



How *Everything* DiSC®

can help you



*Based on my experience I would highly recommend DiSC. The questionnaire was simple and didn't take too long to complete. The resulting insights into my character were uncanny and have helped me to understand myself and my preferred (and less preferred!) working styles better. Julie guided me through the DiSC process and enabled me to digest the results successfully through thought provoking coaching techniques. I have applied my learning from the DiSC process in my day-to-day working life since then and it's been very useful to me. **Business Analyst***

*I found my DiSC experience insightful, and it has certainly helped me to modify aspects of my behaviour. I was a little wary at first and I must admit there were parts of the report that made uncomfortable reading... But it resonated, and not only with me – it helped me better understand members of my team and our interactions. With Julie's guidance, this was and continues to be a very useful tool in my professional (and personal!) development. **Policy and Parliamentary Lead***

*I was possibly more sceptical than most at the prospect of being reduced to a set of personality traits. The results and report however were surprisingly in sync with my own view of myself, and instead provided a welcome catalyst for self-reflection in the work context. This allowed me to appreciate not only how my characteristics and tendencies come across to colleagues, but also how they may clash with those fundamentally different to me. It was a worthwhile exercise and provided a useful lens through which to view workplace interactions and consider methods for improvement. **Fundraising Officer***



What is *Everything DiSC*?

Everything DiSC is a tool used to:

- Support constructive conflict.
- Build successful teams.
- Develop effective working relationships.
- Increase people's understanding of themselves and others, in a work context.
- Increase the leadership, management and performance of individuals, teams, and organisations.

It's very powerful in giving people a language to discuss their differences. Companies use it to make sure productivity at work is increased, stopping energy being wasted on negative conflict, instead diverting it into communication and team work.

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.

As it's easy to understand, you won't just learn about your own style, you'll quickly start recognising other people's styles and how best to work with them. This ease of understanding means it has 'stick-ability' and more immediate, practical application, than some other tools.

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.



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.

Your answers will generate a personalised report.

Report debrief and coaching



As a Certified DiSC Trainer, I'll work through your personalised report with you (or with your whole team if you chose a team coaching package).

Your report will tell you about yourself and about interacting with people with other styles. Dependant on the questionnaire you use, you may also get specific information about your management or leadership style.

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).





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.

So, how much does it cost?

Prices start from £295 for a Workplace report and follow up coaching session (to debrief the report and explore practical steps in response to its insights).

Just think! From as little as £295, you'll have increased understanding of yourself and others, improving your communication with people, which in turn will reduce time wasted on frustration and misunderstanding.

Group/team packages are also available.

Please email Julie@pressurevalve.co.uk for more information



Still want some more background info on DiSC?

No problem, read on.

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.

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 use Everything DiSC and/or The Five Behaviors of a Cohesive Team™;

