

Everything DiSC 363 for Leaders

Learning Outcomes

Outcomes individuals may experience are:

- Increased self-awareness
- A balanced view of their leadership performance and behaviours
- Opportunity to leverage leadership strengths for increased success in the workplace
- Uncovers leadership blindspots that may require behavioural changes
- A clear plan of action for increasing leadership effectiveness

The Profile Tool

Everything DiSC 363 for Leaders is a research-validated model with intuitive easy to read visuals providing rich data cuts and feedback breakdowns for maximum trend identification.

The inclusion of CommentSmart, the innovative selectable comments feature allows raters to choose from highly tested, behaviour focused comments to give more richness, context, and depth to their feedback—without the potential for snide remarks. It also allows for trends to be identified not just from the quantitative data, but also from the qualitative data, making it a stand out tool in the 360 degree review space.

'I have completed many 360 reviews in my career and found them to be quite negative processes. It was very different though with the DiSC 363 for Leaders, as it helped me self-identify through the DiSC model what my workplace behaviours and preferences were so when I got to my feedback report from my other work colleagues and managers, it made more sense to me - I think it's an amazing tool.'

'I have always found 360 reviews to be really helpful in improving my leadership but the DiSC 363 tool and it's comment themes approach really takes the process into the year 2017. It was great to not be reading a list of random comments that I struggled to understand but instead in my debrief we could really focus on the themes coming from the comments. Best 360 tool I've used yet.'

'Shanelle has a way of ensuring even the toughest 360 process is a positive forward thinking one - thanks!'

About Everything DiSC 363 for Leaders

Everything DiSC 363 for Leaders combines the best of 360s with the simplicity and power of DiSC, plus three strategies for improving leadership effectiveness in its profile offering. Leaders can have an unlimited number of raters in each 360 feedback group – direct reports, peers, manager and others. Everything DiSC 363 for Leaders also features an exclusive selectable comments feature – CommentSmart. This allows raters to give focused, balance and constructive feedback that can result in clearer trends for future development.

EVERYTHING **DiSC**
363® FOR LEADERS



Suitable For

Everything DiSC 363 for Leaders is an opportunity for leaders at all levels of experience to obtain 360 degree feedback in the workplace.

Profile Report & Debrief

Leaders receive feedback from an unlimited amount of raters in a 22-page profile report that communicates the leaders quantitative and qualitative feedback from each rater group in the format of the Everything DiSC 363 for Leaders model.

The report presents the feedback from each rater group across the 8 leadership approaches, with each having 3 leadership practices also rated with a view to effective leadership behaviour.

Leaders should have their profiles professionally debriefed by a DiSC accredited provider like Moloney Consulting to ensure focus is placed on trends.

Profile Logistics

Everything DiSC 363 for Leaders can be offered to raters to complete via an online questionnaire.

Everything DiSC 363 for Leaders questionnaires and reports must be administered by a DiSC Accredited organisation like Moloney Consulting.