



Assessments & Coaching Services

DISC Individual and Team Assessments

Summary

The DISC Assessment measures the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major divisions called personality styles. People with similar personality profiles tend to exhibit specific behavioral characteristics common to that profile.

All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: **D** (drive) **I** (influence) **S** (steadiness) **C** (compliance). Within each of these styles participants will be assessed on their: general characteristics, value to the team, possible weaknesses, greatest fears, motivating factors, ideal environment, Do's and Don'ts and personal growth areas.

Who Should Attend

Executives, managers, employees and teams who want to improve their performance and overall effectiveness.

Program Objectives

DISC is used in a variety of ways and for many reasons. In using this assessment (in conjunction with HPL's training program) participants will have a better understanding of how to:

- Develop themselves to become more effective managers, supervisors and leaders
- Discover behavioral strengths and weaknesses
- Value and learn to respect the strengths of others
- Deal with conflict effectively by learning adaptive behaviors
- Enhance the work group with teamwork and minimize team conflict
- Develop strategies to meet diverse needs of others
- Improve communication skills by determining communication styles
- Improve customer relationships by identification and meeting needs
- Reduce conflict and stress in both interpersonal and intrapersonal relationships
- Build productive teams and improve productivity
- Manage change and quality improvement

The DISC results will be discussed at the start of the training so that participants can utilize what they learned throughout the training.