



## DISC Accreditation – Two Days

Designed to give participants a thorough understanding of the theory, background and application of DISC (Dominance, Influence, Steadiness and Compliance) behavioural profiling. This is delivered in the context of the application of DISC theory in Human Resource Management. Participants will be competent at analysing behaviour within the workplace and the preferred behavioural style of an individual. Participants learn how to use the model to consider the behavioural requirements of a particular job and to match individual styles against job requirement as an aid to recruitment and employee development.

**Participants will be accredited to apply DISC behavioural profiling as a Human Resource development and training tool delivering programs in a range of applications such as in team building, negotiation skills, face to face communications, change management and culture change.**

## Objectives

On completion of the workshop, participants will be able to:

- Recognise and describe the characteristics of the DISC behavioural types.
- Understand the different motivators, fears and values of the behavioural types.
- Interpret the graphs provided by the systems and provide detailed feedback.
- Facilitate the behavioural profiling process and utilise the outcome.
- Understand the applications for the DISC system and identify those which would benefit their organisation.

Fees and dates are negotiable for on-site courses, public course dates and fees can be provided on request.

## What it covers:

- The history and background of DISC Profiling.
- Graphs – analysing and linkages.
- The consistent characteristics, motivators, fears and values of each DISC type.
- Job profiling – facilitation and application
- Real world applications for the profiling system.