

DISC Personality Profile

What is it?

DISC is the oldest, most reliable personal assessment tool to improve anyone's work productivity, teamwork and communications skills. It is based on the work of psychologist William M. Marston who started developing it in 1928. DISC provides a nonjudgmental language for exploring personal behavioral issues. It helps people improve interpersonal relationships, ergo in the work place – productivity and contentment.

How is it taken?

It is a self-administered, self-scored, personality behavior assessment taken online. The participant is guided through their connection with each of the 4 behavioral styles via a 20+ page report which is emailed. *Wemmers Consulting Group* is then available by telephone to discuss the results and personal application of the assessment for each person.

How is it used by Companies?

There are several ways this tool as proven to be worthwhile:

- The employee (and manager) sees how their behavior is interpreted by others.
 - Fellow employees, customers and prospects.
- The individual can see how much stress they have between their normal behavior (comfort zone) and their work behavior.
 - Frustrations and conflict can be eased.
- The individual can see what behavior needs to be improved and how to improve it.
 - Improved interaction with others.
- The individual learns how and when to adjust their behavior—especially with new customers.
 - Quicker acceptance by prospects and customers.
- The manager can see how each person reporting to them:
 - Can be best motivated.
 - Can best be communicated to and what to avoid.
 - Responds to problems and challenges.
 - Really feels while doing their job and how to improve this.
 - Believes they can give the best value to the job.
 - Fits the “Hunters” and “Farmers” model of selling.
 - Can be best teamed with others.

Why has this proven to be a very good investment for management?

- “Farmers” are not put in “Hunter” positions for selling responsibilities, ergo greater results from happier sales people.
- Managers can quickly see how to improve their communications/relationships with subordinates, resulting in better working relationships and higher productivity.
- Managers can see what employees won't tell them about their inner self.
- Growth programs are more successful, in less time because the most competent people are put in charge and teamed with great support personnel.

What does it cost?

Each assessment is delivered for \$70 (normally \$90). This includes the assessment and personal coaching call.

The best way to understand it is to take it yourself. Order yours today by calling Rick Wemmers at 770-565-8727.