

Extended DISC® Australasia August 2011 *FactSheet*

Greetings

There are times when one wonders how well people really understand themselves. This month's case study relates to a situation we experienced just a couple of days ago, and is a good example of someone who is going through quite a change in her life. Her initial reaction to her Personal Analysis Report was negative until she realised the report accurately described her true behavioural style.

The New Extended DISC is on it's way! Below are some of the many great features that will be available to clients later in the year.

Our Work Pair Analysis Report is a very powerful tool. It's easy to use and very cost effective. It is no wonder that it is so widely utilised. Work Pair Analysis is designed to provide information that allows two individuals to take action that will have a positive impact on their performance. In this month's newsletter we look at the Work Pair Analysis Report and its uses.

Case Study – Do we really understand ourselves?

I have known Angela (not her real name) for many years although her telephone call was the first time I have spoken to her for probably 20 years!

She was going through significant changes in her life, having left her job because she did not feel she was getting the motivation she needed from the role. Added to this, she had parted with her husband of many years and she felt she needed a new challenge in her life.

She completed an Extended DISC Personal Analysis Report and the Profiles page is shown opposite.

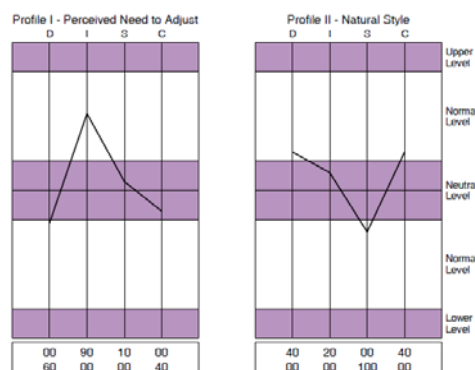
The reason for her call to us was that she did not think the report was accurate and she told me that her "friends" also disputed the description on the Text Page of the report.

This was a little disturbing to say the least because Angela is a professional with a university degree and someone I would have thought really understood who she was! And from my recollection of Angela, she was (when I knew her quite well) a definite "DC" mix!

The tightness of Profile II and the huge change from Profile II to Profile I indicated that she felt she needed to make a significant change in her behaviour to cope with her current environment and this change as well as the obvious indication of insecurity and frustration suggested to me that there was more to the story. And there was!

After a lengthy conversation she admitted that the people she had shown her report to were people who she had worked with and the "friendship" did not include socialising in any way. So I asked her if she had discussed the report with anyone who was really close to her and again she had to admit that she hadn't.

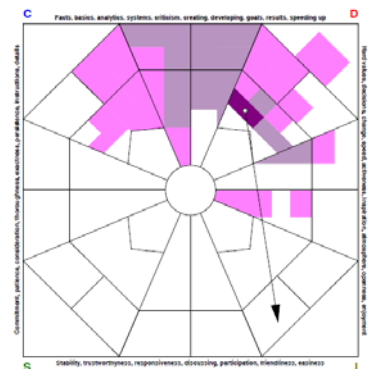
The other interesting thing is that she felt her behavioural style was that of an "I" type.



But again, after we talked about what motivated her, what she didn't like very much and what she saw as her clear natural strengths, she began to realise that there was quite a gap between a typical "I" type behaviour and that of a "DC" behaviour.

Suddenly Angela understood! She began to realise that the job she had just left required her to meet and mix with people, - lots of people - people she hardly knew or who she had only recently met. She had to suppress her natural strong "DC" tendencies to cope with the role and this was the reason she had lost motivation and had decided she needed a change of role. She felt "peopled out"!

This also explained the frustration in the Profiles and to some degree the insecurity in Profile II, although the break up in the marriage and the need to search for a new job would have contributed to this emotion.



The conclusion was a happy one... for both of us. The report was indeed accurate and it helped Angela rethink her future - to look for a role that suited her clear natural strengths and understand why she had been going home at night feeling worn out. For me, it meant we had another client who had been converted from a disbeliever to an advocate!

The NEW Extended DISC Online Platform

We have commenced our testing on the NEW Extended DISC online platform and have listed just a few of the features that are going to be available when the product is launched later in the year. The flexibility of the new system is amazing....

Some features are:

- Unlimited flexibility in format and content
- Select from thousands of behavioural competencies or create your own Competencies
- Design your own templates, branding, style, graphics and colour
- Increase and create your own additional questionnaire/s
- Define your needs and let us design to your "wish list"
- Select and design your own scales, question types, multiple choices
- Combine reports into multi-tool reports – Personal Analysis and Reasoning Analysis, perhaps Open 360 etc
- Benchmarking – internal and global
- Design your own Team Report and play with results on screen

More to come over the next few months.....

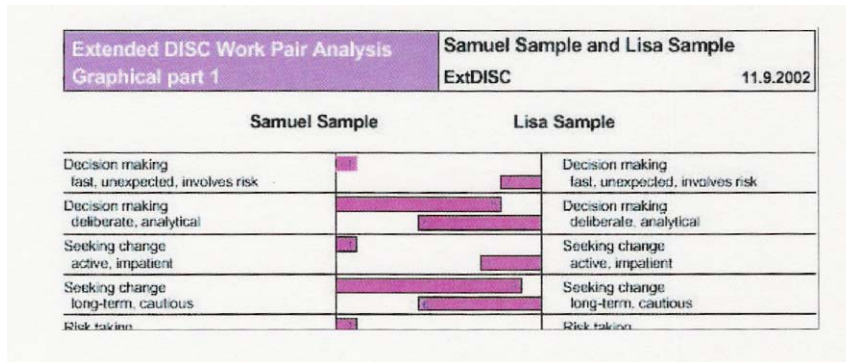
The Extended DISC Work Pair Analysis

Work Pair Analysis is a tool that combines the results of two individuals into one user friendly report. It identifies the styles of the individuals, how the styles complement each other and where the behaviour gaps exist. It also provides information regarding what the individuals should:

- Remember
- Accept
- Practice

when working together.

Work Pair Analysis provides the information in a visual, accessible and easy to understand format.



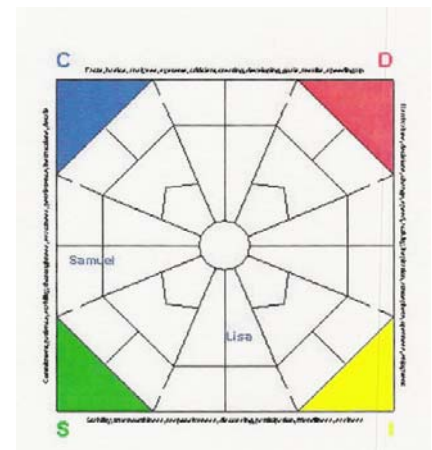
One of the enlightening features of *Work Pair Analysis* is that it clearly demonstrates that while two similar styles often get along well, they not only amplify their strengths, but also their weaknesses. As a result, their performance is not optimal. Typically the participants are not aware of this fact.

Work Pair Analysis does not require the participants to complete another questionnaire. As with the Team Analysis report, the *Work Pair Analysis* report can be generated from the data set provided by the responses of the Personal Analysis questionnaire. It is that easy and convenient.

Work Pair Analysis reports are very useful in situations where two people are contemplating setting up business together, or where two individuals decide to work closely on a specific project together. In recruitment, comparing the likely candidate to the behavioural style of a person they will need to work with in their new position through the use of *Work Pair Analysis* provides the employer and the two participants with extremely valuable information on their likely weaknesses and strengths.

Work Pair Analysis reports enable the participants to:

- Identify things that are easily forgotten
- Understand that everyone's way of thinking is biased
- Learn practical things that make a work pair more effective
- Open up discussion and solve communication problems



September 2011 Webinar – Caution Areas in Profile Interpretation

Presented by Saffi Curran

When interpreting Personal Analysis Reports Profiles it is important to recognise any caution areas. These can be tight profiles, ascending or descending profiles, mirror profiles and stress indicators. In this webinar we look at examples of these caution areas and what they can mean to the individual and their employer.

This webinar is on 15 September 2011 at 3.00pm NZ time. To learn more about Profile Interpretation register now!