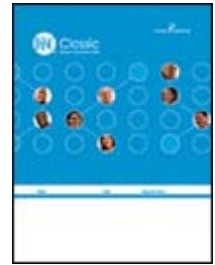


*"We are being judged by a new yardstick: not just how smart we are, or by our training and expertise, but also by how well we handle ourselves and each other." -Daniel Goleman, Working with Emotional Intelligence, 1998*

## **DiSC® Classic 2.0 Report-** by Inscape Publishing



Millions of people have gained insight about themselves and others through DiSC-based learning instruments. The DiSC model provides nonjudgmental language for exploring behavioral issues across four primary dimensions:

For 30+ years, the DiSC has opened the door to understanding dynamics that influence communication and positive relationships. The foundation of success lies in understanding self, understanding others and realizing the impact of your behavior on people.

**DiSC** focuses on four behavioral dimensions including **D**: Dominance, **i**: Influence, **S**: Steadiness and **C**: Conscientiousness.

**Dominance: Direct and Decisive.** D's are strong-willed, strong-minded people who like accepting challenges, taking action, and getting immediate results.

**Influence: Optimistic and Outgoing.** I's are "people people" who like participating on teams, sharing ideas, and energizing and entertaining others.

**Steadiness: Sympathetic and Cooperative.** S's are helpful people who like working behind the scenes, performing in consistent and predictable ways, and being good listeners.

**Conscientiousness: Concerned and Correct.** C's are sticklers for quality and like planning ahead, employing systematic approaches, and checking and re-checking for accuracy.

People who take the **DiSC Profile** learn how to:

- Understand their behavior and how it affects others
- Examine their reactions to other people's behavior
- Maximize their personal strengths
- Develop and sustain a positive attitude about themselves and others
- Adapt their behavior to create positive outcomes

### **DiSC Benefits:**

You will gain understanding about your personal behavior, the needs of others and how to adapt in order to build positive outcomes and relationships. With these skills people and organizations will:

- Increase productivity
- Improve employee moral
- Minimize conflict and stress
- Increase management effectiveness
- Build on personal strengths

## DiSC Objectives:

- Identify behavioral tendencies and preferences
- Recognize how your behavior affects others
- Discuss the value of individual differences
- Learn techniques to maximize your strengths and reduce conflict

Every day, organizations use DiSC to establish a common language, paving the way for successful training and coaching applications. Detailed, personalized information helps people apply DiSC learning to specific business situations, including sales, leadership development, customer service, and conflict resolution.

