creates a common language and a self-awareness to better understand ourselves and others. The online DISC questionnaire takes only 10 minutes to complete. The assessment reports are user-friendly and easy to administer. They can be a powerful tool in a wide range of applications such as team building, recruitment, learning and development and career planning.

The DISC model divides people into four main behavioural styles. Individuals are identified as either more People-oriented or Task-oriented. They are further distinguished on a continuum as either more Introverted or Extroverted.



### Individual Behavioural Assessments:

Extended DISC Behavioural Assessments help us to understand how we behave and explain how we react spontaneously when we don't have time to consider consequences. The reports are also useful to the individual when considering career choices, in dealing with communication challenges or helping them to understand why certain situations might put them under pressure. They provide a self-awareness that is vital for success at work, and useful in life generally.

These reports also provide information on an individual's behavioural style, such as:

- Their natural unconscious style compared to their adjusted work style
- What motivates them and situations that reduce motivation
- Clear natural strengths and their development areas
- Flexibility and comfort zones
- How an individual is typically seen by others
- Their preferred communication style & communicating emotions
- Their role within a team
- Their behavioural style against standard competencies

## Extended DISC's Team Behavioural Analysis:

This report combines all the individual Behavioural Assessment results into one report. It shows the team dynamics, the strengths and development areas of the team, and illustrates how the team members are adjusting their behaviours in the existing work environment.

Team Behavioural Analysis offers a clear, easy-to-use framework to understand complex issues efficiently, to solve problems and to refine performance. It also presents a safe environment to productively discuss challenging topics. Team Analysis illustrates the big picture that enables individuals to make decisions in their job with confidence.

## Why Use Extended DISC Methodology?

The over-riding objective is to ensure every employee can add value, be most productive, and create an effective and efficient team environment. A happy and focused employee who enjoys working in their environment not only increases productivity but demonstrates to all who deal with them that their organisation is one that really cares. Choosing employees or promoting employees into positions that suits their behavioural style is vital in achieving success. The outcome will lead to better results and customer satisfaction (where relevant), and a harmonious working atmosphere.

To achieve this, the following issues need to be addressed;

- How an individual can be better understood, motivated and managed to improve job performance
- How employees respond to job related pressure, frustration and conflict
- How to determine whether an employee is internally motivated or needs external stimulation

## How can Extended DISC be used in my organisation?

Our clients use Extended DISC with their employees to equip them with skills to modify their behaviour to become more successful by:

- Understanding how people are different
- Developing confident self-awareness
- Learning to identify the styles of others
- Modifying behaviour based on the other person's style

Participants become more aware that their success can potentially be determined by how well we interact with other people. They can learn how to effectively relate, communicate, influence and motivate others to create successful relationships with other team members, managers, customers, prospects, friends and family members.

