

8. FAMILY & CHILDREN:

- The four personality styles.
- Family dynamics.
- Ensure a cooperative and satisfying partnership with your child.
- Reduce the number of disagreements at home.
- Help children socialise better with their friends and family.
- Recognise areas for encouragement and growth.
- Improve your relationship and communication skills.
- Acknowledge individual styles and consequent predispositions to behaviours.
- Gain an insight into past, present or expected future behaviour.
- Understand the range of behaviours.

About DISC:

DISC behavioural modelling can be traced back to Hippocrates, known as the “father of modern medicine”. In 460BC he identified four styles of behaviour, the “four humours”: Choleric, Sanguine, Phlegmatic and Melancholic.

In 1928, William Marston revisited Hippocrates’ as part of his studies into human behaviour, and developed much of the behavioural theory which makes up DISC today. He renamed Hippocrates’ humours and they are now commonly known as: Dominance, Influence, Steadiness and Compliance (or DISC).

In the 1950s, Ph.D. students at Columbia University developed the first questionnaire which could be used to produce a DISC profile. In the years since, DISC has evolved to incorporate a broad range of applications. Truly a ‘Universal’ language used by companies large and small across a wide range of cultures throughout the world.

¹William Moulton Marston, Emotions of Normal People (1928).
A free preview of the book is available at <http://books.google.com.au/books?id=kSE7EOCqxi4C>

DISC Application Workshops

Workshop Details

Duration: Half day
Cost: \$330 per workshop (Inc. GST)

To book please contact your local DISC Consultant:

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DISC application Workshops

Improving people performance



Robert J. Re & Associates
Personal & Organisational Development

Improving people performance using DISC

An overview of the topics covered by the eight workshops is as follows:

1. EFFECTIVE RECRUITMENT:

- Some common mistakes to avoid in the selection process.
- Using the Job Profiler to determine the behavioural demands of the position.
- Using the Job Profiler to decide the Key Selection Criteria.
- Using the Job Profiler to prepare interview questions.
- Using the Job/Person comparison to reference check and probe at the final interview.
- Practising the techniques.

2. MANAGING PERFORMANCE:

- Using the Job/Person comparison to anticipate potential performance issues.
- Determining appropriate additional DISCover Yourself reports.
- Developing strategies to overcome possible performance problems. Strategies to include:
 - Job redesign.
 - Flexible management styles.
 - Coaching/mentoring.
 - Performance counselling.
 - Training Development.
- Practising the techniques.

DISC Application Workshops

3. SUCCESSION PLANNING:

- Identify key organisational positions in the current and future organisation, which must be safeguarded.
- Using profiling to identify the behavioural characteristics of the Individual.
- Using the Career Guidelines to identify careers most suitable to the individual.
- Using the DISC Report to identify further relevant characteristics of the individual e.g. Strengths and Limitations/Training Needs/Team Analysis.
- Creating a performance matrix using both future potential and current performance to identify great talent.
- Developing a Succession Plan.

4. DISC IN SALES:

- Understanding a basic DISC model of behaviour to be able to appreciate one's own behavioural style.
- Identifying the DISC style of customers
 - the Remote Profile.
- Recognising and Managing DISC characteristics in the workplace.
- Keys to persuading a high DISC if you are a high DISC.

5. TEAM BUILDING:

- The four competencies of Emotional Intelligence.
- Why DISC in team building.
- The Johari Window.
- Recognising & managing DISC characteristics in the workplace.
- Matching people with jobs.
- Strategies for blending and capitalising behaviour.

6. CAREER COACHING:

- Using DISC to determine the job emphasis, which matches the behavioural preferences of the individual.
- Using the Career Guidelines to identify careers most suitable to the individual.
- Using other Australian normed aptitude tests to determine the abilities and learning potential of the individual.
- Determining the wants, needs and desires of the individual to ensure the intrinsic motivations of the person are aligned to the career opportunity.
- Determine all the other assets that the individual possesses that can be tapped into for career progression.
- Tying together one's:
 - D**esires
 - A**bilities
 - T**emperament and
 - A**ssetsTo develop a "product" or service, which will be readily absorbed in today's workplace.
- Developing an Action Plan.

7. SCHOOL CAREER COACHING:

- Using DISC to understand behavioural style.
- Classroom dynamics.
- Learning styles.
- Study habits.
- Subject choice.
- Career options.

Change the way you look at people with DISCover Yourself, one of the most effective and powerful behavioural profilers available.

- Know yourself and gain an insight into the people you deal with and how to interact with them more effectively
- Be a better communicator and team player
- Consider your behavioural match to the career you choose
- Improve your organisation's productivity
- Improve your personal relationships

The universal language for understanding human behaviour in order to best select and manage people more effectively in the workplace.