

THE D.I.S.C. INDEX PROFILE

Measuring The “HOW” of Human Performance

Research concludes the most effective people . . .

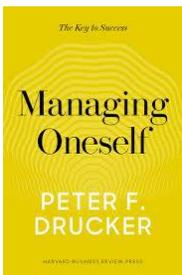
1. Understand themselves, their strengths and limitations.
2. Recognize the needs of their situation and the people with whom they must interact.
3. Adapt their behavior to relate more effectively to more people in more situations.

For over 50 years organizations have used DISC assessment tools in their training and coaching initiatives as a performance improvement, talent management strategy.

The DISC Index is the most contemporary interpretation of Dr. William Marston’s groundbreaking work into understanding and measuring a person’s behavioral style and can help to achieve the following 3 objectives:

1. Improve communication and collaboration, and minimize conflict
2. Build higher performing teams and project groups
3. Develop more effective coaches, team leaders and project managers.

The late Peter F. Drucker, the greatest management thinker of the 20th century and considered the Father of Modern Management, said in his classic *Harvard Business* review article, *Managing Oneself*,



“Success in the knowledge economy comes to those who know themselves – their strengths, their values, and how they best perform.”

He taught that it is essential to understand individual behavioral preferences and habits. The DISC Index, considered one of the most effective behavioral assessments, is used to measure what Drucker was referring to in his article.

The DISC Index profile is unique in that it:

- Contains up-to-date, highly relevant instrument items for increased accuracy and reliability
- Responses choices produce zero waste by ranking all words to improve reliability
- Uses a one-of-a-kind click and drag interface for ease-of-use and minimizing over-thinking significantly increasing accuracy

The DISC Index Report is a comprehensive, 22-page, online assessment that measures the following four dimensions of normal behavioral style:

- Decisive — your approach to problem solving and getting results
- Interactive — your preference for interacting with others and displaying emotions
- Stability — your preference for pacing, persistence and steadiness
- Cautious — your preference for procedures, standards and protocols

The 22 -Page DISC Index Report Includes:

- The Elements of DISC— the science behind the profile and the four dimensions of behavior.
- The DISC Dimensions— A closer look at each of your four behavioral dimensions|
- Style Summary— A comparison of your natural and adaptive behavioral styles
- Behavioral Strengths — A detailed strengths-based description of your behavioral style
- Communication— Tips on how to improve communication with you
- Ideal Job Climate— the work environment that optimizes your performance
- Effectiveness — Insights into how you can be more effective by understanding your behavior
- Behavioral Motivations— Ways to ensure your environment is motivational
- Continual Improvement— Areas where you can focus on improving
- Training & Learning Style— Your preferred means of sharing and receiving styles
- Relevance Section— Making the information real and pertinent
- Success Connection— Connecting your unique style to your life

We Welcome The Opportunity To Serve You.

The DISC Index Is Available From Effectiveness, Inc.

For Further Information And Sample Reports Contact:

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