

DiSC® CLASSIC

The DiSC® Classic has been designed to enhance the effectiveness of organizations and the individual working within them.

Every member of your organization and every customer have a preferred style of working and communicating. Each style will have strengths and limitations depending on the environment and current situation. People can be more effective individually and in teams, and when dealing with customers, if they understand their own and others preferred work style.

Using DiSC® you will be able to quickly establish rapport on first contact with new customers and colleagues. DiSC® also helps you gain a better understanding of people with whom you work, or who are being considered for particular roles or leadership positions. The products have been developed over more than 30 years with continuous validation and enhancement.

If you want the actual ORIGINAL, valid, reliable, 28 question DiSC Profile, you have come to the right place! We offer the only DiSC Behavioural Profile that is normed and validated for the Australia and New Zealand population.

We provide either a half day or one day DiSC workshop anywhere in New Zealand.

Use the DiSC® Classic to help people in your organization to:

- discover behavioural strengths
- value the strengths of others
- reduce conflict and stress
- improve communication skills
- manage effectively
- improve customer relationships
- foster teamwork

Also ideal for Team Building.

Background to DiSC®

This DiSC® behavioural model was developed by Dr William Marston in the 1920's, starting with a completely different theoretical base from that of Carl Jung. Marston documented his research in the book "Emotions of Normal People" ... the title indicating why his work remained dormant for nearly 50 years. Psychologists prior to the 1970's were not very interested in "normal people".

Marston's theory was that people behave the way they do because of their perception of the environment... and then respond accordingly. He identified two primary factors that determine your behaviour. Firstly, do you perceive the environment as favourable and supportive, or as unfavourable and antagonistic? Secondly, do you perceive yourself as more powerful or less powerful than the environment? Based on your perception of these two factors in a given environment, you will tend to respond with behaviours that effectively deal with that situation.

For example, if you are meeting with a group of friends for lunch, you are likely to behave in a relaxed, open and friendly way. But if you are going into a business meeting where you are expecting some confrontation, you will more likely be on guard, feeling a bit tense, and may "play your cards close to the chest."

What this means is that in different environments you may respond with completely different behaviours. This is a significantly different approach to behavioural measurement from that of measuring a person's psychological type or personality. The Personal Profile System is not designed to do that!

How Can DiSC® Help You?

Because the DiSC® Classic measures behaviours used in response to the environment, it is an ideal tool for making people aware of their behaviours in a non-threatening way and allowing them to identify for themselves when there is a need to adapt their behaviours.

It also makes it a very appropriate tool to use in the work environment.

When you measure an employee's psychological type, what can you do with that? You can't ask them to change "who they are"!

But as an employer you do have the right to ask an employee to change their behaviours in order to be more appropriate or effective. In fact isn't that the goal of all your training programs?

People are more likely to successfully adapt their behaviours when they understand how they are currently behaving and in what way they need to adapt to be more effective.

How Does the DiSC® Model Increase Adaptability?

- Managers become more adaptable when they understand the impact their behaviour has on their direct reports, and learn to relate to the different communication and motivational needs of the people working for them.
- Sales & customer service staff learn to build stronger relationships with customers when they understand the different needs their customers have and adapt the way they relate to them.
- Teams become more effective when team members realise that the team needs all of the strengths that different styles bring to the team... and learn to adapt the way they communicate with different team members.

Note: The DiSC® Classic was previously named the DiSC® Personal Profile (2800 Series).

Click [here](#) for more information or contact us at: info@fortunaintl.co.nz