

DISC[®]
EXTENDED

MIDDLE EAST



Personality Behavioural Profiling Assessment

One System
Unlimited Solutions

2018



Customised and Standard Reports Available



- Co-brand the cover of your Behavioural Report
- Customise the content of your Behavioural Report
- Choose from over 1000+ competencies
- Choose from 61+ languages online

Extended DISC® System

Extended DISC® is a suite of online assessment tools that provides you with the information you need to make the right decision to hire the right people, maximize their performance, eliminate expensive mistakes, and retain your talent.

Why use Extended DISC® methodology

- Easy and quick to complete
- Easy to understand and de-brief
- Easy to administer – user-friendly
- Highly accurate reports
- Cannot be manipulated
- Highly adaptable for different purposes and situations
- Proven methodology
- Used world-wide



Extended DISC® assessments and reports help you with the following

- Organizational development
- Leadership development
- Team development
- Individual development
- Sales/team/management training
- Recruitment / internal transfers
- Vocational aptitude; and
- Many other applications

Among the many benefits that Extended DISC® offer are...

- Better management decisions
- Better hiring decisions
- Staff turnover reduction
- Higher productivity
- Better utilization of individual strengths
- Enhanced communication
- More efficient teamwork
- Better business plans
- Better business results!



Extended DISC® Unique Features

- Measures emotions
- Covers more behavioral styles than in any other instrument
- Discovers inconsistent answers – cheating attempts
- Produces more stable results than with any other instrument
- Measures the individual both on unconscious AND conscious levels
- Extended DISC Reports are easy to obtain
- Available in more than 60 languages

Extended DISC® Answers All Your Questions

Have you ever wished an employee came with an instruction manual? Extended DISC reports help answer the above questions and provide much more information on an individual's behavioural style, such as:

- Their natural unconscious style compared to their adjusted work style
- What motivates them and situations that reduce motivation
- Clear natural strengths and their development areas
- Flexibility and comfort zones with activities
- How an individual is typically seen by others
- Their decision-making style
- Their preferred communication style & communicating emotions
- Their role within a team - Team Roles
- Suggested Interview Questions

But Extended DISC reports go even further and enable clients to....

- Brand reports to include other information such as Mission Statements
- The platform allows access to manage clients files
- Create and fully customise reports, both in format and content
- Select specific and relevant competencies from a database of 1000+
- Create pair, team and multi-person reports
- Create and manage Open 360's – fantastic for reviews
- Create and manage Surveys
- Can be supplied on a per report basis
- Fixed annual licence fee basis

Recruitment

- Identify the most suitable candidate for a specific job role
- Measure a candidate against a predetermined set of competencies
- Identify any emotional challenges
- Compare the behavioural style of successful employees with the behavioural style of candidates
- Understand the candidate's natural strengths
- Understand how a candidate will fit into an existing team
- Use the behavioural report in the interview process
- Use the information contained in a behavioural report for internal recruitment or succession planning.

Retention and Motivation

- Understand whether a candidate's behavioural style suits their current role
- Understand what actually motivates specific individual employees
- Ensure employees' natural strengths are being utilised
- Understand how best to communicate with employees
- Understand reasons for possible lack of performance of employees
- Use behavioural reports for career planning
- Obtain a report from employees prior to performance reviews to identify any likely problems – especially Open 360 assessments for effective feedback
- Obtain Team Reports to improve team dynamics
- Consider the use of Climate Surveys to identify any possible challenges or issues affecting performance
- Select suitable competencies from a database of 1000 available to ensure precise and focused reports

Communication

- Understand an individual's unconscious natural behaviour to improve communication with others
- Understand an individual's listening style
- Understand how each team member communicates
- With consent of each individual, openly discuss the communication style of each team member in a group

Coaching

- Understand an individual's behavioural style to enhance training effectiveness
- Understand how the client listens to improve coaching effectiveness
- Powerful insight in areas of match and mismatch between coach and client
- Gain clarity in developing "the right approach" with a client
- Enhance communication and use the appropriate language
- Understand how to work with different client styles
- Consider the use of Team Analysis or Multi-person Reports to identify "fit"
- Explore the alignment of an individual's behaviour to the expectations of their role, team, peers or the organisation
- Consider areas that may be appropriate for an individual to develop

Leadership Development

- Provide leaders with an understanding of how their leadership style impacts on their environment, team members and job performance
- Understand the leadership styles of employees and identify potential leaders
- Select focused competencies that identify specific leadership capabilities
- Identify leaders with emotional challenges or working outside their comfort zone
- Identify leaders who require support or require further training
- Use updated behavioural reports to identify progress or the need for further development/training



Team Development

Note: There is no additional cost for Team Reports generated via the Extended DISC online platform

- Review the specific style of each team member in the context of the overall objectives
- Consider if team members feel pressured to adjust their behaviour outside their comfort zone to remain effective
- Use behavioural reports to increase the understanding of members differences
- Use Team Reports to consider job rotation, delegation, change of responsibilities and/or promotion of team members
- Identify strengths and weaknesses for the team or individual members
- Identify any sub-groups or identify any possible conflict in the team
- Identify situations where there is a possible lack of members performing certain team roles and consider the need for future recruitments
- Identify any individuals who are alone in certain areas
- Identify where majority of the team members fit
- Identify where motivation is required in the team
- Consider the most effective means of communication within the team
- Review the team fit within the organisation
- Consider whether the reward system currently used within the team is effective

Career Planning

- Understand how different styles suit specific job roles
- Select from a database of 1000 competencies, those that will help identify suitable roles for the candidate
- Design reports specifically for fresh graduates, and other mature individuals looking for a change in role
- Use the Job Comparison Report to identify job fit
- Build a file of behavioural reports for all employees that can be used for future development and the progression of individuals

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