



DiSC

Individual and Team Diagnostics

OVERVIEW:

DiSC is a behavioural assessment tool that helps individuals and teams understand their behavioural preferences and tendencies. The DiSC model is based on the work of psychologist William Moulton Marston, which focuses on four main behavioural traits: Dominance, Influence, Steadiness, and Conscientiousness.

The DiSC assessment measures where individuals fall on these four dimensions, resulting in a profile that describes their behavioural style. Here's a brief overview of each dimension:

1. **Dominance (D):** People with a dominant style are direct, results-oriented, and confident. They tend to be assertive and enjoy taking charge of situations.
2. **Influence (i):** Individuals with an influential style are sociable, enthusiastic, and optimistic. They are good at persuading others and enjoy being in social settings.
3. **Steadiness (S):** Those with a steady style are patient, reliable, and cooperative. They are good listeners and value harmony in their relationships.
4. **Conscientiousness (C):** People with a conscientious style are analytical, detail-oriented, and systematic. They value accuracy and precision in their work.

The DiSC assessment provides individuals with insights into their natural behavioural tendencies, communication preferences, and approaches to teamwork. It can help individuals understand their strengths and potential areas for development, as well as improve their communication and collaboration skills.

In addition to individual assessments, DiSC can also be used for team diagnostics. By understanding the DiSC styles of team members, teams can improve their communication, resolve conflicts, and leverage their diverse strengths to achieve common goals.