

Everything DiSC



Product overview and product range

What is Everything DiSC?

Everything DiSC is one of the most trusted behavioural profiling instruments in the industry, used by millions of training and coaching professionals across the globe. The tool identifies behavioural style by measuring the attributes, preferences and aspects of the respondent's personality. Use this tool to build successful teams, develop effective working relationships, and increase the leadership, management and sales performance of individuals, teams, and organisations.

Why use Everything DiSC?

DiSC can be used to address the following business challenges:

- ✔ Leadership & Management Development
- ✔ Sales Performance
- ✔ Team Development
- ✔ Recruitment and Selection
- ✔ Management Consultancy
- ✔ Coaching, Career Mapping & Counselling
- ✔ Talent Management & Succession Planning
- ✔ Personal Feedback & 360 feedback
- ✔ Relationships & Communication
- ✔ Morale and employee engagement

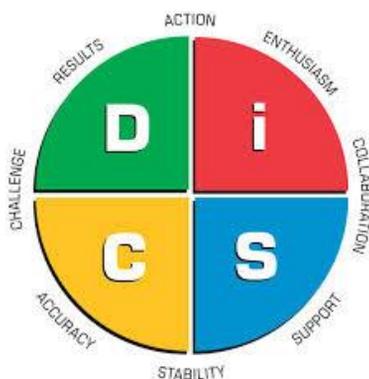
Using Everything DiSC will:

- ✔ Help people better understand their behaviour and how to meet your own individual needs
- ✔ Help people to adapt their behaviour giving strategies to improve their workplace effectiveness
- ✔ Provide a common language to help teams understand one another and work better together
- ✔ Improve employee and workplace communication and engagement
- ✔ Improve diversity and creativity
- ✔ Reduce conflicts and avoids misunderstandings
- ✔ Increase individual and organisation performance

Everything DiSC – The Workplace Model

DiSC identifies four primary dimensions of behaviour: **Dominance - Influence - Steadiness – Consciousness.**

- ✔ Everyone is a blend of 4 styles and has a unique behavioural style. An individual's DiSC style is shown by a 'dot' which is placed on the model.
- ✔ DiSC styles do not identify abilities or strengths. There is no right or wrong /pass or fail. A style demonstrates priorities or behavioural style.
- ✔ Each profile is based on this circumflex model but the priority words around the outside are different for each one.



Everything DiSC



The main profiles:

Workplace Profile

This profile can be used with everyone in any organisation, regardless of their title or role. It is often used to build more effective relationships and improve the quality, effectiveness and performance in the workplace.

Work Of Leaders Profile

This profile uses links DiSC style to the leadership framework of Vision, Alignment, and Execution. It focuses on helping the leader to take tangible steps when leading a group or organisation towards their desired outcomes and goals. This profile is often used to develop leadership awareness and ability and approaches leadership as a one-to-many relationship.

Management Profile

This profile gives the manager specific behavioural feedback which can be used to understand and therefore develop their personal management styles and behaviours. The profile is often used for management development and is focussed on supporting managers to build effective relationships with their employees.

The profile approaches management as a one-to-one relationship.

Sales Profile

This profile gives the sales person an increased awareness of their own selling style and develops their ability to understand the needs and priorities of their customers. This profile helps the individual to build strong sales relationships, connect effectively and naturally with their customers, improve communication, which will ultimately increase sales capability and performance for both an individual and organisation.

363 – 360 Feedback Tool

This profile combines the best 360 feedback tool with the simplicity and power of DiSC. It is designed to provide multi-layered feedback, resulting in top three strategies the leader needs to focus on to improve their leadership effectiveness and performance.

The Five Behaviours Of A Cohesive Team

is an assessment-based learning experience that helps individuals and organizations reveal what it takes to build a truly cohesive and effective team in the most approachable, competent, and effective way possible. Powered by Everything DiSC, the profiles help participants understand their own DiSC styles. Bringing together everyone's personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge—for individuals, the team, and the organisation.