

# SERVICE INFORMATION

- DISC REFRESHER
- DISC CERTIFICATION
- DISC MASTER CLASSES

CROSS CHECK  
— UNLOCKING HUMAN POTENTIAL —



INTRODUCTION

OUR PHILOSOPHY

We believe that having deeper insights that are free of personal biases, allows us to better understand the best fit for a role, what makes high performers tick and how to build fantastic teams.

This is the framework for increasing tolerance, engagement and high-quality performers that stay the course.

With a wealth of experience and understanding, we exist to be a true partner throughout our clients' business journey. Utilising the best insight assessment tools available, we empower our clients to explore their unique human resources, conquer their challenges, achieve transformation and ultimately reach their true potential.





# WHY WE USE DISC

## DISC is a Powerful Professional Development Tool

DISC is a behavioural assessment tool based on the psychology of four different personality styles - Dominance, Influence, Steadiness and Compliance. It is a complex model made simple to help people understand themselves, be aware of their strengths and development areas and improve behaviour and emotional awareness. It helps others be aware of and manage the emotions and behaviours of others - a critical element of emotional intelligence.

### Using DISC can help individuals to achieve the following outcomes:

- Improve their self-awareness
- Understand how they are perceived by others
- Observe and analyse behaviour in others
- Interact with others
- Understand how they can adapt their approach in working with others in different situations
- Communicate more effectively
- Understand reaction modes under pressure and in conflict
- Respond to motivational and management cues
- Motivate and manage people more effectively

### The benefits of using DISC for Teams are:

- Provides a comprehensive insight into how the different behavioural styles can work together in harmony and perform at a high level
- Team building and development
- Ensures team roles align with team members strengths
- Identifies energy levels that may relate to possible burnout, stress or disengagement
- Strategic decision making
- Leadership development and opportunities
- Identification of effective behaviours
- Organisational development
- Turnover reduction and succession planning
- Conflict resolution
- Identification of coaching and training needs



# DISC COURSES SUMMARY



## OPTION 1

### DISC Refresher

Ideal for those wanting to update their knowledge of DISC, no matter who you have been accredited by. This online session provides you with the latest information in all things DISC. Managing others, the emotions, potential tension and extensions of DISC and where and how you can apply your knowledge of DISC.

Course time: 3 hours

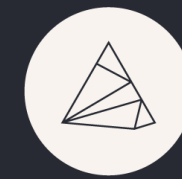


## OPTION 2

### DISC Certification

Ideal for those who are looking to bring DISC to their workplace. Learn the foundation of DISC, discover how to apply DISC to daily interactions, and create strategies to promote a DISC-based culture. Course time: 10 hours via virtual training on your schedule

Group sessions are available on request



## OPTION 3

### DISC Master Classes

These modules are designed for certified and non-certified DISC practitioners to take their learning to the next level. These in-depth sessions allow you to leverage the power of DISC even further.

Course time: 45 mins -1 hour per module

# DISC COURSES INCLUSIONS

## DISC REFRESHER

- + Knowledge Check
- + Take an online DISC Self-Assessment
- + The core elements of DISC
- + Interpreting the DISC Graphs
- + Understanding potential tensions & emotions of the DISC styles
- + Understanding the conflict between the DISC styles
- + Critical questions to ask when debriefing a DISC report
- + Creating and using DISC Group Reports
- + DISC Applications in the Workplace
- + Why Individual Profiles are Showing Up Differently - Understanding Extensions
- + Personalised Debrief Session with your Master Certified Practitioner

## DISC CERTIFICATION

- + Global Certification & Practitioner Badge
- + Delivery via self-paced eLearning platform and zoom
- + Take an online DISC Self-Assessment
- + Become Proficient in DISC Application, Administration & Reporting
- + Gain Skills, Knowledge & Resources to professionally facilitate your own DISC Sessions
- + Adaptability with all Four Styles
- + Building Effective Teams with DISC
- + Leadership & the DISC Styles
- + Applying DISC to the Sales & Service Process
- + Personalised Debrief Session (in-depth) with your Master Certified Practitioner
- + DISC Knowledge Check & Debrief
- + Access to Certified Trainer Materials
- + Access to Your Assessment Portal
- + DISC Applications - Keeping DISC Alive in Your Organisation
- + On-going Support

## MASTER CLASSES

- Module 1: Natural & Adapted Graphs: Shifting & Energy
- Module 2: Natural & Adapted Graphs: Tensions- Internal & External
- Module 3: Natural & Adapted Graphs: Emotions & Extensions
- Module 4: DISC Style Communication Tips
- Module 5: Word Sketch Pages: Interpreting the GOLD
- Module 6: Group Reports - How Best To Use Them
  - \* Collaboration
  - \* Team
  - \* Behavioural Wheel
  - \* Behavioural Tendencies
- Module 7: Behavioural Tendencies an In-Depth Look
- Module 8: DISC In Stress & Crisis plus Classic Style Pattern Maps
- Module 9: Using DISC in Sales and/or Service
- Module 10: Using DISC in Recruitment. How to attract, identify and retain the right person
- Module 11: Using DISC to increase your effectiveness as a Manager or Leader

## DISC CERTIFICATION RECOGNITION

As the Global Affiliate Partner for Australasia on behalf of Assessments24x7  
we are happy to be able to extend the following:



**12 Credits**

SHRM\*\*



**10 Credits**

HRCI\*



**10 Credits**

ATD



**5.25/12.5**

Core/RD ICF

\* The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. This Program, ID No. 582706, has been approved for 10 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). \*\* Assessments 24x7 is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®.

STILL HAVE QUESTIONS? DON'T HESITATE TO GET IN TOUCH

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## WHY CHOOSE US FOR YOUR DISC TRAINING

01

We are Master Certified Practitioners and leverage the power of DISC

02

We work with companies every day in a broad range of real-life applications

03

We don't just teach we do. We practice what we preach, and are here for you as a sounding board

04

We have a great range of DISC resources for you to tap into and our DISC assessments are cutting edge globally

05

Our assessments are independently tested by a qualified third party for construct validity , reliability and disparate impact

06

Our assessments meet APA, EEOC, AERA and NCMA standards. A recent study by the Assessment Standards Institute (ASI) concluded the great majority of assessments being produced and sold lack testing to substantiate their scientific claims

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Thank you

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