



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

Extended DISC® behavioural analysis

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 Welch, 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 productivity
- Minimise conflict within the workplace
- Minimise employee turnover

This can be achieved by

- employing the right person, which includes choosing someone with the most suitable behavioural styles for the job.
- better understanding your employee's strengths, motivators, development areas, and the management style they respond to best.
- looking at the behavioural style of a team as a whole. Understanding where gaps exist and where the key strengths lie.
- understanding what motivates each employee, issues that reduce motivation, an employee's strengths and development areas.
- understanding the influence of the present environment on the individual's motivation.

Features

Extended DISC tools are based on the internationally recognised four quadrant model of DISC

The system is independently validated, is available in over 50 languages and used in as many countries by some of the world's largest and most successful organisations

Extended DISC recognises 160 different behavioural styles and can generate over 228 million different text pages

Reports can be generated online in PDF format or on your own EDPS software

Reports are emailed within 10 minutes and in even shorter time through the use of your own Extended Disc Professional Software Program

Ask about the Extended DISC Online System for your own branding

Extended DISC is simple to use and simple to understand.



Make everything as simple as possible, but not simpler.
Albert Einstein

Extended DISC® Tools

Extended DISC® Personal Analysis is the primary behavioural analysis tool. It compares the unconscious behavioural style with the candidate's perceived need to adjust. (See next page for more details).

Extended DISC® Work Pair Analysis helps you clearly see the strengths and weaknesses of the working style of two individuals. (See next page for more details).

Extended DISC® 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.

Extended DISC® Team Assessment 360 - a 360° tool that gives people the opportunity to give and receive feedback from other people. It includes perceived behaviour and desired behaviour and is an ideal tool for team communication, trainers and consultants.

Extended DISC® Job Analysis - designed for identifying the different perceptions and expectations people have regarding a certain job. The goal is to be able to define a job and help identify those people who have their natural tendencies closest to the requirements of the job. It identifies the most important components of the job and provides a job description, compares the results to Personal Analysis results and defines the ideal person for the job. An ideal tool for organisational management, organisational development consultants and recruiters.

Extended DISC® Team Alignment - a tool for measuring the team management style and includes designing the ideal management style for the team, measures present management style, provides a "team ladder" and identifies individual development areas. Ideal for team building and business development consultants.

Extended DISC® Surveys Platform - a platform for all kinds of survey questionnaires including customer satisfaction and internal climate surveys. It enables users to tailor the survey and conduct it on paper or online. An ideal tool for business management responsible for a business unit or a function. It is also very useful for organisational development consultants as well as line management.

Extended DISC® Reasoning Analysis - a classical intelligence related skills management tool which includes abstract logical comprehension, understanding logical processes, visual understanding, understanding social situations and numerical reasoning. The software includes databases for comparing the results and consultants can also create their own comparison groups.

Extended DISC® Open 360 - a platform for measuring individual behaviour/performances. It allows self assessment and is a fully online based tool designed to measure the opinion of a group of people.

Extended DISC® Profiling Tool - a tool to assess the behavioural style of a person and to help learn how best to deal with that person. Ideal for customer assessment and for anyone involved in selling.

Extended DISC® Online System- designed for larger clients and enables consultants to design the reporting format and content specifically to their own requirements, add questions, and to brand the product. It provides flexibility and direct access to the Extended DISC server for content and administration.



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

Nolan Ryan

Extended DISC® Personal Analysis

The **Extended DISC® Personal Analysis** is the primary behavioural analysis tool.

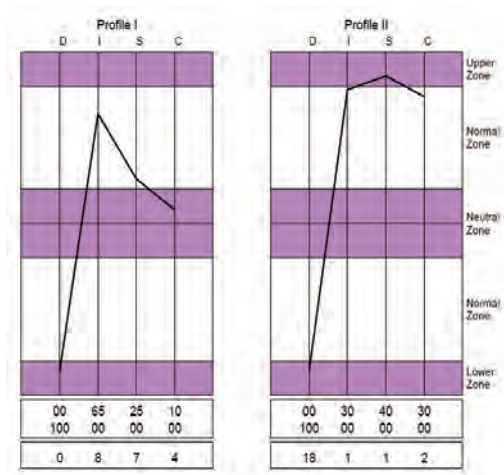
The Personal Analysis is excellent for recruitment, career progression and development. It provides the option to focus in greater detail on a person's natural behavioural characteristics in management, leadership roles, customer service and more.

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 "behaviour map" (Extended DISC Diamond) of the person's natural behavioural style and their flexibility zones to illustrate where the candidate 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 they need to adjust their natural behavioural style in adapting to their current environment. Understanding the movement in the two profiles enables consultants to measure emotions and provides other vital information on the candidate.
- 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
- Compare to Job report matching the person's natural inclination with the specific job requirements
- 10 additional Style Assessment pages that relate the Personal Analysis results to a more specific behavioural style and their requirements. The specific Style Assessment pages available are:

Administration Style
Entrepreneurial Style
Leadership Style
Project Style
Team Style

Customer Services Style
IT Style
Management Style
Sales Style
Training 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.

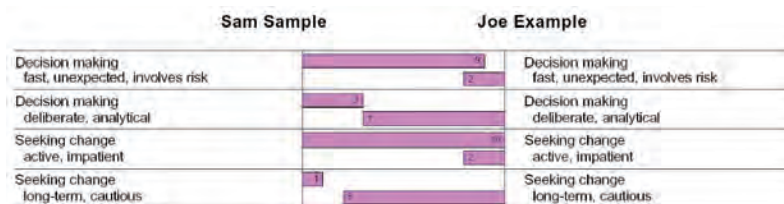
The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime.

Babe Ruth

Work Pair Analysis

The **Work Pair Analysis** helps define in easy to read graphical format 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.



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 are some of the ways clients have used the work pair analysis:

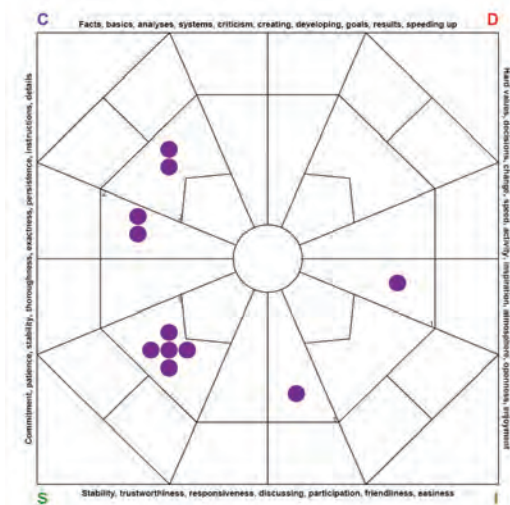
- A Director/Partner and PA
- Incoming Director/Partner to existing Director/Partner
- Peer to peer
- Mentor to protégé
- Potential employee and manager
- Conflict situations between two team members

Team Analysis

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

The Team Analysis combines the results of the Personal Analysis results of each team member 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.





Leaders don't create followers, they create more leaders.
Tom Peters

Exceptional Extended DISC® Service

Extended DISC Australasia provides:

- Free supply and installation of the Extended DISC Professional Software
- Free access to our VIP pages which contain technical, marketing and training material in various formats – PowerPoint presentations, PDF documents and more
- Free technical support through our helpline on 1800 254 094 (Australia) and 0800 333 668 (New Zealand)
- Free introductory presentations to help get you started

About the Extended DISC Organisation

Extended DISC Australasia Limited represents Extended DISC International in Australia and New Zealand and the business has been based in Auckland since 1996.

Extended DISC International OY Limited is based in Finland and the company was responsible for the development of the Extended DISC system which it finally released in 1994. Since that date the use of the Extended DISC system has grown rapidly and is the world's fastest growing assessment system. It is available in some 50 languages and used in as many countries.

Extended DISC International was awarded a AAA credit rating in October 2006 and its products have been independently validated. The company continues to develop and enhance its products and offers the Extended DISC Online System which provides consultants with the opportunity to have direct control of their clients processing through the Finnish based server. EDOS also provides an opportunity to larger users to brand their own reports.

Extended DISC assessments are based on concepts of human behaviour accepted widely around the world. They are not, however, purely psychological tools. They are also management tools designed to increase the efficiency of an organisation. Extended DISC International's mission statement is *"To provide tools and concepts that help management and human resources professionals create winning organisations"*.

Contact Us

To find out how Extended DISC can improve the performance of your organisation call Key People Inspired:

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