

# TTI Success Insights - Behaviours (DISC)

## What is DISC?

DISC measures observable behaviour and emotions. Behaviours are considered to be the "how" of your life and are apparent in the things you do and how you act. DISC is the language of people watching, or observing behaviour and emotions. Behavioural characteristics are categorized into four dimensions of normal behaviour which are referred to as DISC:

D - Dominance  
I - Influence  
S - Steadiness  
C - Compliance

DISC is not an indicator or measurement of a person's Values or Intelligence. It is also not a measurement of an individual's Skills and Experience or Education and Training.

## DISC Assessments

There are many assessments provided by TTI Ltd. Ward & Uptigrove Consulting & Human Resources often uses the TTI Success Insights Management-Staff Version. This version of the DISC assessment creates a personalized report that delivers valuable and unique information about the respondent's behaviour including:

- Value to the Organization
- Do's and Don'ts for Communicating
- Communication tips
- Ideal Environment
- Perceptions
- Natural vs. Adapted Style
- Keys to Managing and Motivating
- Areas for Improvement

## Value of DISC

Awareness of the DISC language and using DISC reports help you become more aware of your behaviour, the behaviour of those around you, understand why conflict occurs between people, identify how stress affects you and those around you, manage change, and provide ways to adapt your behaviour and understand why adapting is useful. The DISC reports and specifically the Management-Staff report is an ideal tool for:

- Recruitment and Selection
- New Employee Orientation and Performance Plans
- Retention Strategies for Key Employees
- Coaching, Mentoring and Leadership Development
- Improving Communication
- Conflict Resolution

## Ward & Uptigrove Consulting and Human Resources Services

W&U is an Independent Distributor of TTI products. We have various products and tools to assist our clients with team building, recruitment and selection, communication and conflict management training and outplacement services. We take a customized approach to the needs of each client.

Ward & Uptigrove Consulting & Human Resources qualified and experienced HR Professionals can provide you with solutions to your various HR needs.

Target Training International Ltd.

