



New Wings Success



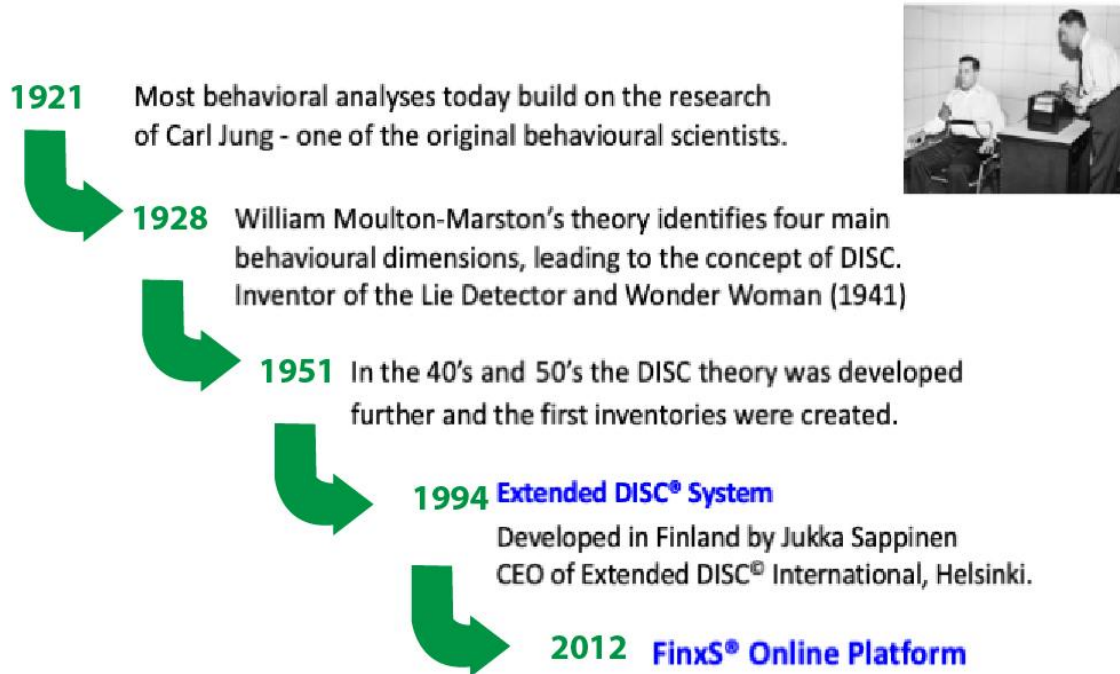
EDISC PROFILE



***Everything** that irritates
us about others can lead
us to an **understanding**
of ourselves*

Carl Jung

HISTORY OF EDISC.



SOME APPLICATIONS.

- Recruitment
- Motivation
- Performance Reviews
- Improving Communication
- Change Management
- Coaching
- Improving Sales Results
- Leadership Development
- Self - development
- Mergers and Acquisitions

WHAT IS BEHAVIOUR ?

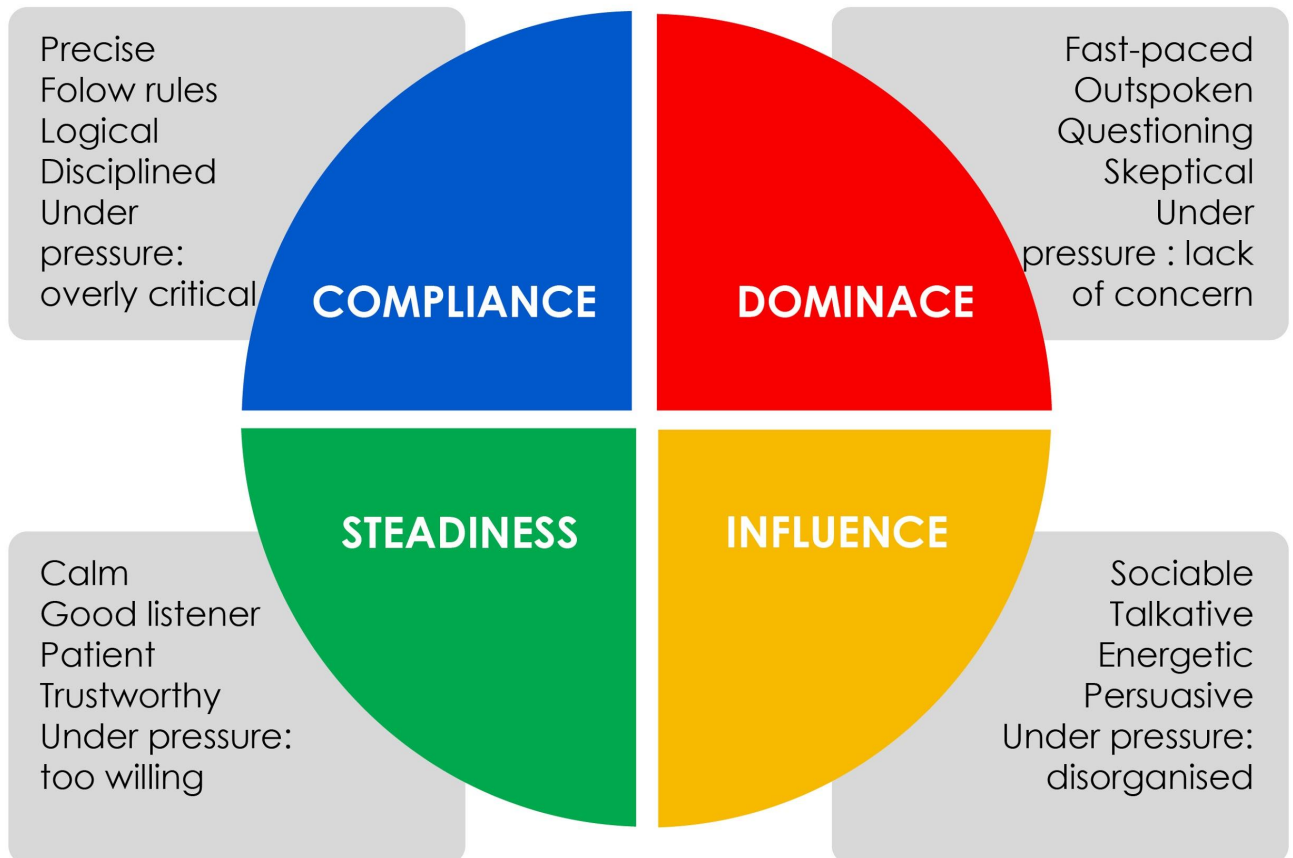
Human behaviour is experienced throughout an individual's entire lifetime. It includes the way they act based on different factors such as:

genetics, social norms, core faith and attitude.

Behaviour is impacted by certain traits each individual has. The traits vary from person to person and can produce different actions or behaviours from each person.



THE FOUR MAIN BEHAVIOURS.



EDISC PROFILE INSTRUCTIONS

Before you start, think of a situation in which you are focused/making decisions.
E.g: At work/working on a project. Not 'at home watching TV'

This exercise takes 8 minutes.

1. In each section, select one group from the list of adjectives that describe you. Type M for MOST in the left hand column and L for LEAST in the right hand column
2. Most will be the adjectives that describe you the MOST
Least will be the adjectives that describe you the LEAST
3. For each of the section, only type one MOST (M) and one LEAST (L)

Take a look at the example below

1	M		Gentle, kindly
			Persuasive, convincing
		L	Humble, reserved, modest
			Original, inventive, individualistic
2		L	Attractive, charmin, attracts others
			Cooperative, agreeable
			Stubborn, unyielding
	M		Sweet, pleasing

Once you've completed your profile, save and send your results through to me at emma@newwings.com.au and let's unpack your results together on our professional unpack session.

Book your unpack session here:

<https://calendly.com/newwings/edisc-profile-unpack>

EDISC PROFILE

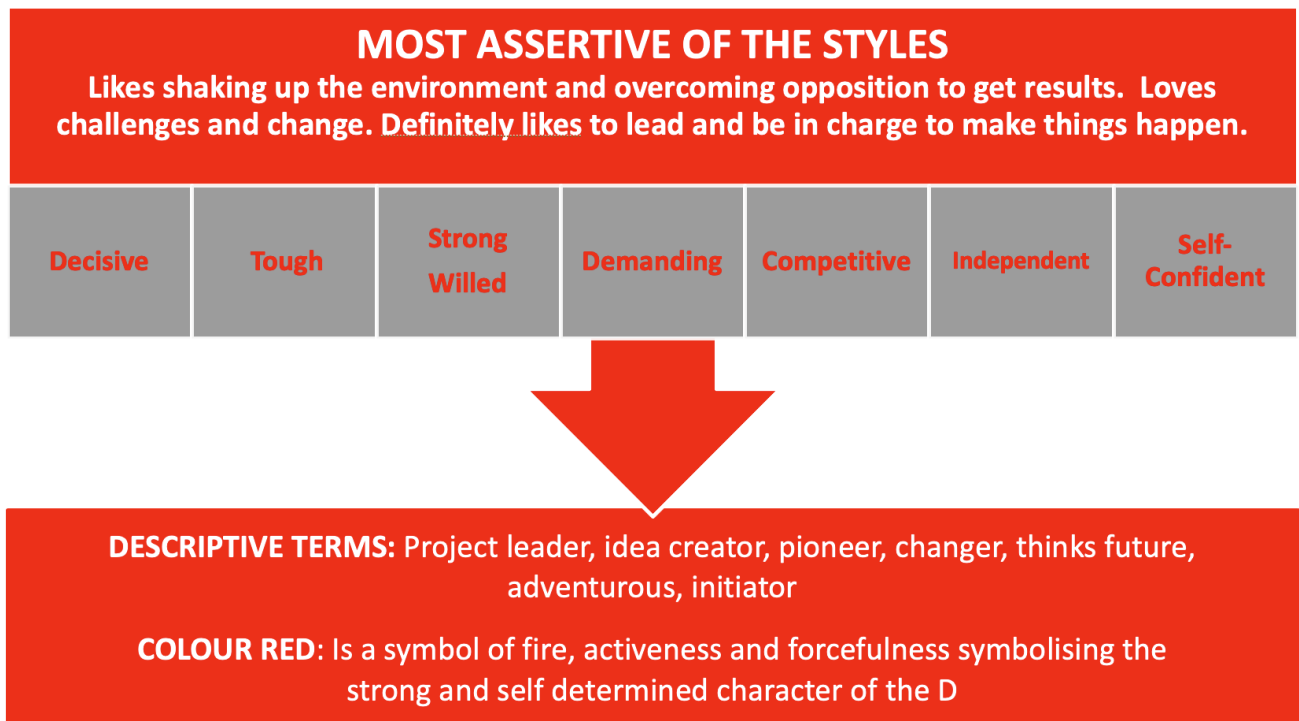
(**D**ominance, **I**nfluence, **S**teadiness, **C**ompliance)

DISC (Dominance, Influence, Steadiness, Compliance)							
	M	L			M	L	
1			Gentle, kindly	5			Jovial, joking
			Persuasive, convincing				Precise, exact
			Humble, reserved, modest				Nervy, gutsy, brazen
			Original, inventive, individualistic				Even-tempered, calm, not easily excited
2			Attractive, charming, attracts others	6			Competitive, seeking to win
			Cooperative, agreeable				Considerate, caring, thoughtful
			Stubborn, unyielding				Outgoing, fun-loving, socially striving
			Sweet, pleasing				Harmonious, agreeable
3			Easily led, follower	7			Fussy, hard to please
			Bold, daring				Obedient, will do as told, dutiful
			Loyal, faithful, devoted				Unconquerable, determined
4			Open-minded, receptive				Playful, frisky, full of fun
			Obliging, helpful	8			Brave, unafraid, courageous
			Willpower, strong-willed				Inspiring, stimulating, motivating
			Cheerful, joyful				Submissive, yielding, gives in
							Timid, shy, quiet

9			Sociable, enjoys the company of others	14			Cautious, wary, careful
			Patient, steady, tolerant				Determined, decided, unwavering, stand firm
			Self-reliant, independent				Convincing, assuring
			Soft-spoken, mild, reserved				Good-natured, pleasant
10			Adventurous, willing to take chances	15			Willing, go along with
			Receptive, open to suggestions				Eager, anxious
			Cordial, warm, friendly				Agreeable, consenting
			Moderate, avoids extremes				High-spirited, lively, enthusiastic
11			Talkative, chatty	16			Confident, believes in self, assured
			Controlled, restrained				Sympathetic, compassionate, understanding
			Conventional, doing it the usually way				Tolerant
			Decisive, certain, firm in making decision				Assertive, aggressive
12			Polished, smooth-talker	17			Well-disciplined, self-controlled
			Daring, risk-taker				Generous, willing to share
			Diplomatic, tactful to people				Animated, uses gestures for expression
			Satisfied, content, pleased				Persistent, unrelenting, refuses to quit
13			Aggressive, challenger, takes action	18			Admirable, deserving of praise
			Life of the party, entertaining, outgoing				Kind, willing to give or help
			Easy mark, easily taken advantage of				Resigned, gives in
			Fearful, afraid				Force of character, powerful

DISC (Dominance, Influence, Steadiness, Compliance)						
	M	L			M	L
19			Respectful, shows respect	22		Good mixer, likes being with others
			Pioneering, exploring, enterprising			Cultured, educated, knowledgeable
			Optimistic, positive view			Vigorous, energetic
			Accommodating, willing to please			Lenient, not overly strict, tolerant of others
20			Argumentative, confronting	23		Companionable, easy to be wit
			Adaptable, flexible			Accurate, correct
			Nonchalant, casually indifferent, unconcern			Outspoken, speaks freely and boldly
			Light-hearted, carefree			Restrained, reserved, controlled
21			Trusting, faith in others	24		Restless, unable to rest or relax
			Contented, satisfied			Neighorly, friendly
			Positive, admitting no doubt			Popular, liked by many or most people
			Peaceful, tranquil			Accommodating, willing to please

THE D STYLE = DOMINANCE



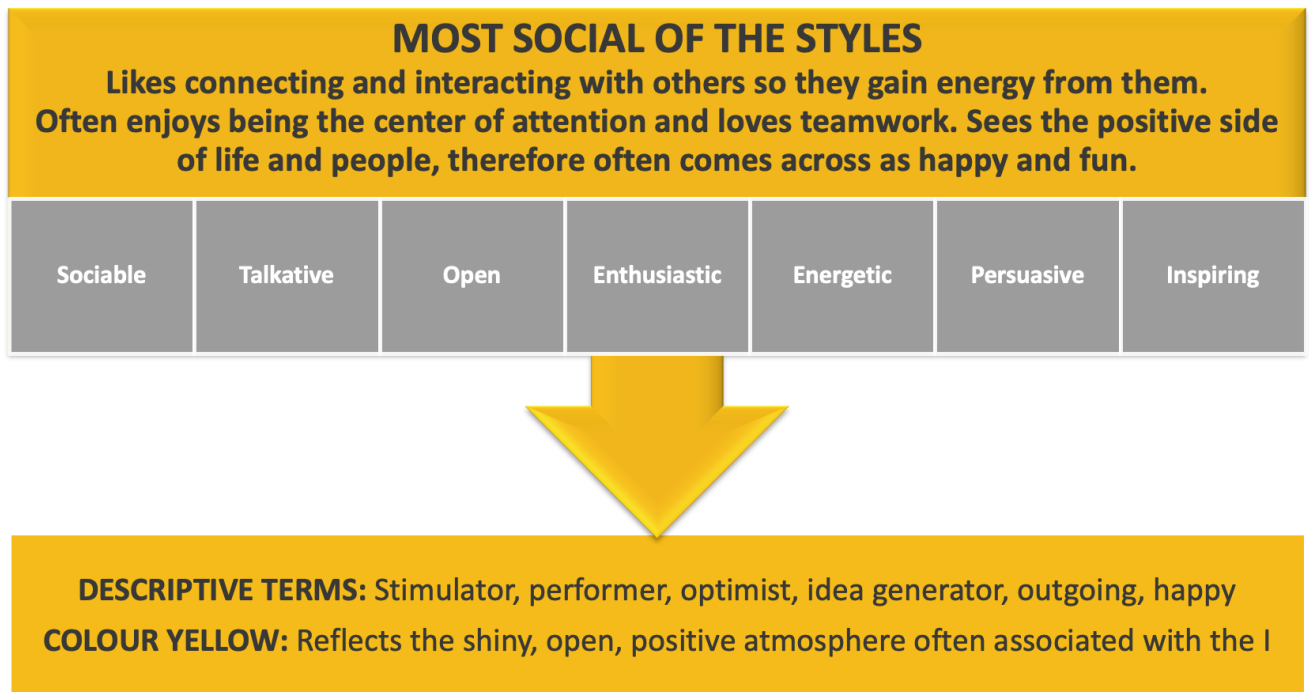
IDENTIFYING THE D-STYLE

- Can seem in a hurry
- Short concentration span - doesn't listen long
- Doesn't hesitate to make decisions
- Shows emotions on their face as they listen
- Can come across as blunt or overbearing
- Body language is confident
- Can exceed or overstep their authority at times

APPROACH TO CHANGE

- Loves change- see it as a necessity!
- They want to be the first
- Leaps without thinking through consequences
- Wants things done yesterday so may move too quickly and not offer the support to other styles that may require assistance to change.

THE I STYLE = INFLUENCE



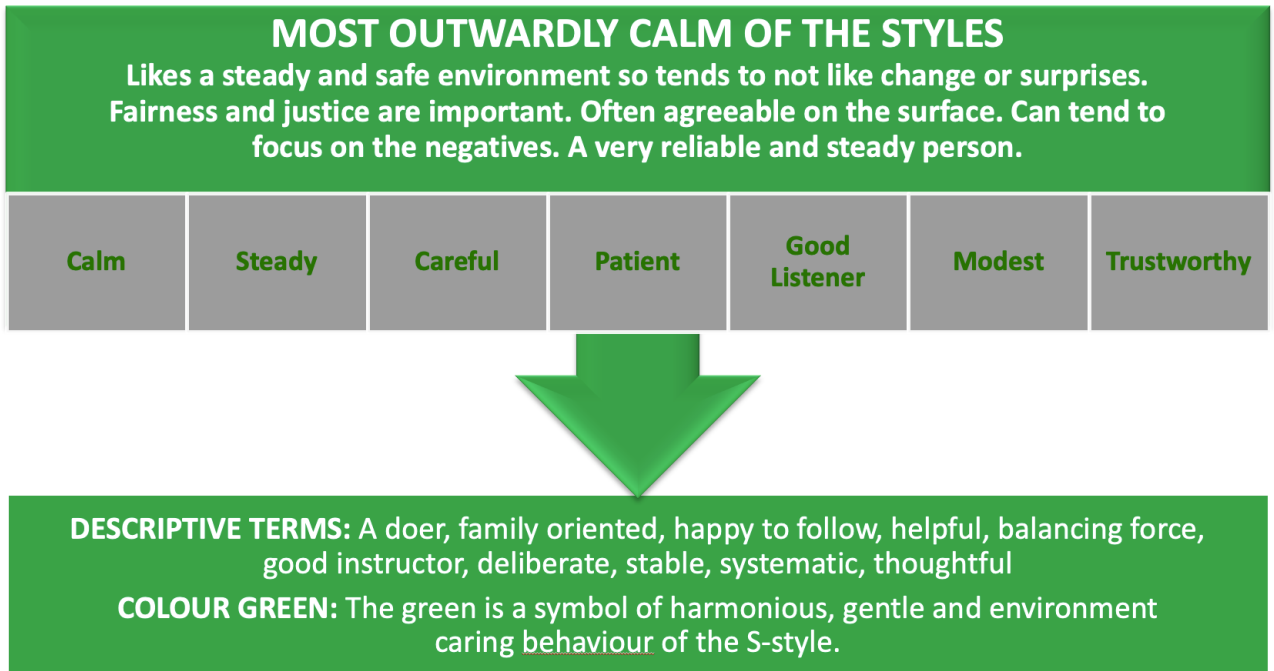
IDENTIFYING THE I-STYLE

- Puts people at ease quickly - tells stories
- Initiates friendly, open conversations
- Is animated in their speech and gestures
- Seems to laugh or smile a lot positive
- Can have sporadic eye contact as they're distracted easily
- Short concentration span
- Fast paced - can be a bit frantic and hasty under pressure

APPROACH TO CHANGE

- Loves change- find change exciting and fun- hate the same routine day in day out
- Consider the effects of change on others
- Can promote change in a positive way but may not consider details

THE S STYLE = STEADINESS



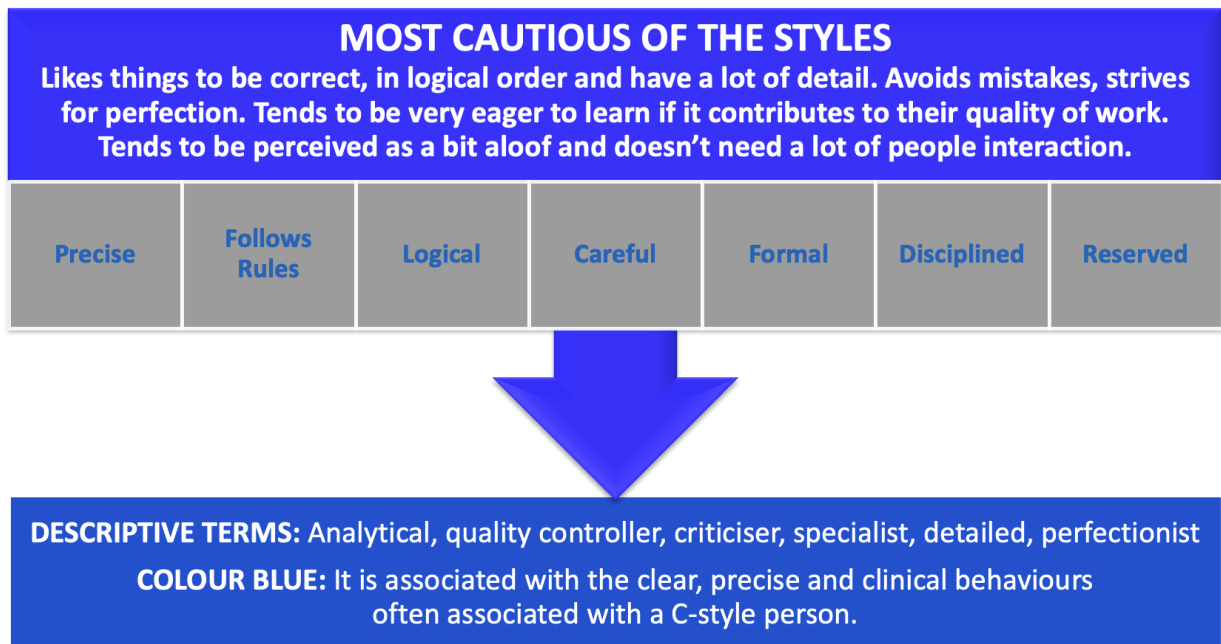
IDENTIFYING THE S-STYLE

- Proceeds cautiously
- Tends to listen and nod to show they're listening even when they are disagreeing
- Is calm on the outside
- Not particularly excitable or animated
- Slower paced
- Won't interject or talk over the top of you
- Discusses opinions only if asked

APPROACH TO CHANGE

- Often requires a lot of information to support the change
- Often slower and at times resistant to change as they like routine and structure
- If things are working fine now why change?

THE C STYLE = COMPLIANCE



IDENTIFYING THE C - STYLE

- Things are in order - neat and tidy
- They focus on the details
- Polite in a diplomatic and formal way
- Generally quieter and more reserved
- Are comfortable with facts and figures
- Emotional conversations can be uncomfortable
- May not hold eye contact long

APPROACH TO CHANGE

- Focuses of fact and information
- Looks to the rules and procedures
- Will support change if beneficial to efficiency. Otherwise doesn't tend to like a lot of change
- Needs a logical and systematic approach to change

Your Next Step:

RESERVE YOUR
COMPLIMENTARY
30-MIN COACHING SESSION
& PROFESSIONAL UNPACK
TODAY

<https://calendly.com/newwings/edisc-profile-unpack>



New Wings Success



CURIOUS TO LEARN MORE?

Reserve Your FREE 30-Min Coaching Session
& Professional Unpack Today (Valued \$297)

CONNECT WITH ME HERE:

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