

why we love
E-DISC

5 REASONS WHY WE LOVE THIS
POWERFUL TOOL



Why we love Extended DISC [Video Transcript]

I want to quickly share with you the Top 5 reasons we love the extended DISC assessment and why we call it the NEXT LEVEL DISC!

1. It's not another personality profile

Personality tests have their application, and indeed many earlier DISC models are presented as personality inventories but extended disc is different. It looks at BEHAVIOUR and ENERGY. And the reason why this is so important is that most people believe their personality is something they are stuck with.. I'm just that way. Whereas most of us will agree that behaviour can be changed. It might not always be easy or straight forward, but we can all develop strategies to change the behaviours that aren't getting us the results we want. It shows us our natural energetic styles and the behaviours we will automatically gravitate toward so we can easily see what is standing in our way.

2. It's incredibly comprehensive

EDISC doesn't divide people up into just 8 or 16 categories and expect that that will fit a whole person's individual styles and traits. Life is not like that. With the EDISC there are 160 possible combinations and you are provided with a comprehensive report detailing your specific style. The report gives a wealth of information including how you are naturally wired, what your strengths are, your motivators, your de-motivators and your key development areas. It tells you how you are likely to feel performing in a range of different areas from time management to communication and working with others. It can even show us when something unusual is happening, like you're under pressure or you are feeling insecure in your role.

3. It's in real time.

Many psychometric assessments can give you a good idea of what your strengths and key capabilities are, but what they won't tell you is how you are actually showing up right now. When we aren't working in alignment with our natural styles we can wind up anxious and exhausted if we don't have sustainable strategies that are allowing us to work outside those zones. And most of the time we aren't even aware that this is happening. We just don't like going to work or spending time with particular people because these activities drain us. The EDISC profile shows us not only our natural behavioural styles, it also shows how we are adapting to our circumstances by adjusting how we use those styles. If we are working too far outside our preferred zones for too long, without adequate support or strategies, we will burnout. But once we have that awareness we can work on either changing roles or changing behaviours in ways that are more sustainable.

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4. It can be applied to any area of life

When you take the online EDISC questionnaire you will be asked to think about how you behave in a certain area of your life. So, at work, at home, at school etc depending on the purpose for which you are taking the assessment. You've probably met someone who seems like a different person depending on where you interact with them. Someone who may be quite submissive or passive at home may be a ball-breaker in the office. This is a great demonstration of behavioural flexibility. They may or may not have healthy strategies that they are using but you can easily see how we adapt behaviour to the setting. What this means is that you could get an entirely different real time result depending on the situation you are thinking of when you answer the questions. Your natural style will generally remain consistent but how you show up may be totally different. Some of the best applications for EDISC then are in workplace settings, particularly for leadership or team work, in personal relationships

5. It provides next level self awareness

This is really the combination of the 4 previous reasons. Added together the EDISC provides some serious next level self awareness. It will show you your natural capabilities and energetic wiring, your real-time energy profile, your strengths and motivators, your de-motivators and development areas, how you work with others and how you come across to others, as well as any underlying emotional themes that might be present. You spend about 90 minutes unpacking everything with your coach and seeing how it really applies to your life, either at home or at work. And what I love most, is the capacity to build our behavioural flexibility through this process. The law of Requisite Variety tells us that the person with the most available responses in any situation controls the game, and it's easy to see why. If you have only one option when it comes to dealing with a pressure situation because you automatically default to your natural behaviour then you are incredibly limited by that. So if you can only get angry in a bad situation but what is really called for is some empathy and gentleness, someone who can choose that softer response will be more likely to create a positive outcome. If you are stuck with anger it may well inflame the situation and destroy trust or even a relationship. So the idea is to develop those behavioural muscles so you're always ready with an ideal response whatever the situation.

So that's our top 5 for why we love this next level DISC assessment and hopefully you now have a better idea of just how useful can be. To find out more, keep reading.