

About the Program

Below is an overview of the DISCstyles Online Assessment System.

TWO KEY PLAYERS TO THE ENTIRE PROCESS

1. Administrator

An Administrator is a person who distributes the Assessments through Assessment Invitations. This could be either a trainer who uses the Assessments in seminars or a consultant, coach or manager who might use the Assessments on an assignment with a team, a family unit, a Board of Directors, etc.

2. Member

This is an individual whom the Administrator has authorized to take an Assessment through their Assessment invitation.

FOUR KEY COMPONENTS TO THE DISCstyles ASSESSMENT SYSTEM

1. The DISCstyles Online Assessment

The DISCstyles Online Assessment is a 24-question assessment that only takes 7-10 minutes to complete. Members will be responding to a work-focused DISCstyles Online Assessment. For each of the 24 questions, there are four words. Members are asked to choose one word that describes them most at their selected FOCUS. They then click on the circle in the MOST column or that word. Then they select one word that least describes them at their selected FOCUS. They then click on the circle in the LEAST column for that word. They will have one MOST selection and one LEAST selection for each box. Once completed, it will be determined which DISC style the member is and it will generate a personalized DISCstyles Online Assessment Report for that member. There are four primary DISC styles. Each one of these four styles has very distinct and predictable patterns of observable behavior. Once members understand these patterns, and know how to quickly and accurately identify one style from another, they have the keys to unlock their ability to get along with nearly anyone and adapt their behaviors to others with different DISC styles.

2. The DISCstyles Online Report - Self Assessment

Each member receives a comprehensive personalized DISCstyles Online Report once the online assessment is completed. It is a vital tool for improving one's work relationships, and can often benefit the social and family relationships as well. There is a complete section on application of DISCstyles knowledge including identifying another person's style, behavioral adaptability, handling tension among the styles and even action plans for each of the four primary styles.

3. Member and Observer eGraphs

In addition to the DISCstyles Online Report, each member can also view his or her eGraph results. There are two personalized eGraphs for each member. Graph I displays the Adapting Style. Graph II displays the Natural Style.

4. Using DISCstyles with Others Section

At the core of the DISCstyles Online Assessment System is *Adaptability*-- How to treat others the way **they** want to be treated.

Now that you are more familiar with your own DISC style and are aware that there are three other primary DISC styles, you can understand why you connect better with some people and not with others. You may begin to understand how tension builds in a relationship just from a pace or priority difference.

The Using DISCstyles with Others section will be your guide to learning to treat people differently...according to their needs, not your needs.

This section guides you through identifying another person's DISC style and provides valuable information to their mode of operation in different environments, at work, at home, in social settings, etc.

This section is an awareness tool to help you understand how you are similar and how you are different from the other DISC styles. Through simple modifications in behavior - called **Adaptability** - you will see your relationships improve for the better!

TWO KEY SITES TO THE ENTIRE PROCESS

1. Administrator Home Page

This Home Page is a key tool providing flexibility for training options and important data to track member progress. It is a personalized, private Home Page. It allows the Administrator to:

- **Pre-purchase assessments at a discount:**
One assessment credit includes the DISCstyles Online Assessment; the DISCstyles Report, and eGraphs for a 30-day period.
- **Distribute assessments** to members by simply entering each individual's first name, last name, and email address. Click *Send*, and an automatic email goes out. This is how a member becomes authorized to take the DISCstyles Assessment.
- **Track the account status** to see how many DISCstyles Online Assessments have been used, how many are left, and order more as needed.
- **View the eGraphs and reports** of your members who are authorized to take the DISCstyles Online Assessment. This feature also allows you to see which members have completed the assessment and send automated reminders to those who have not.
- **Permit or block members** from seeing their personalized DISCstyles Online Report and eGraphs. Why block it? If you want to present the members with their reports and eGraphs at the time of the training session, meeting, etc. (so the members do not get ahead of themselves), you have the ability to do so.
- **Print the collective results** of members on eGraphs with individualized mini-eGraphs. This is great when you are working with a group and want to see at a glance the different DISCstyles that make up your group.

2. Administrator Assessment Page

Once the Administrator distributes assessments to members authorizing them to take the DISCstyles Online Assessment, an email is sent to the members with a link to the Administrator's Assessment Page. This allows the member to register and take the 24-question DISCstyles Online Assessment. Once an authorized member takes and submits his or her assessment, one credit is deducted from the Administrator's account.