

# Everything DiSC Workplace Profile

## Learning Outcomes

DiSC Everything Workplace is a personal development tool which assists individuals to improve their relationships and workplace effectiveness through a heightened state of self-awareness.

Outcomes individuals may experience are:

- Increased self-awareness
- Stronger relationships
- More effective communication
- Improved people skills
- More effective conflict resolution
- Increased behavioural adaptability
- More cohesive teamwork
- More effective management of workplace 360 degree stakeholder relationships
- Increased employee engagement; and more

## The Profile Tool

Used by millions of people world-wide, Everything DiSC Workplace uses adaptive testing – an interactive assessment process that tailors questions based on the individual's responses – to give participants the most precise DiSC style assignment possible.

Everything DiSC Workplace is an instrument developed by Wiley, an organisation at the forefront of international research and development in the application of behavioural sciences in the workplace. Wiley has published validation reports for all of its profiles including Everything DiSC Workplace.

*'The DiSC tool and debrief were great. Everyone should do this – it's a workplace revelation.'*

*'I have never encountered a model as practical and applicable to the workplace as DiSC - I don't think I'll ever be able to think the same way again after today.'*

*'Shanelle is an engaging and knowledgeable coach and facilitator who uses real life, practical examples to help you understand the DiSC model, and open your eyes to your leadership blind spots using your profile.'*

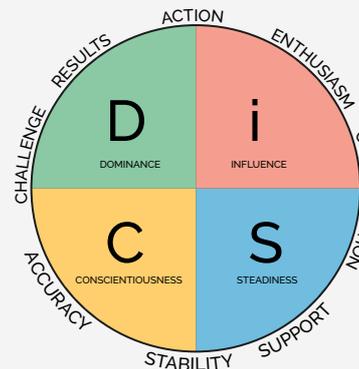
## About Everything DiSC

Everything DiSC is a personal development assessment that measures an individual's behavioural style. It is designed to help an individual understand his or her behaviour in the workplace, understand the behaviour of others and how to use this knowledge in different work situations.

It assists an individual to understand their workplace priorities and preferences as well as their motivators and stressors and their associated behaviours.

DiSC is an acronym for the four primary dimensions of behaviour:

- |                          |   |
|--------------------------|---|
| <b>Dominance</b>         | direct, results-oriented, strong-willed and forceful. |
| <b>Influence</b>         | sociable, enthusiastic, optimistic and lively.        |
| <b>Steadiness</b>        | gentle, supportive, patient and helpful.              |
| <b>Conscientiousness</b> | analytical, private, precise and logical.             |



## Profile Report & Debrief

Individuals receive a customised 20-page profile report that communicates:

- Your DiSC profile explained
- Your DiSC priorities and shading explained
- Your DiSC identified motivators and stressors
- The entire DiSC model explained
- Understanding how you react to different DiSC styles
- Strategies to increase your effectiveness with other DiSC styles
- Actions to increase your workplace effectiveness using DiSC

## Profile Logistics

DiSC Workplace Everything is an online profile questionnaire that will take individuals approximately 15-25 minutes to complete.

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