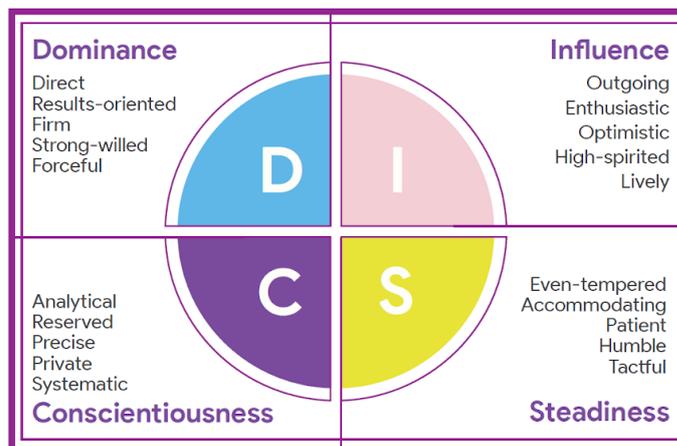


## DISC Personality Profiling with GE Coaching

GE Coaching are trained and accredited to deliver the DISC Personality Profile, one of the most highly regarded personality tools for professionals and students.

### What is DISC?

The term "DISC" stands for Dominant, Influencing, Steady and Conscientious, and the online test, which takes a matter of minutes to complete, shows your preferences in each of these four areas:



DISC does not measure intelligence or aptitude but can be used by GE Coaching in conjunction with such tests.

### What is the Value of DISC?

How often are our views and decisions compromised by the fact that we are not fully aware of what motivates us, and perhaps dismiss the value of others who think respond differently? To have this knowledge and insight through DISC can help you to recognise your own preferred behaviours and to understand what drives others who take a different approach. The important thing is that there are no right or wrong answers. In fact, you get to learn how and when your preferences can change in different environments, how you think at your best and how you respond to pressure.

### How can DISC benefit you?

Whether you are a professional looking to create better-performing teams or a clearer sense of personal career development, or whether you are student looking at potential courses or career areas, DISC provides a valuable basis to work from. If you are simply curious about how you or others react in particular situations, or why you seem to prefer some types of task or people, DISC can unlock your potential to respond in ways that improve communication, reduce stress, improve the quality of relationships and achieve results.

## How does DISC Work?

You receive a code which allows you to take the online questionnaire. The questionnaire asks you to make quite narrow distinctions and to consider how you might behave in different situations. The trick is to complete it as quickly as possible, and not to over-think your answers. Your answers form the basis of a detailed report, which is sent to you by GE Coaching. The report breaks down your strengths, your preferred blend of DISC qualities and considers how you prefer to think, work and interact with others:

	<b>D</b> DOMINANT	<b>I</b> INFLUENCING	<b>S</b> STEADY	<b>C</b> COMPLIANT
Seeks:	Control	Recognition	Acceptance	Accuracy
Strengths:	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-through	Planning Systems Orchestration
Dislikes:	Inefficiency Indecisions	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
Decisions:	Decisive	Spontaneous	Conferring	Methodical

Importantly, DISC does not simply suggest whether you prefer to be a D, I, S or C person, but focuses on the intensity of each. A low score does not mean that you do not possess a quality but may mean that you choose to manage that aspect differently. Therefore there are many permutations of DISC to consider:

## Building on DISC

Working with a GE Coaching coach can also help you to reflect on the findings of the report and how you might adopt some of its ideas. DISC is an entirely flexible tool, designed not to restrict your thinking or to categorise your behaviour, but rather to gain powerful insights into what can make you successful.

GE Coaching also links the findings of DISC to coaching methods, Neuro-Linguistic Programming (NLP) and career/study guidance, giving you techniques, exercises and ideas to put your DISC report to the test and integrate new thoughts into your daily routines.

