

## DiSC profiles

The DiSC® *Personal Profile System*® is one of the most successful and widely used personal and professional development instruments ever created. It is a self-report mechanism designed to help adults better understand themselves and others, which has been used by nearly 30 million people around the world.

The *Personal Profile System*® is a powerful tool that is easy to understand and effectively simplifies the complexity of human behaviour. It is accessible to anyone who has the desire to learn more about himself or herself and other people.

### Key concept

DiSC® is about understanding, accepting and respecting differences. It is about managing differences. Much of the time, differences appear to be the source of conflict. When people have different opinions it is likely to lead to conflict. When two individuals have different procedures for handling the same activity, or different solutions to a problem they probably experience conflict.

However, the source of conflict is not so much in our differences but what we have learned unknowingly that different equals wrong. If two people have different ideas, or different solutions or different procedures, one has to be wrong and the other right.

The first step in moving out of conflict is to change the formula from *different equals wrong* to *different equals different*. This change represents a new philosophy of win/win, where differences are neither right nor wrong, they are simply differences.

### DiSC® and dimensions of behaviour

DiSC® is about accepting people for who and what they are instead of criticising them because they are different. It is a system to help users identify their dimensions of behaviour and the way they interact with others – their behavioural styles. As a result users can better understand themselves and others and place themselves in environments that promote success. It fosters an appreciation of the value of the behavioural styles of others – the differences of others – and helps minimise the potential for conflict.

The *Personal Profile System*® is not a test. There is no pass or fail. There is no behavioural style that is better or worse than any other. They are just different. Research evidence supports the conclusion that the most effective people are those who know themselves, recognise the demands of the situation and adapt strategies to meet those needs. DiSC® enables users to identify their behavioural style, capitalise on behavioural strengths and increase appreciation and value the diversity of different profiles

	<b>With someone with a High style D</b>	<b>With someone with a High style i</b>
<b>Remember s/he wants:</b>	Power-authority	Popularity – social recognition
	Prestige	Noteworthy rewards
	Challenge	Public recognition of their ability
	Opportunity for advancement	People to talk to
	Accomplishment-results	Favourable working conditions
	To know 'bottom-line' payoffs	Group activities outside the job
	Wide scope of operation	Casual warm relationships
	Direct answers	Freedom from control and detail
	Freedom from controls, supervision and detail	Approval and friendliness
	Efficiency of operation	
	New and varied activities	

	<b>With someone with a High style D</b>	<b>With someone with a High style i</b>
<b>You can assist them as s/he develops</b>	Negotiated commitment on an individual basis	Control of time
	Identification with others	Objectivity
	A focus on the benefits of intrinsic rewards	Business (profit) emphasis
	Ways to pace themselves and relax more	Organisation skills
	Difficult assignments	Participatory management
	A focus on results expected	Emotional control
	Understanding of people, logical approaches	Sense of urgency
	Empathy	Control of performance by work unit requirements
	Techniques based on practical experience	Confidence in product/service
	Awareness that sanctions exist	Analysis of data, procedures
	Occasional 'stimulus' towards self-development	Personal financial management
	More precise presentation	

	<b>With someone with a High style S</b>	<b>With High style C</b>
<b>Remember s/he wants:</b>	Status quo	Clearly defined performance expectations
	Security of situation	Limited exposure
	Covering references	Reserved, business-like environment
	Happy relationships	References, verification
	Simple, repeated procedures	Opportunity to demonstrate expertise
	Sincerity	No sudden or abrupt changes
	Limited territory	Personal autonomy
	Longer time to adjust to change	Personal attention to their objectives
	Genuine appreciation	Selective involvement
	Identification with others	
	Recognition for services	
	Opportunity to specialise	

	<b>With someone with a High style S</b>	<b>With High style C</b>
<b>You can assist them as s/he develops</b>	Openness to change	Realistic assessment of practical limits
	Concrete self-rewards	Utilisation of their intuitive abilities
	Self-affirmation	More confidence in self
	Introduction to new groups	Tolerance for conflict
	Others who recognise their career	Support under pressure
	Short-cut methods	Appreciation of other's explanations
	No superficial approach	Group participation
	Structured presentation skills	Tolerance of ambiguity
	Feeling of worthwhile accomplishments	Involvement with different types of people
	Quality products to believe in	Encouragement to be independent
	Associates of similar competence	Accept 'trade-off', step-wise improvements
		Self-acceptance of their limitations, efforts