

Break Through Training Group

Addressing the #1 Problem ... Communication

Everybody is interested in finding out about themselves and how to deal with others more effectively.

The Universal Language of DISC shows how to treat people in a way, which allows them to feel comfortable. The result ... greater cooperation, harmony and productivity.

How do we get results with other people? By communicating with them on their level so that they are at ease. Challenging relationships are a fact of life, embracing the DISC Language can show you how to ...

- Understand your own style and limitations and how your behaviour communicate that style to others.
- Identify someone else's style so that you will know how to read people and treat them the same way they would like to be treated.
- Adjust your behaviour so people are more at ease with you, and you with them.

So What is DISC?

It is the language of "how we act," or our behaviour. Research has consistently shown that behavioural characteristics can be grouped together into four different styles. People with similar styles tend to exhibit specific types of behaviour common to that style. A person's behaviour is a necessary and integral part of who they are. In other words, part of their behaviour is inherent and part comes from their manner of doing things... their *behavioural style*.

Although the recognition of different styles of behaviour can be traced back many centuries, even to the writings of Hippocrates in 400 BC, the terms used in the D.I.S.C. model are based on the writings and research of William Moulton Marston and published in his book "The Emotions of Normal People."

The Four Behavioural Styles.

D = Dominance

How you respond to problems and challenges

People exhibiting this style are forceful, direct, results oriented

I = Influence

How you influence others

People exhibiting this style are optimistic, fun, talkative

S = Steadiness

How you respond to the pace of the environment

People exhibiting this style are steady, patient, relaxed

C = Compliance

How you respond to rules and procedures set by others

People exhibiting this style are precise, accurate, detail oriented

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In his research, Marston made an important distinction ...

“All people exhibit all four behavioural factors in varying degrees of intensity”

A Disc Personal Profile Report gives valuable information to individuals and the people in their lives as to behavioural tendencies and communication styles. This knowledge helps develop relationships, improves productivity and produces more effective results.