

The Platinum Rule of DISC is “do unto others the way they **want** and **need** you to do unto them OR Treat others as they wish to be treated.” *Tony Alessandra.*

Applying DISC Assessments in the workplace, personal life, even with children, can help you to:

Understand – Although each of our personalities is completely unique to us, many behaviours can be positioned within a systematic framework.

Identify – How a person’s behaviour patterns influence what that *person wants, needs* and *expects* from you and others, as well as *how* that person *communicates* those wants, needs and expectations.

Adapt – To people in a way that will reduce tension and increase cooperation and trust in all types of relationships.

The DISC Program can be applied in business and interpersonal relationships by providing you with guidelines for understanding and adjusting to the differences in people by observing their behaviours. This tool will help you to see the world through someone else’s eyes and ears and can have a profound impact on your ability to connect with others, regardless of your differences!

So how do you begin to try to classify someone’s behaviour style without the aid of a tool such as the DISC Assessment?

By using two dimensions: **OPENNESS** and **DIRECTNESS**. Some people are high in one, and low in the other, some are high in both, some are low in both – or somewhere in between!

What is OPENNESS? The readiness and willingness with which a person outwardly shows emotions or feelings and develops interpersonal relationships.

What is DIRECTNESS? The amount of control and forcefulness a person attempts to exercise over situations or others’ thoughts and emotions.

This is just the beginning of how you can understand another person’s behavioural style!

Benefits of DISC Assessments in the Workplace

- Quickly learn about new hires and how to best manage them and integrate them into your team
- Understand why there may be tension in your department
- Ensure the right people are in the right role
- Use as a coaching tool to bring out the best in your employees
- Learn what your strengths and weaknesses are and how to position yourself for that promotion

Benefits of DISC Assessments in your Personal Life

- Discover the differences between you and other family members, your spouse, etc. and learn ways to communicate better

Finally understand who your partner really is, and what the right and wrong way to communicate with them is

- Apply the children’s version to your kids to help YOU understand their needs better to ensure open dialogue and reduced tension

Assessments available through Waterloo Coaching Clinic

Core Assessments:

- DISC – measures behavioural styles
- Motivators – measures motivational styles
- Emotional IQ - measures emotional intelligence styles
- Learning Styles – measures learning

Combined Reports:

- Disc & Motivators
- Disc & Learning Styles

Specialty Reports:

- Sales IQ Plus – a sales skills test developed by three of the world's top sales minds
- DISC Collaboration – A DISC based report that compares side-by-side the behavioural characteristics and tendencies of two individuals

Hiring and Selection:

- Work Ethic Screen – A simple, low cost screening report designed to be used at the early stages of employee selection.
- Executive Summary – A performance predicting report integrating three of the core assessments (DISC, Motivators and Harman Value Profile) to provide employers with specific performance predictors, along with hiring and onboarding recommendations.
- Judgement Series – This Harman Value Profile based, 3-report series includes separate documents for screening, selecting and on-boarding new employees.
- DSC Fitness Benchmarking & Comparison System – Allows employers to compare new applicants to desirable job performance benchmarks by industry and compare job applicants to the assessment results of current employees, enabling them to create an employee composite of ideal scores.

DISC for Kids – What Bird are You?:

In addition to helping children discover what makes them tick, parents play a crucial role in helping kids become the best version of themselves. Far too often, parents try to turn their children into someone else. For example, the confident Eagle pushes the quiet Dove to be more assertive. When they do so, they send a variety of messages. These include: "You should be more like me"; "If you were more like me, I'd love you"; and perhaps worst of all, "Who you are is not ok." Parents need to understand the bird style of their children so they can honor them for who they are and not try to change them into someone else.