DISC Refresher Class

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Objectives

- What We Do
- DISC Review
- Sample DISC Graphs
- New Reports
  - Team Reports
  - EQ Report
  - Talent Insights
- Training Programs
- Free Give-a-Way

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What We Do

TALENT MANAGEMENT

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Why Organizations Use Assessments

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"People are NOT your most important asset. The right people are."

"Get the right people on the bus, the wrong people off the bus, and the right people in the right seats."

Jim Collins
From Good to Great

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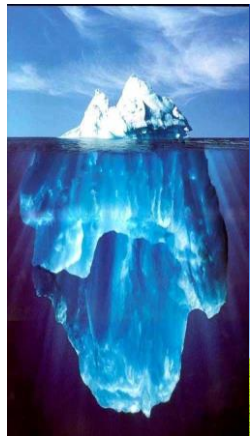

Insights to Success Report

How a Person Behaves

384 possible behavior patterns

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Behavior Styles

Four Behavior Styles

D = Dominance
- How you address **PROBLEMS** and **CHALLENGES**

I = Influence
- How you interact and influence **PEOPLE and CONTACTS**

S = Steadiness
- How you deal with **PACE** and **CONSISTENCY**

C = Compliance
- How you deal with **PROCEDURES and CONSTRAINTS**

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FOUR BEHAVIOR FACTORS

Dominance | Influence | Steadiness | Compliance

Focus Problems

Focus People

Focus Pace

Focus Procedures

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THE EMOTIONS OF DISC

Quick to Anger (Short Fuse)	High Trust of Others (Optimistic)	Non-emotional (Doesn't Show Emotions)	High Fear (Get Permission)
D	**I**	**S**	**C**
Slow to Anger (Long Fuse)	Low Trust of Others (Pessimistic)	Emotional (Shows Emotions)	Low Fear (Expect Forgiveness)

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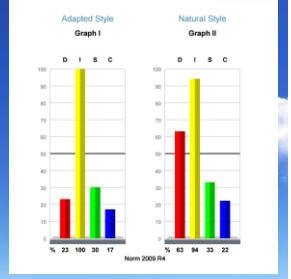
Reading the Graph

Graph Reading Process

- Determine primary style (furthest from the line)
- Determine secondary style (second furthest from the line)
- This is your "Core Style"
- The 'Behavioral Design' is made up of all four factors, high and low.



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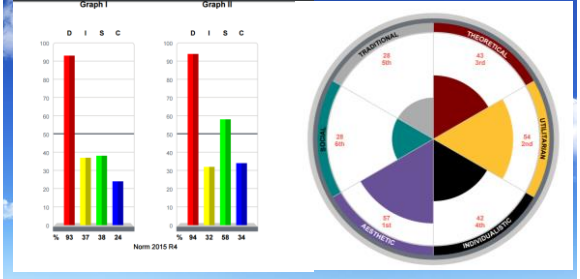
President: Interior Design Business



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Key Points

- High & Low Scores
- Neutral: Not About Good or Bad
- No One Style Better
- Every Team Need All 4 Styles for Success
- Universal- +25 Countries

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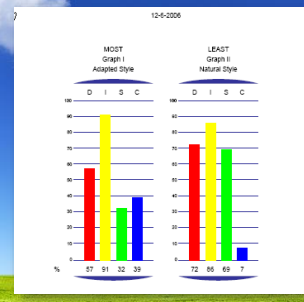
Sales Person



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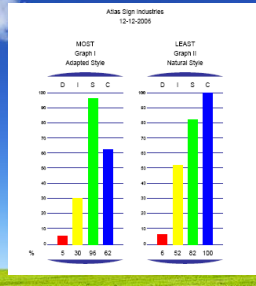
Accountant



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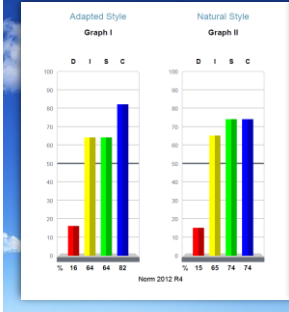

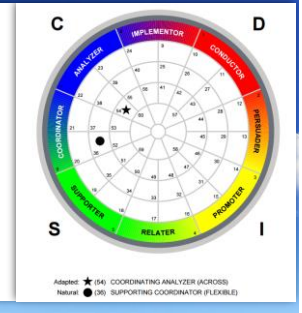

Nurse

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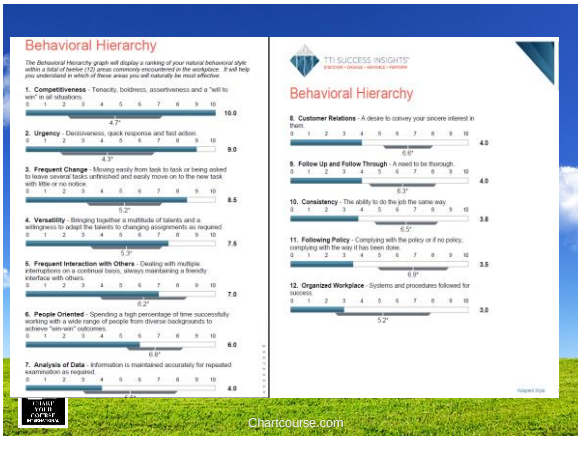

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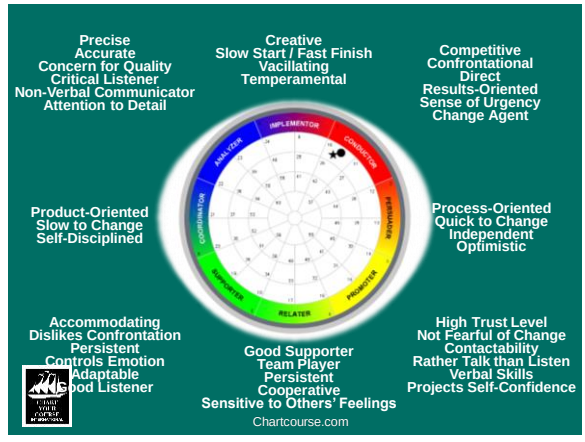
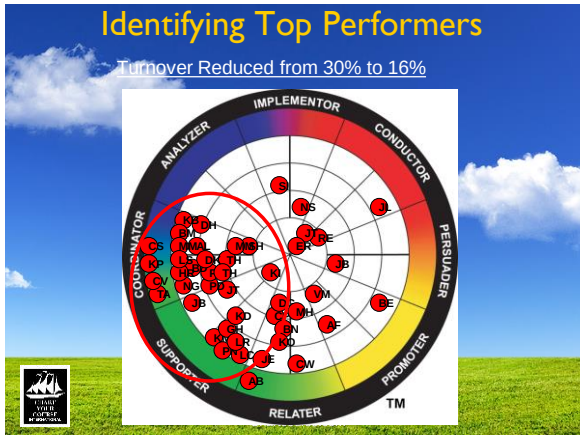
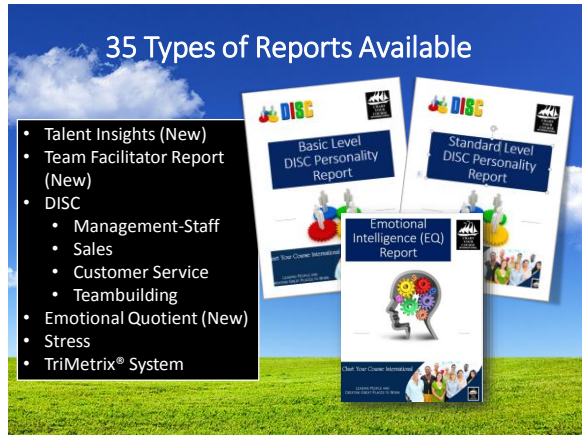
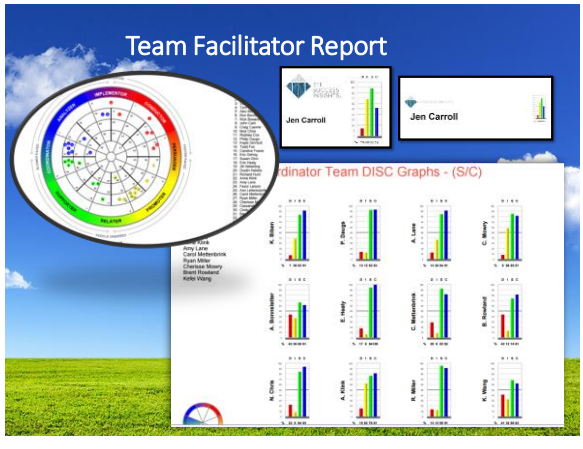


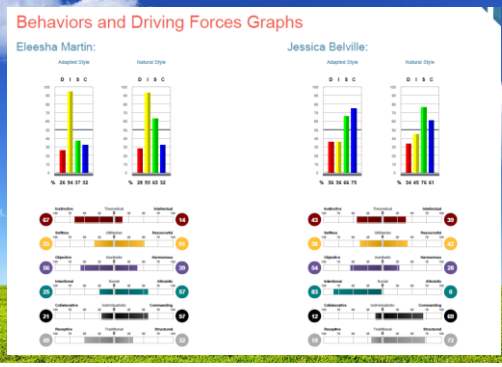






Emotional Intelligence |EQ Report

Comparison Reports (Talent Insights)



Certification Programs

- 2-Day Master Class
- 4-Part Live Webinar
- Self-Study DISC Program
- Train-the-Trainer Workshop

Free Weekly DISC Tips

https://www.chartcourse.com/disc-tips/

Additional Resources

Click on links below:

View Sample Reports

DISC Certification Training Info

Selecting Superior Performers

DISC Descriptors Handout