



Pressurevalve coaching

People - Purpose - Performance



Guide to Everything DiSC®

What is Everything DiSC?

Everything DiSC is a tool used to; build successful teams, develop effective working relationships, and increase the leadership, management and performance of individuals, teams, and organisations.

It provides you with the opportunity to learn about yourself, better understand others and identify routes to; improved communication, fewer conflicts, top performance, career growth and personal satisfaction.

DiSC has proven to be very powerful in giving people a language to discuss their differences. Companies use it to make sure productivity at work is increased. (Productivity is increased by stopping energy being wasted on conflict/frustration and diverting it to communication and team work).

It's one of the most trusted behavioural profiling instruments in the industry, used by millions of training and coaching professionals across the globe. The tool identifies behavioural style by measuring the attributes, preferences and priorities of the respondent's personality.

The Everything DiSC model is highly memorable and easy to understand, giving it more 'stickability' and immediate practical application than some other models.

Everything DiSC® identifies four primary dimensions of behaviour:

Dominance - Influence - Steadiness – Conscientiousness.

Everyone is a blend of the four dimensions and has a unique behavioural style. An individual's DiSC style is shown by a dot which is placed on the model, (the round diagram on the first page of this document). DiSC styles do not identify abilities or strengths and there is no good or bad style.

How does it work?

There are a number of different questionnaires in the Everything DiSC family (more on this later), however for the purpose of this example I'll use the Workplace profile, as it's the most widely used:

You complete the online workplace questionnaire. This takes approximately 20 minutes. There are no right or wrong answers and no trick questions. You just relax and give your response to a series of statements like these;

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I can be pretty forceful with my opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
I love meeting new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
People think of me as a really good listener	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accuracy is a priority for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

You might be asked a few questions that seem similar. This is because the system adapts to your answers to get the most precise and reliable results from you. So, if your responses are showing that you have two equally strong styles, you'll get a few more questions to determine which style you prefer most.

Please note:

No secrets will be revealed. The DiSC assessment was created to reflect observable behaviours. You will not be asked about your past history. There are no moral choices to make, nor any mental health evaluation. DiSC is used to help people understand themselves and others in the range of normal human behaviour.

DISC is not a complete measure of who we are but simply one aspect of what makes us unique: how we prefer to act and communicate (our behavioural style).



Your answers will generate a personalised report which I'll work through with you. Your report will tell you about yourself and about interacting with people with other styles. Dependant on the questionnaire you use (again, more on the options later), you might also get specific information about management or leadership.

What challenges can Everything DiSC help with?

Everything DiSC can be used in the following business situations:

- Leadership and management development.
- Team development.
- Recruitment and selection.
- Career planning.
- Talent management and succession planning.
- Personal feedback and 360 feedback.
- Relationships and communication.
- Morale and employee engagement.

Using Everything DiSC will:

- Help people better understand their behaviour and how to meet their own individual needs.
- Help people to adapt their behaviour, giving strategies to improve their workplace effectiveness.
- Provide a common language to help teams understand one another and work better together.
- Improve employee and workplace communication and engagement.
- Improve diversity and creativity.
- Reduce conflicts and misunderstandings.
- Increase individual and organisation performance.

What's included with Pressurevalve coaching?

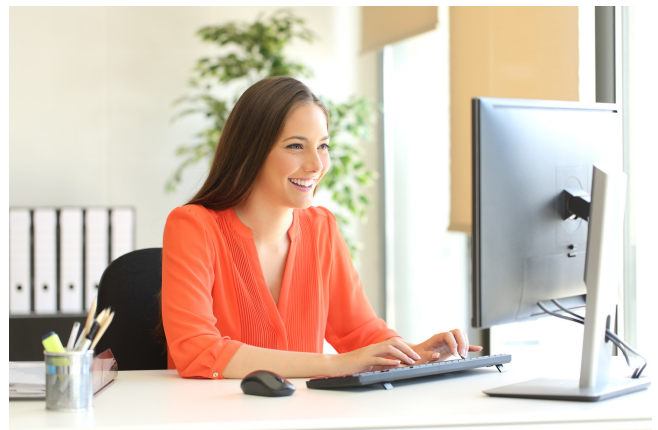
If you're a new client, your personal Everything DiSC Workplace profile will be included in your coaching package. I include the Workplace profile because it's valuable whatever your role/level within your organisation. But if you'd like one of the other DiSC profiles detailed below, for an additional fee, I can include that in your coaching package instead.

The steps are simple:

- You complete a short online questionnaire.
- A profile (report) is generated which is specific to you.
- We then have a coaching session to talk through the profile.

In the coaching session, we'll cover;

- What the report tells you about your working style/approach,
- How you can make the most of your style/approach,
- How you can enhance your working relationships with people who have different styles to you.





Which profiles are available via Pressurevalve?

As mentioned earlier, there's a suite of profiles available in the Everything DiSC family. An overview of each one is provided below. I'll help you choose which one is right for you/your team.

Everything DiSC Workplace® profile

This profile can be used for everyone in any organisation, regardless of their title or role. It is often used to build more effective relationships and improve quality, effectiveness and performance in the workplace.

Everything DiSC Management® profile

This profile gives the manager specific behavioural feedback which can be used to understand and therefore develop their personal management styles and behaviours. The profile is often used for management development and is focussed on supporting managers to build effective relationships with their employees. The profile approaches management as a one-to-one relationship.

Everything DiSC Work of Leaders® profile

This profile links DiSC style to the leadership framework of Vision, Alignment, and Execution. It focuses on helping the leader to take tangible steps when leading a group or organisation towards their desired outcomes and goals. This profile is often used to develop leadership awareness and ability and approaches leadership as a one-to-many relationship.

Everything DiSC 363 for Leaders® profile (360 feedback tool)

This profile combines a 360 feedback tool with the simplicity and power of DiSC. It's designed to provide multi-layered feedback, resulting in the top three strategies the leader needs to focus on, to improve their leadership effectiveness and performance.

The Five Behaviours of a Cohesive Team

This is an assessment-based learning experience that helps individuals and organisations reveal what it takes to build a truly cohesive and effective team. Powered by Everything DiSC®, the profiles help participants understand their own DiSC styles and those of others. Bringing together everyone's personalities and preferences to form a cohesive, productive team takes work, but the payoff can be huge—for individuals, the team, and the organisation.

www.pressurevalvecoaching.com

Pressurevalve™ Ltd. Company number: 10522666

020 3289 4964

7 Reasons to choose everything DiSC® over other popular psychometric tools

1. Everything DiSC is highly reliable – often cited to be the most trusted, valid and accessible behavioural profiling instruments in the industry – due to adaptive testing.*
2. It's used by millions of training and coaching professionals across the globe including; HSBC, Amazon, Barclays and Microsoft.
3. Everything DiSC offers an effective, non-threatening, non-judgemental and common language that is quickly and automatically used in organisations.
4. The Everything DiSC family contains a large range of specialist profiles that enable an organisation to build upon DiSC knowledge and understanding. Specialised profiles can be used to develop entire workforces – individuals, teams, managers and leaders.
5. Profiles are written for a non-technical general audience rather than a clinical or academic audience.
6. Profiles are written in a neutral tone, although focus is still given to short-comings, meaning participants are more receptive and less defensive
7. MyEverythingDiSC.com is an online system that is accessed by participants to continue their learning after workshops and programmes.

*Adaptive testing. Everything DiSC is one of the very few psychometric tools which uses advanced, adaptive testing software. This software adapts the questionnaire to the respondent, meaning it drills down effectively and achieves a more reliable and valid response. Statistics are fully transparent and available in a Research Report (please contact me if you'd like a copy).

Context: The DiSC Model – History & Development

The DiSC model was originally developed by William Moulton Marston in 1928. The model was the first of its kind and helped to shape occupational psychology today. The original model was developed to explain human behaviour, and how people's behaviour can be adapted to suit their environment.

Since then, the DiSC model has been developed and used as the basis of many psychometric tools meaning that there are different versions of DiSC across the world. Many of these former DiSC tools focus on recruitment but are less effective for team development.

In 2007, a product line 'Everything DiSC' was developed and launched by Wiley Learning Solutions that changed the face of DiSC products to date. This modern version of DiSC, based on a simple model, is quickly becoming a go-to tool for learning professionals all over the world. Here's a small sample of organisations Who Choose to Use Everything DiSC and/or The Five Behaviors of a Cohesive Team™;



www.pressurevalvecoaching.com

Pressurevalve™ Ltd. Company number: 10522666

020 3289 4964