


DISC
EXTENDED™



**“The conventional definition
of management is getting
work done through people,
but real management
is developing people
through work”**

An easy to use assessment tool that gives you a foundation for
effective recruitment, enhanced performance
and improved team dynamics



Management is nothing more than motivating other people.

Lee Iacocca

What is Extended DISC?

Jack Welsh, former CEO of General Electric once told a reporter that he spends 50% of his time on people issues.

Extended DISC is a series of assessment tools to help with that 50%. It's a roadmap of the behavioural characteristics that impact on our work, our judgements and our interaction with other people.

By using Extended DISC, you and your team can:

- **Improve recruitment** by employing the right person with the best characteristics for the role;
- **Improve individual performance** of your team members by better understanding their strengths, motivators, development areas, and the management style they respond to best. You can also identify the areas where they can make the greatest gains in the shortest time – a great starting point for discussion;
- **Improve team dynamics** by looking at the behavioural style of a team as a whole. Understand where gaps exist and where the key strengths lie.

How does it work?


Extended DISC couldn't be easier to use.

1. Contact your Extended DISC practitioner on projectbalance@optusnet.com.au for a password
2. Log on to www.extdisc.com/edo and select your native language
3. Select the Extended DISC tool that you need
4. Complete the 10 minute questionnaire online
5. Expect the report to be e-mailed back to you within ten minutes
6. Our Extended DISC practitioner will be available to talk you through the analysis

Find out how Extended DISC can improve the performance of your organisation, contact your Extended DISC practitioner on

Phone/Fax (61-3) 9876 7803

e-mail: projectbalance@optusnet.com.au



My job is to give my team a chance to win.

Nolan Ryan

Extended DISC tools

The Extended DISC system, used in over **40 countries**, and available in **50 languages**, includes:

Personal Analysis

Team Assessment 360

Profiling Tool

Job Analysis

Work Pair Analysis

Team Alignment

Team Analysis

Surveys Platform

Personal Analysis

The **Extended DISC Personal Analysis** is the primary behavioural analysis tool. The Personal Analysis is excellent for recruitment, career progression and development. Plus you have the option to get into greater detail of a person's natural behavioural characteristics in management, leadership roles, customer service and more.

Each analysis provides you with:

A description of the person as they might be seen by others including their key attributes, motivators, ideal manager, communication and decision making style

- A summary of their motivators, strengths, development areas and areas they would prefer to avoid or delay.
- A graphical description of the person's natural behavioural characteristics.
- A diamond graph of the person's natural behavioural style and their flexibility zones to show you where they can make the most gains in the shortest period of time.
- A diagram of the person's natural behavioural style along side a diagram of how they perceive their natural behavioural style is adapting to their current environment. This diagram shows if the person is comfortable with their environment, perceives that they are being stretched too far, or restricted.
- A "Present Situation" report on the influence of the current environment on the person's motivation as far as his/her needs are concerned and comments on the communication of certain vital emotions.
- Interview questions relating specifically to the person's behavioural style.

Personal Analysis is a useful tool not only for the individual him/herself, but for everyone communicating with that person. Its main purpose is to increase understanding of human behaviour: our own and others.











The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime.

Babe Ruth

Work Pair Analysis

The **Work Pair Analysis** helps you clearly see the strengths and weaknesses of the working style of two individuals. It's designed to help two people take action that will have a positive and informed impact on their performance. The work pair analysis provides information in a visual, accessible and easy to understand format.

	Sam Sample	Joe Example
Decision making fast, unexpected, involves risk		Decision making fast, unexpected, involves risk
		
Decision making deliberate, analytical		Decision making deliberate, analytical
		
Seeking change active, impatient		Seeking change active, impatient
		
Seeking change long-term, cautious		Seeking change long-term, cautious
		

The Work Pair Analysis combines the personal analysis results of two people into one user friendly report. It identifies the styles of individuals, how the styles complement each other, and where the behaviour gaps exist.

Here is some of the ways clients have used the work pair analysis:

- ➡ A Director/Partner and PA
- ➡ Incoming Director/Partner to existing Director/Partner
- ➡ Peer to peer
- ➡ Mentor to protégé
- ➡ Potential employee and manager
- ➡ Conflict situations between two team members



Synergy is the highest activity of life; it creates new untapped alternatives; it values and exploits the mental, emotional, and psychological differences between people.

Stephen Covey

Team Analysis

The key elements in the art of working together are how to deal with change, how to deal with conflict, and how to reach our potential ... the needs of the team are best met when we meet the needs of individual persons.

Max DePree

The **Team Analysis** gives you an easy to use framework to understand complex issues quickly, solve problems and improve performance. It helps you align your business or team strategy with the behavioural characteristics of your team members.

The Team Analysis combines the results of the Personal Analysis results of your team into one report. It shows the team dynamics, the strengths and

development areas of the team, and how the team members are adjusting their behaviours in the existing work environment.

Some popular applications of this tool include team development, strategic decision making, leadership development, organisational development, turnover reduction, conflict resolution and succession planning.

To arrange a personal, pair or team analysis, or you need further information, please contact Karina Butera, at:



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