

# Extended DISC® Personal Analysis



**Extended DISC® Personal Analysis** is our most popular tool. Its success is based on its strong ability to provide information to make better decisions. Too often assessments tell us what we already know: "Oh yes, that's me." If a tool only provides information that the user is already aware of, it has very limited value.

**Extended DISC® Personal Analysis** is designed to provide information that makes an impact, is actionable and, most importantly, has a positive impact on performance.

## *What is Extended DISC Personal Analysis?*

Personal Analysis is a self-assessment that identifies the strengths and development areas of an individual. What makes Personal Analysis different from other assessments is that it is able to measure at a deeper unconscious level to exclude the impact of the environment.

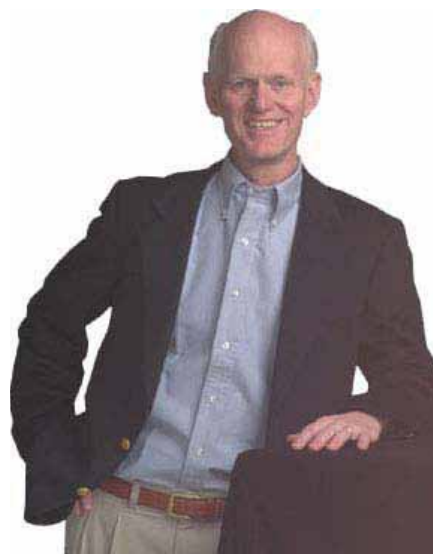
In practice this means that the result show who the individual actually is and not what the person thinks he/she needs to be in the existing environment. As a result, the report identifies the true strengths and development areas to allow for true performance improvement.

## *How does the process work?*

Extended DISC® Personal Analysis is very easy to use. The questionnaire takes only 10 minutes to complete. It is available online (paper and software options also exist) in 50 languages to meet the needs of today's diverse workforce. The reports are customisable – just click and choose the information that you need. If you want additional information later, you can access the information anytime.

Options include:

- Leadership
- Customer Service
- Information Technology
- Administrative
- Team
- Sales Style
- Management
- Project
- Training
- Entrepreneurial



*"Finally, assessments that provide results for behavioral change".*

Dr. Marshall Goldsmith

*One of 50 great thinkers and business leaders who have influenced the field of management over the last 80 years.* – American Management Association

*One of the top ten executive educators.* – The Wall Street Journal

*One of the five most-respected executive coaches.* – Forbes

*One of 16 major thought leaders in his field.* – The Business Times

*America's preeminent executive coach.* – Fast Company



*"The versatility of Extended DISC® lends itself to inclusion in several of our leadership development programs."*

Ashley Miles, Director, Worldwide Learning and Development, Pfizer Inc.

### **What are some of the applications?**

Some of the most common applications for Personal Analysis in organisations worldwide are:

- Recruitment
- Leadership development
- Organisation Development
- Communication and Interaction skills training
- Sales training
- Customer Service training
- Coaching

*"This tool is simply amazing."* Wallace Wang, Avon Products

### **One System – Multiple Solutions:**

One of the unquestionable strengths of Personal Analysis is that it integrates with other Extended DISC® tools. Once a person has completed the questionnaire, the users can also create:

- Work Pair Analysis
- Team Analysis
- 360° Feedback
- Job Analysis

As a result, users do not have to learn new models, terminology and concepts to have access to a wide range of powerful applications. Imagine the savings in time, money and frustration.



*"There are many good assessment tools on the market for use in coaching and leadership development—Extended DISC® is just more effective."*

Jerold V. Tucker  
Principal, The Global Coaching Network, Inc.  
Former-CLO, GTE

### **How can I learn more?**

Contact us today. We can answer your questions and let you even give the Personal Analysis a try. We are confident that you will like what you see.

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