

Factsheet | Behavioural Profiling

Our Success lies in treating others the way they want to be treated. Using DISC ADVANCED[®] our HR Consultant can work with you and/or your team to create an understanding of the different behavioural styles that make-up your workforce and identify opportunities for improving communication, teamwork, leadership and overall productivity in the workplace.

One-on-One Consultation & Assessment

Individuals who excel in any area of their lives do so through firstly developing insight into their own behaviours and how those behaviours impact others and secondly by developing a skillset that allows them to adjust their behaviours to meet the needs of others.

One-on-One DISC ADVANCED[®] consultations have been successful in individuals achieving overall personal and business results by improving their:

- relationships with their co-workers, clients and their boss; and
- leadership and management of others.

Pair Consultation & Assessment

Even in the most successful organisations, conflict can arise and the majority of times this is not related to an individual's technical capability but their demonstrated behaviours in the workplace being in contrast to each other. This can happen at all levels of an organisation. For example; between business partners or employees that are job sharing.

Pair DISC ADVANCED[®] consultations have been successful in:

- Resolving conflict;
- Forming productive business partnerships;
- Negotiating responsibilities between employees; and
- Designing job share arrangements.

Team Assessment and Workshop Facilitation

The potential of DISC ADVANCED[®] is realised when applied to a team within a workplace. Whether it be a functional team, a project team or an executive leadership team. The success of a team assessment comes from bringing together the individual assessments of the team members to look at the overall team functioning and identifies its strengths and highlights areas of focus for the team to assist in achieving the team objectives. It explores the roles people play within the team and assesses how this affects the team's success.

Recruitment

The Selection process is critical and DISC ADVANCED[®] can assist in the decision making process by providing a comparison between the desired behaviours in performing the vacant role and the natural behaviours of the preferred candidate/s. Further, it can provide the opportunity to structure a second interview that will explore a candidate's potential to demonstrate the desired behaviours, if appointed, even if those behaviours aren't their natural behaviours. Lastly, if fully utilised in an organisation, the preferred candidate/s's behaviours can be considered in conjunction with the current team's behavioural styles to identify strengths and areas for focus as an overall team, inclusive of the preferred candidate/s.

All DISC ADVANCED[®] Assessments, Consultations and Workshops include:

- An understanding of the DISC model and the behavioural styles;
- A Behavioural Assessment Report for each participant; and
- An Action Plan to assist participants to modify their styles appropriately to achieve results.

Contact HRM today to find out how we can introduce you and/or your team to DISC ADVANCED[®]