

## **DISC & Behavioural Profiling**

This info sheet is for employers or employees considering using profiling tools.

Contents include:

- a description of behavioural profiling,
- the benefits of behavioural profiling,
- what to expect,
- FAQs.

### **What is Behavioural Profiling?**

Behavioural profiling is a data-driven process enabling insight into patterns of behaviour. An assessment is undertaken using a profiling tool to enable the gathering and analysing of data to create a behavioural profile. Behavioural profiles provide insights into preferences, tendencies, motivators underlying observable patterns of behaviour.

### **What are the benefits of Behavioural Profiles?**

Behavioural profiles can be a powerful foundation for self-awareness and intentional interaction with others. Behavioural profiles provide insight for individuals into their behavioural tendencies and an understanding of communication and behaviour adaptations to foster enhanced communication and effective interpersonal interactions.

### **What is DISC?**

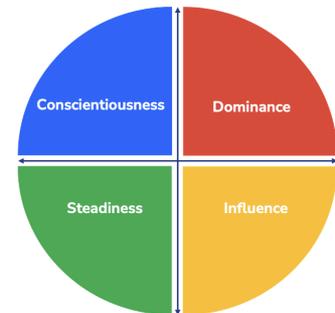
The DISC model is a widely used and highly effective behavioural assessment tool that measures and provides insight into four primary behavioural tendencies of Dominance, Influence, Steadiness and Conscientiousness. DISC styles include a combination of all four tendencies, with the most dominant tendencies appearing in a natural style (instinctual behavioural patterns) and adapted style (learned behaviour patterns adapted to environments) e.g., S/Sc or IDs/Di, etc.

DISC reports provide a personalised snapshot of natural behavioural tendencies, workplace behaviours, insights into behavioural trends, communication styles, orientations and priorities, and likely responses to

challenges and change. DISC reports can help individuals better understand unique strengths, communication styles and motivators.

## Benefits of DISC in workplaces

DISC profiling can decode how people communicate, handle stress and work within teams. Implementing DISC profiling in your organisation can lead to numerous positive outcomes such as



- **Enhanced self-awareness:** Identify natural behavioural styles, strengths, challenges, and potential areas for improvement.
- **Increased self-advocacy:** Understand motivators and ideal environments, increasing ability to request support or optimal work environments and conditions.
- **Greater adaptability:** Learn how to thoughtfully and deliberately adapt your approach to meet the needs and expectations of others for mutually-beneficial experiences.
- **Increased effective communication:** Understand communication preferences, leading to clearer and more concise messages.
- **Stronger relationships, rapport and enhanced team collaboration:** Increase positive interactions, reduce tension, assist in conflict management, and increase collaboration and trust by understanding and mapping differing behavioural patterns.
- **Boosted productivity:** By improving internal communication and job satisfaction, you foster more productive teams and a more harmonious workplace.
- **Increased identification of potential risks or pressures:** Identify if individuals are working within their natural tendencies or if they are exerting extra energy to meet the demands of the work environment, and develop intentional, conscious strategies for greater effectiveness.
- **Increased mutual understanding:** Where the DISC profile outcomes are shared openly in a team this can help enhance communication and overall performance. DISC profile summaries are also available for whole teams or organisations.

## **Discover the Benefits of DISC Profiling**

*Pauline Tarrant Consulting can provide an option of two accredited DISC Consultants, Pauline Tarrant and Kate Page.*

Contact us today to learn how our DISC profiling services can help you to:

- Improve team cohesion and productivity
- Enhance communication across your organisation
- Develop key leadership and coaching skills for managers
- Reduce workplace tension and build stronger professional relationships

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## **Frequently Asked Questions (FAQs)**

### **Does one style have an advantage over the others?**

No DISC style is inherently better than another. Each style has unique strengths, and the most successful people learn to leverage their strengths and adapt their communication to the style of the person they are interacting with.

### **Is DISC a measure of personality?**

DISC is a measure of behavioural style, which is observable rather than personality. It describes how you prefer to act, communicate, and make decisions. DISC is not a measure of intelligence, skills, education, or experience, nor is it an indicator of personality or values. It is purely focused on how a person behaves and communicates.

### **How quickly can the Adapted Style change?**

The Adapted Style is a reflection of your perception of your current work environment (job role, leader, organisational culture, etc.) and can change as quickly as the demands or expectations change. The Natural Style, however, is your instinctual self and tends to remain consistent over many years.

### **Can DISC help with conflict?**

Understanding different styles' approaches to problems, communication, and emotional responses can significantly reduce tension and conflict. It gives you a common language to discuss differences and a strategy to adapt your behaviour for a more positive outcome.

### **Is DISC validated?**

DISC is independently tested by the Assessment Standards Institute to ensure the profiling tool reaches high accuracy standards. In addition to this DISC is a patented tool with a large volume of benchmarking data allowing deeper insights into workplace norms.

### **How long does the assessment take to complete?**

The assessment generally takes about 10-20 minutes to complete, with around 30 questions where - out of four options - assessment users are asked to indicate the most and the least common behavioural response or tendency in your answer.

### **How detailed is the DISC profile report?**

The report is around 40 pages long. This includes an overview of the DISC tool in Part 1 along with significant detail on the individual behavioural profile in Part 2. The final part

highlights ways an individual (or group) can use the information in the profile to adapt approach and behaviours in a variety of situations and settings.

**What can I expect during a debrief process?**

During the interactive debrief session, the DISC accredited consultant will orient the recipient into their unique report, and provide a brief overview of the DISC model and the four behavioural tendencies. This is generally followed by a deep dive into the specific DISC style profile during which key strengths, potential growth areas, motivators and communication strategies of the DISC style are explored, with opportunity for reflection.

Debriefs are typically a minimum of 1 hour and can be longer if a more in depth overview is required.