



## Discover More Than DISC

### Utilize Values to Uncover Another View of Individuals



Marston's DISC theory is successfully utilized by many coaches and consultants through the use of personal and professional assessments in the workplace. It uncovers the behaviors of an individual and provides information vital to a variety of business practices, from selection to development. Why stop there? By looking at a second view

of the individual, you can maximize the power of DISC!

The Workplace Values assessment is unique to TTI in measuring values, or motivators. Based on Spranger's theory the TTI Workplace Values assessment adds another dimension to understanding your employees and helping them maximize their potential. The DISC measures an individual's unique talents and strengths, ideal environment for success and preferred ways of communicating and being managed. The Workplace Values measures an individual's motivation.

With a second view of individuals, you are not only able to uncover how people behave, but also WHY people do the things they do. What drives their behaviors? What is it that makes a person get out of bed and come to work?

In a sales situation, for instance, you may have two sales people with similar DISC styles that indicate sales success. Still, you would not be able to see who will become a top sales performer in your company until you consider their motivation. Are they driven by knowledge, return on investment or perhaps individual growth? Adding a second view provides a clear understanding of an individual and why he or she takes action.

A study by the National Association of Professional Employer Organizations found that

**Nearly 12%** of employees Quit because of **Personality Clashes with co-workers and supervisors.**

It may sound minimal, but it is a loss that **could have been avoided with Infocus Training assessment tools.**



Want to Know More?

Contact Infocus Training Today

With a validated correlation between the two, utilizing both DISC and values assessments will reveal a much more in-depth view of your employees or applicants. It's the smartest way to really understand that individual who has an impact on your organization.

## Teams From Around the Wheel

Every Unique Style is Necessary for a High Performing Team



Your behavioral style is great, and so is everyone else's! Each and every behavioral style has unique strengths vital to a successful team.

Since individuals can't possibly have the natural traits of every style, it is important to build a team around the wheel of behaviors to achieve the most dynamic group. High performing teams need the traits of every behavioral style, from the demanding "D" to the compliant "C". When each person's unique behavioral style is recognized and appreciated by the team members, you will see significant results. Efficient communication, less stress and accurate job assignments will be easier to accomplish.

The same concept is true of motivators. Everyone sees a situation, problem or decision through their own eyes, a different window through which we view the world. When a team can understand the motivations of one another, they can begin to understand the thought behind each individual idea. Once all ideas are appreciated, team decisions will come naturally.

With a team from around the wheel of behaviors and motivators, a company can utilize a more diverse thought process; one that will yield better results. Where does your team fit in the wheel? Infocus Training can assess your team's behavioral styles and motivations and help your organization develop a high performance team!

Consider More Than Just One View of an Individual...

Implement Research-Based Solutions Today!