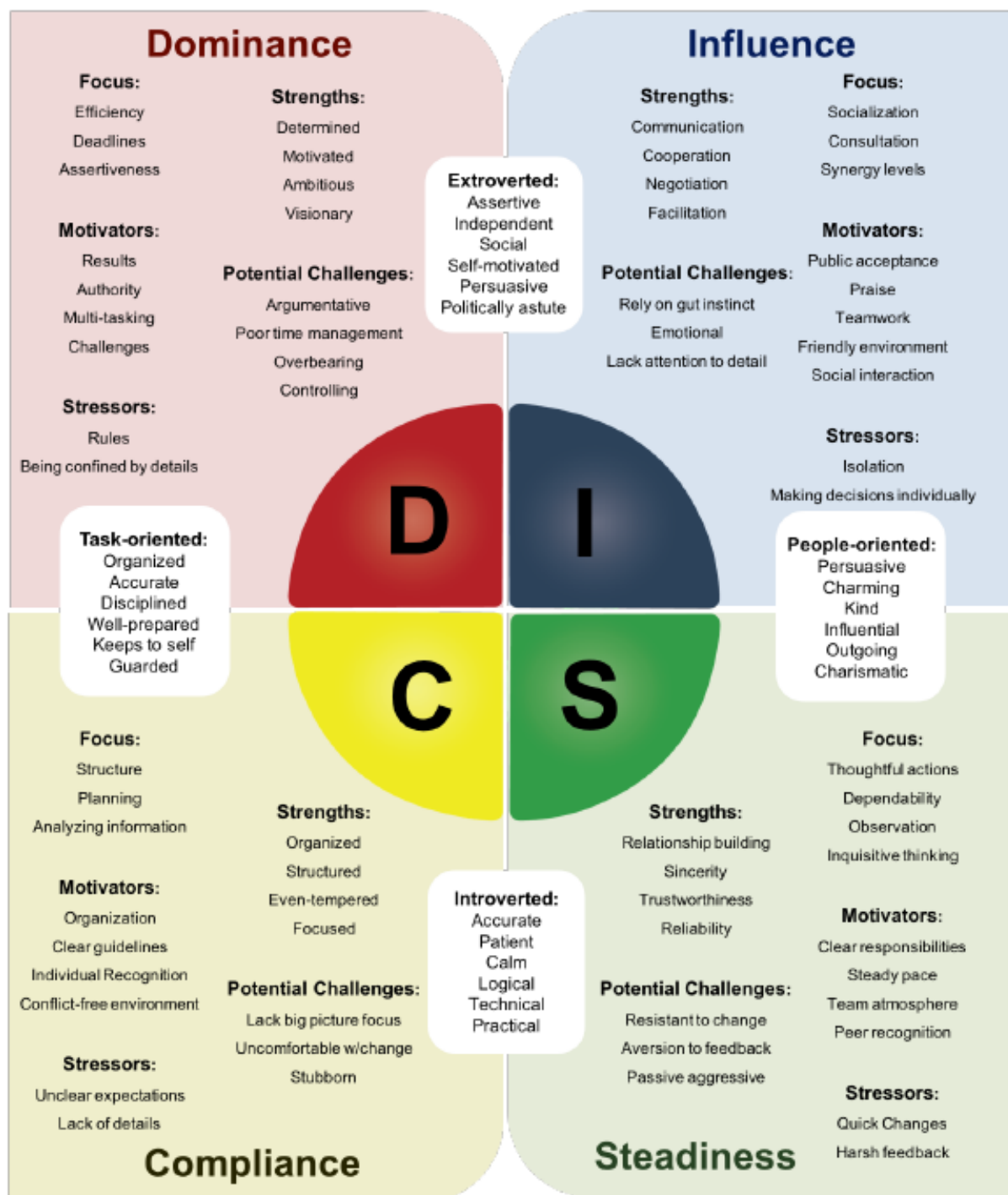


Your DISC Profile:

Over the years I have been assessed, as well as having worked with, a number of DISC assessment programs from a variety of sources. However, during the past decade, I have predominantly used and now recommend **DISCflex™**, from Indaba Global Coaching LLC, due mainly to its ease of use and the excellent feedback reporting, which offers constructive self-help hints and tips for follow-up implementation and/or additional face-to-face coaching.

Defining DISC Quick Reference



What is a DISC Assessment?

DISC personality profiles are one of the best (and most widely used) profiling vehicles to assess a person's behavioural tendencies. It is the universal language of observable human behaviour or **how we act**.

DISC does **not** measure education, experience, values or intelligence. It simply measures an individual's behaviours or how they communicate.

The DISC assessment is a personal assessment tool used to improve work productivity, teamwork and communication.

There are four primary factors or measurement indicators used to assess an individual's personality and behavioural tendencies. The four primary DISC factors are **D (dominance), I (influence), S (steadiness) and C (compliance)**.

- **D (dominance)** relates to control, power and assertiveness.
- **I (influence)** is associated with social interactions, as well as the person's persuasiveness. It speaks to influencing flair or the individual's tendency to be charming during interactions. Influence is also apparent in the person's confidence and a tendency to rely on their communication abilities to shape a situation.
- **S (steadiness)** denotes patience, persistence and thoughtfulness, as well as the person's need for attention to detail, when it is required, for action plans to be fleshed out and goals achieved.
- **C (compliance)**, sometimes referred to as conscientiousness, correlates to a person's need for structure, order and organisation. It addresses the individual's desire to know and adhere to the policies, procedures and rules of order governing the situation.

The extent to which these four primary DISC factors are indicated in a person's emotional makeup can be measured in degrees of elevation on a scale from 0 to 100. The highs and lows of each of the four factors can be quantified by analysis. These results can be visually plotted on a graph.

These measurements form the basis of a personalised DISC assessment.

Why is DISCflex™ unique?

DISCflex™ users learn the **Theory, Practicality and Implementation** of:

Behavioural Flexing:

Adapting your behaviour is the key to success. Knowing how to read any situation and understand how and when to **dial up** or **dial down** the appropriate DISCflex™ Factors

and DISC Sub-factors™ leads to enhanced persuasive abilities, the capacity to interact and communicate more effectively, greater confidence, better overall results (especially when working with others) and, finally, a sense of power.

DISCflex™ Factors:

These are the four building blocks of behaviour that provide positive and negative stress indicators when an individual must make choices or act.

DISC Sub-factors™:

The relationship between a pairing of two DISCflex™ Factors - including how to situationally *flex* or long-term *morph* behaviour, at will. These Sub-factors are: Work Environment, Team Interactions, Goal Setting, Facilitation, Interpersonal Communication, Giving and Receiving Feedback, Change, Self-Talk, Decision Making and Performance Management.

DISCflex™ Reports are:

- An easy-to-use, fully comprehensive solution that is specifically designed to address *behavioural flexing*.
- Personalised to your DISC factor scores. The reports provide you with unique information and tips based on your individual results. Most DISC reports provide *simplistic* information based on your highest DISC factor(s). **DISCflex™** is tailored to your behaviour.
- Reports that offer a 360 component. You can check how your self-perception varies from how others view your behaviour. A key element of **DISCflex™** is showing how to *flex* behaviour based on various situations in which the participant might find themselves. The report provides coaching tips and cautions to show you how to *dial up* or *dial down* particular factors as required.
- Reports that help you analyse your DISC factor gaps in order to improve your strengths and mitigate your weaknesses. These gaps are called *Sub-factors* and they are great for teaching people how to *analyse* and *flex* their *behaviour*.

Acknowledgement:

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