



Unveiling the Potential in your Team:

The Power of Extended DISC

Introduction

In the dynamic landscape of human resources, understanding the intricacies of individual and team behavioural styles is crucial for organisational success. Behavioural psychometric assessment tools, such as Extended DISC, have emerged as invaluable instruments for managers and staff alike. In this blog post, we'll explore the profound value that Extended DISC can bring to various HR functions, including recruitment, team building, performance improvement, and career development.

Unlocking Insights with Extended DISC

Extended DISC is a powerful behavioural assessment tool designed to unveil the complexities of human behaviour and working styles. Its applications span across various HR functions, enriching the decision-making process in the following ways:

1. Recruitment: Identifying the Right Fit

In recruitment, Extended DISC provides deep insights into candidates' natural working styles, communication preferences, and behavioural tendencies. This information helps Business Owners,

Managers and HR professionals match candidates not only with the job requirements but also with the team dynamics and organisational culture.

2. Team Building: Fostering Collaboration

Understanding the working styles of team members as well as the team as a whole is essential for building cohesive and high-performing teams. Extended DISC enables me to design team-building workshops that capitalise on individual strengths, address development areas, promote effective communication, and mitigate potential conflicts. You can see the working styles of your team members, review how these align with your strategic priorities, and identify whether or not you currently have the capability you need for success.

3. Performance Improvement: Targeted Development Plans

Extended DISC aids in developing targeted performance improvement plans by pinpointing areas where employees can focus for development, where they might be operating outside their natural working styles often, or where they are using a communication approach that might not be suited to certain situations or other's styles. This information enables us to customise development initiatives that align with individuals' inherent strengths and preferences as well.

4. Career Development: Guiding Professional Growth

For career development, Extended DISC offers profound insights into employees' natural inclinations and potential areas of discomfort in their current roles or how they might find other roles e.g. a move into a management position. The information from Extended DISC

can help us understand pressure points for individuals, or what might cause them stress. Armed with this knowledge, we can guide employees towards career paths that resonate with their natural working styles. This is where they will likely feel most engaged, most happy and satisfied, and where they can be most productive.

Understanding Natural Working Styles

Extended DISC identifies four primary behavioural styles: Dominance, Influence, Steadiness, and Compliance (DISC). Employees gain a comprehensive understanding of their natural working styles and preferences through personalised DISC profiles.

Adaptation vs. Authenticity

One distinctive and unique feature of the Extended DISC tool that I use is its ability to highlight how employees might be modifying their natural working styles to align with the perceived requirements of their current roles. While adaptation is a valuable skill, working extensively in a way that deviates from one's natural style can be challenging to sustain.

Benefits of Using Extended DISC

As well as the unique ability of the Extended DISC tool that I use, to measure unconscious behaviour by excluding the impact of the environment, this particular tool is also highly customisable. It has many great features, and it provides a range of benefits, such as:

Enhanced Communication: By understanding their own and others' communication preferences, employees can foster more effective and collaborative interactions.

Reduced Conflict: Insights into different working styles help mitigate potential conflicts by promoting tolerance, understanding, and appreciation for diversity within the team.

Improved Leadership: Leaders armed with Extended DISC insights can adapt their leadership styles to better connect with and motivate team members, enhancing overall leadership effectiveness.

Conclusion

In the realm of human resources, understanding the nuances of individual and team dynamics is a game-changer. Extended DISC stands out as a valuable tool in providing actionable insights for HR processes such as recruitment, team building, performance improvement, and career development. By embracing this behavioural assessment, organisations can unlock the full potential of their workforce, fostering a culture of authenticity, collaboration, and sustained success.

How I can Help

I have used Extended DISC for more than 20 years and I have completed several training courses in the various uses of Extended DISC over that time too.

I have used Extended DISC in businesses/organisations that I've worked in, as well as within many businesses/organisations for my clients, benefiting a wide range of HR processes, as well as assisting people to know how they can do their best in their roles.

Don't hesitate to have a no-obligation phone call with me about this great tool and how it might be of benefit to you and your business/organisation.