

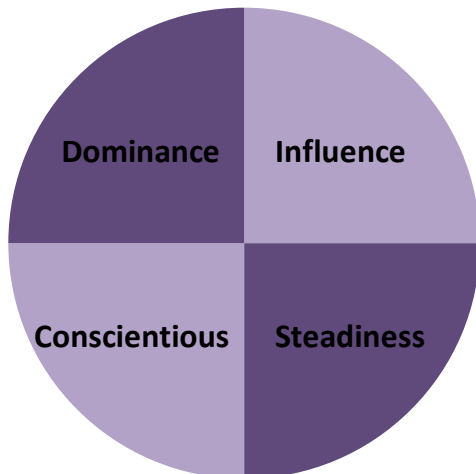


DISC PROFILING

*“An individual without information can't take responsibility.
An individual with information can't help but take responsibility”.*
—Jan Carlzon CEO S.A.S. Airlines

PROFILE CONTENT

The DiSC “Dimensions of Behaviour” model describes behavioural patterns in terms of four tendencies:



All people have all four behavioural tendencies, but in differing intensities.

The mistake we make is in thinking that we should treat everyone in the same way. The reality is that people are different. Their behaviours, attitudes and values are unique to themselves. The most successful people understand personality types and how to deal with the differences. They understand that what motivates one person may not necessarily motivate or inspire another.

Twenty four hundred years ago scientists and philosophers, most notably Hippocrates recognised that certain human behaviours fell in to particular patterns. This theory was more recently developed and defined by Dr William Marston who in 1928 wrote “The Emotions of Normal People”.

Marston believed that humans are motivated by four intrinsic drivers (which direct behaviour into 4 patterns) he called DISC. Dominant, Influencer, Steadiness & Conscientiousness. Understanding these four drivers is fundamental to understanding human behaviour.

It is important therefore that people develop a greater understanding of their own behaviour and personality type and those of their team members. This aids communication and helps people to understand what motivates the different members of their team

DiSC General Characteristics Report

The DiSC General Characteristics Report provides 15 pages of extensive, personal interpretation of your DiSC Profile. It includes motivating factors, preferred environment, behaviour in conflict and strategies for increased effectiveness.

The General Characteristics report helps employees at all levels better understand their own behaviour, learn how and when to adapt their behaviour, improve communication, reduce conflict and enhance individual and team performance.

This core report gives valuable feedback on a person's natural approach to completing tasks and interacting with others in a given environment. Its sub-sections include:

- Behavioural Highlights
- Behavioural Overview
- Motivating Factors
- Preferred Environment
- Tends To Avoid
- Strategies for Increased Effectiveness
- Demotivating Factors
- Behaviour in Conflict Situations