



for more information call  
**01437 721 879**

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## **DiSC® Personality Profiling**

### **Understanding Oneself and Others**

#### **Overview**

The Personal Profile System® is designed to help individuals understand their own behavioural characteristics more clearly, as well as the behaviour of others.

This is achieved by combining a paper questionnaire and computer technology to provide an accurate analogy of an individual through DiSC®.

The results can be used to help in a wide range of training applications within an organisation.

The website, [Dimensions of Behaviour](#) , provides more information about DiSC® and downloadable sample reports.

#### **Methodology**

DiSC® is a non-judgmental language for exploring behavioural issues.

It enables people to explore behaviour across four primary dimensions:

- Dominance - relating to control, power and assertiveness
- influence - relating to social situations and communication
- Supportive - relating to patience, persistence, and thoughtfulness
- Conscientious - relating to structure and organisation

These four dimensions can be grouped in a grid with D and i sharing the top row and representing extroverted aspects of the personality, and C and S below representing introverted aspects. D and C then share the left column and represent task-focused aspects, and i and S share the right column and represent social aspects. In this matrix, the vertical dimension represents a factor of "Assertive" or "Passive", while the horizontal represents "Open" vs. "Guarded".

## **Objectives:**

The benefits of this programme are as follows:

- Create individualised, interactive assessments of behavioural strengths
- Gain an understanding of differences within a team
- Identify areas for personal and group development
- Enhanced team learning and interaction
- Improved management and role effectiveness
- Plan appropriate performance coaching strategies
- Increased sales and improved customer care
- Develop more effective problem solving and communication skills
- 360° Feedback to measure the effectiveness of training programmes

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The Development Company UK Ltd PO Box 1 Haverfordwest Pembrokeshire United Kingdom SA62 6YS  
<http://www.developmentco.com>