

## Have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on teamwork and providing support. Or maybe you're more comfortable working with those who take a more easygoing approach than those who approach every task with intensity. Perhaps, you might relate best to people who are more diplomatic than forceful.



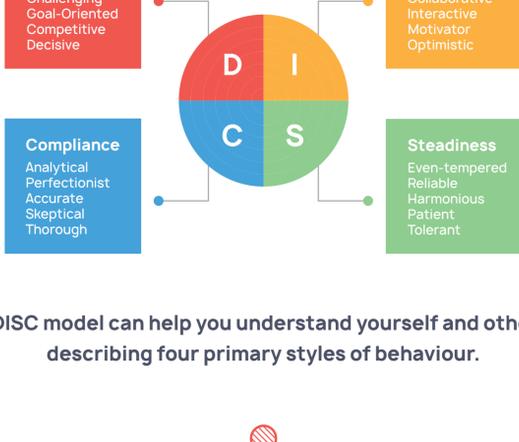
The **DISC<sup>®</sup> model** is a simple tool that's been helping people to connect better for over thirty years. The reports use your individual assessment data to provide a wealth of information about your priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

## Getting the best from your employees

**We all want to get the very best from our employees and to also help them be the best version of themselves, for themselves. Here is how DISC will help:**

- Increase an employee's self-awareness and emotional intelligence
- Improve communication within a team, leaders, and direct reports
- Make aware employees of differing personality styles, unique strengths, and contribution to team and task performance
- Reduce conflict between team members that may be caused by personality differences and communication approaches
- Identify strengths and weaknesses of the team based on the breakdown of DISC styles. Help identify "gaps" (styles that are underrepresented yet important to project completion)

## Styles of Personality

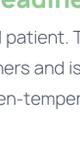


The DISC model can help you understand yourself and others by describing four primary styles of behaviour.



### Dominance

These people are more direct and firm in their approach. They have a tendency to be very strong-willed and forceful in achieving results.



### Influence

Influencers are high-spirited; they tend to be energetic and adventurous. They commit to tasks with enthusiasm and optimism.



### Steadiness

Humble, tactful, and patient. This personality style works well with others and is well-balanced and even-tempered.



### Compliance

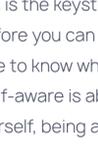
Highly analytical and systematic. This style has a tendency to be more reserved and private but attain results with true precision.

## Emotional Intelligence

**Everybody has emotions. It's a simple fact—a part of our being human. And whether we realise it or not, these emotions impact us every single day. They also impact those around us, both in the workplace and in our personal lives.**

**Emotional intelligence or EI describes a way of recognising, understanding, and choosing how we think, feel, and act. It shapes our understanding of ourselves and determines the majority of our daily actions and interactions with others.**

## Domains of EI



### Self-awareness

Self-awareness is the keystone of emotional intelligence. Before you can make changes in yourself, you have to know what there is to work with. Becoming self-aware is about the process of understanding yourself, being aware of the way you feel, and the impact your feelings can have on decisions, behavior, and performance.



### Awareness of Others

Awareness of others can be described simply as the ability to understand and respond to the needs of others. Get this right, and people feel valued, listened to, cared for, consulted, and understood. Get it wrong, and you'll be seen as uncaring and insensitive.

"ATTITUDE IS A REFLECTION OF YOUR PERSONALITY. TAKE CHARGE OF BOTH, AND BE THE VERY BEST VERSION OF YOURSELF!"

**DISC COMBINED WITH EMOTIONAL INTELLIGENCE STANDS US APART FROM OTHER ASSESSMENTS!**



**Get started with the DISCFLOW model today!**

0203 195 2898  
sales@thediscgroup.co.uk

www.discflow.co