

# BEHAVIOURAL PROFILING WITH DISC

## WHAT IS DISC?

DISC is a (scientifically validated, 85-95% accurate) psychometric tool, based on the work of William Marston.

Like many other social psychologists and researchers, he believed we could divide people into 4 categories, (Dominance, Influence, Supportiveness/Steadiness and Compliance/Conscientiousness), based on their *Pace* (fast/slow) and *Orientation* (task/people).

***“THE SINGLE BIGGEST PROBLEM IN COMMUNICATION IS THE ILLUSION THAT IT HAS TAKEN PLACE” (George Bernard Shaw)***

Sometimes it is referred to a ‘Personality’ Profiling, but this is a little inaccurate as it is based on *observable human behaviour*, that behaviour is *predictable*, and behaviour will be adapted according to *environment*.

[Information on DISC here](#)

## WHAT CAN IT DO FOR YOU?

An understanding of DISC, with or without a formal profile/report can help you generate information regarding your:

- Strengths and weaknesses
- Pace
- People and task orientation
- Communication style
- Risk and decision making style
- How you manage data/information
- What pleases and irritated you
- Goal orientation/motivations and fears

***“THE MEANING OF COMMUNICATION IS NOT WHAT YOU SAY BUT THE RESPONSE YOU GET”. NLP presupposition***

When we know what we do, and the predictable patterns of people, what can we do with this information?

- Become more self-aware
- Generate personal understanding and happiness
- Use it for work appraisal.
- Use it for career development.
- Understand the otherness of others – in relationships and parenting

***“DON'T JUDGE A MAN TILL YOU HAVE WALKED TWO MOONS IN HIS MOCCASINS” (Native American quote)***

- In an organisation we can match skills and jobs, use 'advanced candidate knowledge' (read between the lines of a CV), team build, manage conflict quickly and efficiently.

## HOW DOES IT WORK?

You complete a simple and short questionnaire. This generates data which is converted into a graph, that can then be analysed.

A written report is produced and this is a starting tool for discussion, dialogue and feedback.

***"THE SHOE THAT FITS ONE PERSON  
PINCHES ANOTHER; THERE IS NO  
RECIPE FOR LIVING THAT SUITS ALL  
CASES." Carl Jung***

## DISC IN BUSINESS AND CORPORATIONS

DISC has been developed over the years into a very sophisticated tool. It's the most widely used behavioural psychometric in the world.

Different companies use different platforms of information and each have their own slant and add-ons – anything from team charts, relationship charts to 360 assessments, lists of interview questions to virtual coaches.

In combination with other candidate evidence, DISC can be used as a recruitment and appraisal tool so you would know PRIOR to shortlisting, or final interview, the candidate's interpersonal style, i.e. their:

- Ability to get on with people – to mobilise and motivate departments/teams/whole schools or businesses.
- Ability to get on with jobs – be creative, show initiative, work hard/to deadlines, problem solve.
- Decision making style – their tendency to take on risk or their tendency to want to gather information.
- Energy levels – their general pace and energy output.
- Leadership style.
- Ability to tolerate stress.
- Adaptability.
- Emotional management and self-control.

***"EVERYTHING THAT IRRITATES US  
ABOUT OTHERS CAN LEAD US TO AN  
UNDERSTANDING OF OURSELVES." Carl  
Jung***

## HOW I USE DISC

I use Disc as a celebration of 'difference and similarity' and an opportunity to coach from evidence-based strengths and positivity.

I use it with Teachers, Students, Sports People and Businesses, mostly as a starting point for awareness and discussion.

In one-to-one coach-client situation, a DISC report saves valuable time in uncovering likely motivations and needs so that both client and coach can communicate on the same page almost immediately.

With organisations and schools, I run practical and interactive workshops – showing how the understanding of difference can help promote a positive environment and celebration of strengths whilst addressing unhelpful behaviours and promoting change.

The beauty of DISC is that it is instantly memorable and therefore a tool that lives on beyond the workshop (unlike other psychometrics that are too complex and intricate to apply on a day to day basis). DISC also takes the emotion out of behaviour – we do not have to get personal about how other people are, we just learn how to adapt.

## **RESOURCES**

[Information on DISC here](#) - general

PDA Platform: [Behaviour Profiling in the Workplace](#)

[Personality Insights video](#) explaining the benefits of uncovering your strengths.

## **SELECTION OF SAMPLE PROFILE REPORTS**

[AXIOM/DISCUS – Classic Report](#)

[AXIOM/DISCUS – Enhanced Report](#)

[AXIOM/DISCUS – Team Report](#)

***"...THE OTHERNESS OF OTHERS."  
Carl Jung***

## **PERSONALITY INSIGHTS (I use these with Youth clients from the age of Year 5-18)**

[TEEN EXTENDED](#)

[ADULT EXTENDED](#)

## **PDA**

Not available – please email me direct.

