

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.

